Declassified E.O. 12356 Section 3.3/NND No. 785017

ACC

10000/109/745
(VOL. III)

AFLR
MAY

Declassified E.O. 12356 Section 3.3/NND No. 785017

10000/109/745
(VOL. III)

AFLR (I)B, LABOR & WAGES CONTROL COMMITTEE
MAY - OCT. 1945

261

Executive Commissioner.

Sir,

Reference your Minute 258 to the Chief Commissioner - please see Folios 259 and 260.

Sgt.G.

215

C.S.O.

Please note para 4 of folio 264 (reverse) for information.

8/8/46.

304

C.S.O.

For info please note folio 303 para 2 & 5

1848

318

C.S.O.

For info please see folio 317 para 5 submitted.

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Please note para 44 folio 264 (reverse) for information.

8/8/45

DL. 41-11

304

Edo For my pleas note folio 303 para 4 b

WW/CS

1848

318

Edo For info pleas see folio 317 para 5 sublined.

EvCom 323-325

326

RSO For info, particularly para 231

FMC Encl 1/10

1/10.

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Cable

240

For wire please see folio 238 para 3 & 5

[signature] 14/1/45

Sy. 12/1

Cable

254

For wire please see folio 252 & 253 para 188 & 194.

[signature] 23/1

Sy 23/1

Cable

241

For wire please see folio 255 & para 2 & C.C.'s wire please.

[signature] 24/1/45

Ex Cairo

257

~~S.O. 1 to 66~~.

Please see folio 255

Sy

1847

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Sd 24/7

Sd 23/7

212

Cdo

For wife please see folio 256 & pass to T.C.C's office please

Sd 24/7/45

Ex Cairo

257

~~SO to CC.~~

Please see folio 255

21 1347

C80

24/7/45. To Executive Commissioner

B1

255

Chief Commissioner.

P254.

Attached is submitted for your signature/information/approval.

I endorse the Chairman's recommendation

JUL 25 RECD 1540

Copy of C.C.'s letter of approval attached. 175/2017

24/7/45

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4-0-7-50

325

W... NO: 86

ALLIED FORCE LOCAL RESOURCES SECTION
A.F.H.Q.

LRS/214A

Postal Address:
AFLRS Rome Area Allied Command
C. M. F.

Telephone: ROME 66275

26 Sep 45.

OCT - 1 1945

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - MINUTES

219. The thirty-ninth meeting of the Labour & Wages Control Committee was held on Wednesday, 26 September 1945, in the AFLRS (AFHQ) Conference Room, ROME.

PRESENT:

Chairman

Mr. W. H. BEAINE, Labour Sub-Commission, ALCOM.

Representatives of:

Flag Officer ITALY and Liaison
Comdr. W.C., Naval Forces Northwest African Waters
C-in-C, RAF MED/MS
Labour, AFHQ
CO, MTOUSA
D.M.R., ITALY
AAFSC/MTO
XIII Corps
CG, PBS
HQ 2 District
HQ 3 District
CG, Rome Area Allied Command
HQ Adriatic Base Command
HQ ALCOM

IN ATTENDANCE:

1846

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

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CC MEDSEA
D.M.L.R., ITALY
AAFSC/ATO
XIII Corps
CC, PBS
HQ 2 District
HQ 3 District
CG, Rome Area Allied Command
HQ Adriatic Base Command
Lg AIOCM

IN ATTENDANCE:

Chief of Section (US), AFLRS AFHQ
DM/MC, AFLRS, AFHQ
F.A., RAF

& Representatives of:

F.A., AFHQ
Food Sub-Commission, AIOCM.

220. MINUTES OF THE THIRTY-SEVENTH MEETING

The Committee noted minute 70 (d) of the meeting of the AFLR (Italian) Board held 22 Sep 45. Minutes of the thirty-seventh meeting held on 23 August 45 were approved.

/221.....

(Carr Harris) (Copy 87 to be filed)

1846

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221. MINUTES OF THE THIRTY-EIGHTH (SPECIAL) MEETING:

The minutes of the thirty-eighth (Special) meeting held on 5 Sep 45 were approved.

222. MEETING OF THE BOARD

Matters arising out of the meeting of the Board held on 22 Sep 45 were considered as shown in minutes 227 and 231 below. No other matters arose for discussion from the meeting of the Board.

223. 52 AREA LOCAL SUB-COMMITTEE - TARANTO

The minutes of the meeting of the 52 Area Local Sub-Committee - TARANTO, held on 14 Aug 45 were approved with the exception of minute 2.

The proposed new grades in respect of employees of the Sapio Oxygen and Acetylene Factory, TARANTO, could not be approved by the Committee due to the lack of sufficient information.

The following queries arose to which answers could not be provided at the meeting:-

(a) Are these direct employees of the Allied Forces or are they employed by a contractor?

(b) What rates of pay were these grades receiving prior to the proposed increase?

(c) How do the rates now proposed compare with similar grades employed in other oxygen plants in ITALY?

(d) How many employees are involved by this proposed change in rates?

The Committee feared that the increases proposed in the TARANTO plant would have repercussions on other oxygen and acetylene producing plants and requested that adequate justification be produced for such increases. AFLRS (AFHQ) undertook to request this justification from the Local Sub-Committee.

224. ROME AREA ALLIED COMMAND LOCAL SUB-COMMITTEE

The minutes of the meeting of this Local Sub-Committee held on

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The minutes of the meeting of the 52 Area Local Sub-Committee - TARANTO, held on 14 Aug 45 were approved with the exception of minute 2.

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The following queries arose to which answers could not be provided at the meeting:-

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224. ROME AREA ALLIED COMMAND LOCAL SUB-COMMITTEE

The minutes of the meeting of this Local Sub-Committee held on 4 Sep 45 were received and recommended to the Board for approval.

225. No 1 DISTRICT LOCAL SUB-COMMITTEE - PADOVA

Additional Comparison Tables in support of the increases granted at the 30 June 45 meeting of the above Local Sub-Committee were received and the increases granted were now recommended to the Board for approval.

226. No 3 DISTRICT LOCAL SUB-COMMITTEE - BARI

Further comparison tables in respect of the increases granted to Female Grades and Hotel Grades at the meeting of the above Local Sub-Committee held on 23 May 45 were received. The Committee recommended to the Board that all the increases authorized by this Local Sub-Committee at its meeting on 23 May 45 be approved with the exception of those made for female grades.

The divergence on the part of this Local Sub-Committee from the general policy of paying female labour less than male labour was not justified by the figures submitted and AFLRS (AFHQ) undertook to enquire whether there were any special reasons for the Local Sub-Committee's action.

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(324)

227. OVERTIME - COMPUTATION OF

In accordance with the instructions of the Board, the Committee carefully considered the present instructions on the computation of overtime, and it was recommended to the Board that para 5 (c) of AFHQ Adm Memo No 34 of 45 be amended to read as follows:-

"Overtime - Overtime may be paid at the rate of time-and-one- half for all completed hours worked over forty-eight (48) in any normal pay week or for all completed hours in excess of eight (8) per day where a normal pay week cannot be established. A normal pay week is a pay week during which hours amounting to forty-eight (48) in total are scheduled over a fixed number of days. The computation of overtime in weeks other than normal shall be done on a daily basis of eight (8) hours per day. Excepted from these conditions are those employees specifically designated in the Appendices as being ineligible for overtime pay. Overtime rates may also be paid in any locality for the seventh consecutive day of working, whether Sunday or a week-day. Overtime should be discouraged in the interests of efficiency and the employment of surplus labour".

228. COST OF LIVING BONUS - PAYMENT OF

A proposal submitted by HQ MTOUSA regarding the instructions governing the payment of cost of living bonus was considered by the Committee.

It was agreed that the present instructions need clarification because of the introduction of the concept of a 48 hour week.

The Committee therefore recommended to the Board that para 6 b(2) and (3) of AFHQ Adm Memo No 34 of 1945 be deleted and the following substituted:-

"6 b (2) - The maximum permissible bonus which may be paid is determined by the basic wage applicable to the individual. For this purpose, the basic wage is the remuneration due to an individual upon completion of:-

For Monthly Wage Group

30 days work for hotel, mess and club employees.
26 days for other than hotel, mess and club employees.

For Daily Wage Group

either 48 hours within any normal work week.

or 8 hours on any one day.

(3) The proportion of bonus payable varies directly with the proportion of basic wage due (as defined in (2) above),

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For Monthly Wage Group

30 days work for hotel, mess and club employees.
26 days for other than hotel, mess and club employees.

For Daily Wage Group

either 48 hours within any normal work week.

or 8 hours on any one day.

(3) The proportion of bonus payable varies directly with the proportion of basic wage due (as defined in (2) above), subject to the proviso that Cost-of-Living Bonus will not be paid in respect of any day on which no work is performed. 1844

(4) The Cost-of-Living Bonus is not part of the basic wage and will be excluded, for example, from the computations and adjustments for overtime pay and female differential".

229. LIBERATION BONUS

In view of a request from the Italian Government for further consideration of the payment of a Liberation Bonus, it was agreed to form a Sub-Committee consisting of representatives from:-

Labour, AFHQ
CC, MTOUSA
AFLRS, AFHQ
HQ Allied Commission

/to receive.....

to receive a delegation from the Italian Government and to consider such justification for the payment of the bonus as may be submitted by the delegation. Its findings to be considered at the next meeting of the Committee.

230. SUPPLY OF FOOD TO ITALIAN CIVILIANS

The Committee considered the draft of a proposed instruction regarding the supply of food to Italian civilians employed by the Allied Forces, and after making certain amendments, recommended publication of an instruction as per draft at Annexure 1.

As the new civilian ration scheme becomes effective 1 Oct 45, the Committee requested that prompt publication of the instruction be effected. AFHQ (AFHQ) undertook to endeavour to secure this.

231. TERMINATION OF THE ACTIVITIES OF THE COMMITTEE

In accordance with the instructions of the Board, the Committee considered procedure for the continuation of its functions when the Board is dissolved.

It was the opinion of members (12 voted for and 1 against) that the functions at present performed by the Committee could be most efficaciously continued by using Committee procedure.

The Committee consequently recommended to the Board that:-

(a) On the dissolution of the Board, the Allied Force Labour and Wages Committee be formed.

(b) The constitution of such a Committee and the chairmanship be as follows:-

Chairman:- Director Labour Sub-Commission, HQ AICOM.

Members representatives of:-

P.O.I.L., ROME
Comdr. US Naval Forces NW African Waters.
C-in-C R&P, MED/ME
Labour, AFHQ
CG, MTOUSA
DMR, ITALY
AAFSC/MTO
HQ XIII Corps
CG, PBS
HQ 2 District
HQ 3 District
CG, Rome Area Allied Command
HQ Adriatic Base Command

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Chairman:- Director Labour Sub-Commission, HQ ALCOM.

Members representatives of:-

F.O.I.L., ROME
Comdr. US Naval Forces NW African Waters.
C-in-C RAF, MED/ME
Labour, AFHQ
CG, MTOUSA
DMR, ITALY
AAFSC/MTO
HQ XIII Corps
CC, PBS
HQ 2 District
HQ 3 District
CC, Rome Area Allied Command
HQ Adriatic Base Command
HQ ALCOM

(c) to ensure continuity AFLRS (AFHQ) supply the Secretariat.

(d) The terms of reference of the new Committee be:-
To review rates of wages, and conditions of employment for employees of the Allied Forces in ITALY and to make recommendations as to any regulations considered necessary to control these wages and conditions.

(e) Recommendations made by the Committee be submitted to the C&D, AFHQ and Chief Commissioner, ALCOM, for their approval prior to publication through staff channels.

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232. NEXT MEETING

The Committee recommended that its next meeting, or the first meeting of the Committee proposed in minute 231 above, be held at 0930 hours on Friday 26 OCTOBER 1945.

S. J. B. LOUDEN, Major, DAQMG,
Secretary,
A. F. L. R. (ITALIAN) BOARD.

SJBL/rgf

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19	Q(Maint), AFHQ
20	Q(ME), AFHQ
21	Engineer Section, AFHQ
22	Engrs (B), AFHQ
23	DMS, AFHQ
24	S [illegible], AFHQ
25	Ord (B), AFHQ
26	RELO, AFHQ
27/28	Labour, AFHQ
29	Fiscal Director, AFHQ
30	P.A., AFHQ
31	D.P.I.C., AFHQ
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54	AG (Civ Pers Div), PBS (South)
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74/75	HQ, Adriatic Base Command
76	A.M.E.C.O., FOIL, NOLE
77	SUBALTERNO, ITALY
78	C.S., TARANTO
79	CINCSOS, PALERMO
80	F.O.I.L., ROME
81/82	NOIC, NAPLES
83	NOIC, TRIESTE
84	S.N.O., Eastern SICILY
85	M.W.T.B.
86	W.E.A.
87	Chief Commissioner, ALCOM
88	HQ, ALCOM

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25	Ord (B), AFHQ
26	R.E.M., AFHQ
27/28	Labour, AFHQ
29	Fiscal Director, AFHQ
30	P.A., AFHQ
31	D.P.I.C., AFHQ
32	C.G., MTOUSA
33	G.P.A., MTOUSA
34/35	D.M.R., ITALY
36	USAAF/MTO
37/40	NAFSC/MTO
41/42	HQ, 244 Group, RAF
43	P.A., RAF
44/45	HQ, Eighth Army
46/47	Rear HQ, XIII Corps (includes one for Local Sub-Committee)
48	DCG, UNF, C.M.F.
49/50	C.G., PBS (includes copy for Local Sub-Committee)
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54	AG (Civ Pers Div), PBS (South)
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58/67	HQ, 3 District (includes copy for Local Sub-Committee)
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74/75	HQ, Adriatic Base Command
76	A.M.S.O., FOIL, ROME
77	SERVILSUD, ITALY
78	C.S., TARANTO
79	COMNOB, PALERMO
80	F.O.I.L., ROME
81/82	NOIC, NAPLES
83	NOIC, TRIESTE
84	S.N.O., Eastern SICILY
85	M.W.T.B.
86	W.S.A.
87	Chief Commissioner, ACC
88	HQ, ACC
89	Vice-President, Economic Section
90/95	Economic Section
96	Finance Sub-Commission
97/98	Labour Sub-Commission
99	MWTB & Shipping Sub-Commission
100	Chairman, Labour & Wages Control Committee
101	8 Base Command Pay Office, C.M.F.
102/105	War Diary
106	File
107/150	Spares

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D R A F T

ALLIED FORCE HEADQUARTERS
APO 512

ADMINISTRATIVE MEMORANDUM)
NUMBER)

September 1945

SUPPLY OF FOOD TO ITALIAN CIVILIANS FROM CIVILIAN STOCKS
(MIDSHIFT MEAL & OFFICE WORKERS' MEAL)

AFHQ Administrative Memorandum Number 30, 1945, is rescinded and the following substituted therefor, effective 1 October 45:-

1. SCOPE. This memorandum supersedes all former directives on the subject with the exception of MTOUSA Circular Number 116, 1944 (corrected copy).

2. APPLICABILITY. - The provisions contained herein are generally applicable throughout ITALY, SICILY and SARDINIA.

3. AUTHORITY. - Authority is granted to provide food, as set forth herein, during each working period of eight (8) hours or more for Italian civilians, who are:-

(a) Workers other than office workers.

(b) Office Workers.

for the Allied Forces. This authority is applicable to civilians employed directly by the Allied Army, Navy or Air Forces, by contractors on their behalf, or to employees of industry operating for the Allied Forces.

4. RESPONSIBILITY. - Where the employee works directly for the Allied Forces, the Army, District, Base Section and Area, or equivalent commanders, will be responsible:-

(a) For providing the facilities necessary to prepare and serve meals.

(b) For ensuring that Allied military personnel are not used for this purpose except in a minimum supervisory capacity where other arrangements are not possible.

5. RATION SCALES. -

(a) Workers other than office Workers. - Below are the details of the Midshift Meal for workers other than office workers:-

ozs or gms

Midshift Meal (to be served on the job)

1841

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5. RATION SCALES. -

(a) Workers other than office Workers - Below are the details of the Midshift Meal for workers other than office workers:-

	ozs	or	gms
Midshift Meal (to be served on the job)			
Bread (this may be served in whole or in part as bread, paste and/or flour)	11		317 (equals 264 gms flour)
Dehydrated Soup	1		30
Fresh Vegetables	6		170
Salt	0.2		5.7

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(b) Office Workers - Where considered desirable there may be served on the job a daily issue of a standard meal for office workers, consisting of:-

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Bread (This may be served in whole or in part as Bread, pasta and/or flour)	50 gms (equals 42 gms of flour)
Dried Vegetables	20 gms
Soup	20 gms
Salt	5 gms
Olive Oil (when available)	5 gms

6. Allowances for other than Office Workers - The following personnel will be entitled to food as detailed in para 5 (a) above:-

(a) Workers, other than office workers, employed 100% by the Allied Forces either:-

(1) Directly

or (2) By contractors and/or industries who in turn are employed by the Allied Forces.

or (3) Railway Workers other than those employed in offices.

(b) Labour employed, other than as stated in para 6 (a) above is not entitled to any additional food.

(c) Office workers are not entitled to the Midshift Meal.

7. Allowances for Office Workers

(a) The personnel qualifying for the standard meal for office workers, detailed in para 5 (b) above are office workers employed by the Allied Forces either:-

(1) Directly

or (2) By contractors or industries who in turn are employed 100% by the Allied Forces.

(b) All cases of workers claiming entitlement under paragraph a (2) above will be referred to HQ ALCOM Food Sub-Commission for a decision as to eligibility.

8. Issues to Contractors - Issues of food to civilians employed by contractors and industry working for the Allied Forces will be strictly controlled by the employing Service in order to ensure that:-

(a) Only bona-fide employees are fed.

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(1) Directly

or (2) By contractors and/or industries who in turn are employed by the Allied Forces.

or (3) Railway Workers other than those employed in offices.

(b) Labour employed, other than as stated in para 6 (a) above is not entitled to any additional food.

(c) Office workers are not entitled to the Midshift Meal.

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(b) All cases of workers claiming entitlement under paragraph a (2) above will be referred to HQ ALCOM Food Sub-Commission for a decision as to eligibility.

8. Issues to Contractors - Issues of food to civilians employed by contractors and industry working for the Allied Forces will be strictly controlled by the employing Service in order to ensure that:-

(a) Only bona-fide employees are fed.

(b) Food is furnished and distributed on the proper scale.

(c) Food leakages do not occur.

9. Deductions - the Service responsible for placing the contract or arranging for the use of the industry will ensure that:-

(a) Contractors and firms working for the Allied Forces deduct from the wages of their employees the amounts prescribed in para 11 hereof.

(b) A deduction is made on invoices rendered equivalent to the deduction from employees wages in respect of food.

10. Provision of Supplies - Responsibility for the provision of supplies is placed as follows:-

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(a) Flour, Dehydrated Soup and Dried Vegetables - The Italian Government is responsible for the provision of flour, dehydrated soup and dried vegetables in territory under its control. In AC/AMG territory this responsibility rests with the Allied Commission. When these items are not immediately available from Italian Government or Allied Commission sources, for their respective territories, they may be supplied from military stocks. In such cases S & T APHQ, or QM MTOUSA will present to HQ AFCOM a consolidated monthly total of the amount issued at the scales authorized in para 5 above and Allied Commission will arrange replacement whether the issue was in Italian Government or AC/AMG territory.

(b) Items other than flour, dried vegetables and soup (i.e. fresh vegetables, yeast, salt, etc) will be supplied from military stocks. S2 APHQ and QM MTOUSA as the case may be will demand allocation of these items, as applicable, in the normal manner from local resources.

(c) The baking of bread, the manufacturing of pasta and the providing of these items to employing units is a service responsibility.

11. Payment

a. Midshift Meal (Workers Other than Office Workers)

(1) There will be deducted from the daily wages an amount equivalent to the cost of the food furnished as items of the midshift meal.

This amount will be as follows:-

11 ozs of Bread (or equivalent combination of bread, pasta and/or flour)	5 lire
6 ozs of fresh vegetable	3 lire
1 oz Dehydrated Soup	1 lire
0.2 ozs Salt	No charge

(2) The whole or any part of the Midshift Meal may be issued at the discretion of the Commanders mentioned in paragraph 4. In all such cases the cost of the components so issued will be as prescribed in sub-paragraph a (1) above.

(3) Every effort must be made to make the full scale ration available where local conditions make it desirable.

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(b) Items other than flour, dried vegetables and soup (i.e. Fresh vegetables, yeast, salt, etc) will be supplied from military stocks. ST AFHQ and CM MTOUSA as the case may be will demand allocation of these items, as applicable, in the normal manner from local resources.

(c) The baking of bread, the manufacturing of pasta and the providing of these items to employing units is a service responsibility.

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(3) Every effort must be made to make the full scale ration available where local conditions make it desirable. 1840

b. Standard Meal (Office Workers) - This meal will be furnished at a cost of 5 lire per head per issue, which cost shall be deducted from the employees' wages.

12. Entitlement to Additional Civilian Rations

Heavy workers will be entitled under civilian economy w.e.f. 1 OCT 45 to a civilian supplementary ration card authorizing them to purchase the following:-

100 gms Bread
&
20 gms Minestra daily.

or in the case of Miners & Forestry Workers:

400 gms Bread
&
20 gms Minestra daily.

Heavy workers of the Allied Forces are entitled to similar supplementary rations in addition to the midshift meal authorised under para 6 above.

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To enable employees of the Allied Forces to obtain civilian supplementary ration cards, employing units will issue 'Certificate of Employment' as per Appendices "A" & "B" to all entitled workers on each pay day.

All Contractors' will be responsible for arranging with the local Italian authorities for the issue of civilian supplementary ration cards to their employees in accordance with the instructions issued by the Italian Ministry of Food.

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(320)

APPENDIX "A"

.....
(UNIT)

AL SINDACO DEL COMUNE
Ufficio Razionamento.

Data.....

Heavy workers supplementary rations
Lavoratore pesante Razioni Supplementary.

Il presente documento certifica che il sottoscritto ha lavorato per le Forze Armate Alleate in qualita' di lavoratore pesante durante il periodo che va dal.. .....al.....ed ha diritto di ricevere le razioni supplementari secondo le disposizioni emanate dal Ministero dell'Alimentazione.

This document certifies that the undersigned has been employed by the Allied Forces as a heavy worker during the period from..... to..... and is entitled to receive a supplementary ration card in accordance with the instructions laid down by the Ministry of Food.

Firma del Lavoratore.

TIMBRO (UNIT)

N. Carta d'Identita.

Declassified E.O. 12356 Section 3.3/NND No. 785017

APPENDIX "B".

.....
(UNIT)

AL SINDACO DEL COMUNE
Ufficio Rationamento.

Data.....

Forestry Workers/Miners Supplementary
Rations
Boscaiuoli/Minatori Razioni Supplementari

Il presente documento certifica che il sottoscritto ha lavorato per le Forze Armate Alleate in qualita' di Boscaiuolo/Minatore durante il periodo che va dal .....al..... ed ha diritto di ricevere le razioni supplementari secondo le disposizioni emanate dal Ministero dell'Alimentazione.

This document certifies that the undersigned has been employed by The Allied Forces as a Forestry Worker/Miner during the period from..... to..... and is entitled to receive a supplementary ration card in accordance with the instructions laid down by the Ministry of Food.

Firma del lavoratore.

TIBERIO (UNIT)

N. Carta D'Identita.

4514

4007

Ex Comm 317

COPY NO: 92

ALLIED FORCE LOCAL RESOURCES SECTION
A.F.H.Q.

LRS/214A

Postal Address:
AFHQ Rome Area Allied Command
C. M. F.

Telephone: ROME 66275

19 September 1945.

SEP 20 1945

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE

317

AMENDMENT TO AGENDA

Reference Agenda for thirty-ninth meeting of the Labour and Wages Control Committee circulated under this office reference LRS/214A dated 15 Sep 45.

Annexure 5, first paragraph, should be amended to read:-

"Proposed Amendment to AFHQ Administrative Memorandum No 34, 1945 as submitted by HQ MTOUSA"

19SEP1945

S. J. B. LOUDEN, Major, DLO(BC),
Secretary,
A. F. L. R. (ITALIAN) BOARD.

SJBL/rpf

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~~LABOUR AND WAGES CONTROL COMMITTEE~~

317

AMENDMENT TO AGENDA

Reference Agenda for thirty-ninth meeting of the Labour and Wages Control Committee circulated under this office reference LBS/2144 dated 15 Sep 45.

Annexure 5, first paragraph, should be amended to read:-

"Proposed Amendment to AFHQ Administrative Memorandum No 34, 1945 as submitted by HQ MTOUSA."

19SEP1945

S. J. B. LOUDEN, Major, DAQMC,
Secretary,
A. F. L. R. (ITALIAN) BOARD.

SJBL/rgf

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45/46	HQ XIII Corps (Includes one for local Sub-Committee)
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53	B.P.A., PBS (South)
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57/66	HQ 3 District (Includes one for each local Sub-Committee)
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73/74	HQ Adriatic Base Command
75	RN (FOTALI) ROME
76	SEMALUSMO, ITALY
77	C.S., TARANTO
78	COMNOB, PALERMO
79	NOIC, TARANTO
80/81	NOIC, NAPLES
83	NOIC, ANCONA
84	NOIC, TRIESTE
85	NOIC, VENICE
86	NOIC, CERDA

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28	Fiscal Director, AFHQ
29	PA, AFHQ
30	D.P.I.C., AFHQ
31	C.G., MTOUSA
32	C.P.A., MTOUSA
33/34	D.M.R., ITALY
35	USAAF/MTO
36/39	AAFSC/MTO
40/41	HQ 244 Group, RAF
42	P.A., RAF
43/44	HQ Eighth Army
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73/74	HQ Adriatic Base Command
75	RN (POTALI) ROME
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77	C.S., TARANTO
78	COMNOB, PALERMO
79	NOIC, TARANTO
80/81	NOIC, NAPLES
83	NOIC, ANCONA
84	NOIC, TRIESTE
85	NOIC, VENICE
86	NOIC, GENOA
87	S.N.O., Eastern SICILY
88	C-in-C Med Rep., ROME
89	M.W.T.B.
90	W.S.A.
91	Chief Commissioner, ALCOM
92	HQ, ALCOM
93	Vice-President, Economic Section
94/99	Economic Section
100	Finance Sub-Commission
101/102	Labour Sub-Commission
103	MWTB & Shipping Sub-Commission
104	Chairman, Labour & Wages Control Committee
105/108	War Diary
109	File
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ALLIED FORCE LOCAL RESOURCES SECTION
A.P.M.G.

LRS/2141

Postal Address:
APLRS Rome Area Allied Command
C. M. F.

Telephone: ROME 66275

15 September 1945.

SEP 1 - 1945

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - AGENDA

The thirty-ninth meeting of the Labour & Wages Control Committee will be held at 0930 hours on Wednesday, 26 SEP 45 in the APLRS (APMG) Conference Room, 2nd Floor, 68 Piazza dell'Esedra, ROME, to consider the following Agenda:-

1. Minutes of the thirty-seventh meeting held on 23 AUG 45. (306)

2. Minutes of the thirty-eighth (special) meeting held on 5 SEP 45. (307)

3. To consider any matters arising out of the meeting of the Board held on 22 SEP 45.

4. To receive the Minutes of the meetings of the following Local Sub-Committees:-

   (a) 52 Area Local Sub-Committee - TARANTO meeting of 14 AUG 45 (Annexure 1) (308)

   (b) ROME Area Allied Command Local Sub-Committee - ROME meeting of 4 SEP 45 (Annexure 2) (313)

5. To consider a draft of a proposed instruction (Annexure 3) arising from Minute 202 of the thirty-seventh meeting regarding the supply of food to Italian civilians employed by the Allied Forces, with particular reference to para 12 and the system to be adopted to permit heavy workers of the Allied Forces to obtain the additional Heavy Workers' Civilian (309)

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ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - AGENDA

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1. Minutes of the thirty-seventh meeting held on 23 AUG 45.

2. Minutes of the thirty-eighth (special) meeting held on 5 SEP 45.

3. To consider any matters arising out of the meeting of the Board held on 22 SEP 45.

4. To receive the Minutes of the meetings of the following Local Sub-Committees:-

   (a) 52 Area Local Sub-Committee - TARANTO meeting of 14 AUG 45 (Annexure 1)

   (b) ROME Area Allied Command Local Sub-Committee - ROME meeting of 4 SEP 45 (Annexure 2)

5. To consider a draft of a proposed instruction (Annexure 3) arising from Minute 202 of the thirty-seventh meeting regarding the supply of food to Italian civilians employed by the Allied Forces, with particular reference to para 12 and the system to be adopted to permit heavy workers of the Allied Forces to obtain the additional Heavy Workers' Civilian Ration.

6. To receive from HQ 1 District comparison tables (Annexure 4) in support of the increases granted at the Local Sub-Committee meeting held at PADOVA on 30 JUN 45.

7. To receive, in accordance with Minute 210 of the thirty-seventh meeting of the Committee, a proposal (Annexure 5) submitted by HQ, MTOUSA regarding the payment of cost of living bonus.

8. Any other business.

9. To set a date for the next meeting.

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S. J. E. LOUDEN, Major, RAOMC,
Secretary,
A. F. L. R. (Italian) BOARD.

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50/51	C.O., PBS (South) (Includes one for Local Sub-Committee)
52	D.P.A., PBS
53	D.P.A., PBS (South)
54/56	HQ, 2 District (Includes one for Local Sub-Committee)
57/66	HQ, 3 District (Includes one for each Local Sub-Ctee)
67/72	C.G., ROAD Area Allied Command (Includes one for Local Sub-Committee)
73/74	HQ, Adriatic Base Command
75	R.N. (POTALI), ROME
76	SENALUSNO, ITALY
77	C.S., TARANTO
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87	S.N.O., Eastern SICILY
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ANNEXURE I.

MINUTES OF THE FOURTH MEETING OF 52 AREA LABOUR SUB-COMMITTEE HELD ON TUESDAY, 14 AUGUST 45.

- -

Present :-	Major F.W.R. Sexton (Chairman)	D.A.Q.M.G.
	Major H. Chandler	C.O. 2910 CLU
	Major W. Brown	82 CRE (Works)
	Major G. Williams	Port Supt.
	Capt. D.J. Underwood	91 Garrison
	Sub Lieut. Gibson	MN Civil Labour Office
	Lieut. E. Boardman	2903 CLU
	Lieut. W.J. McIlroy	OC 748 Service Sta REME

1. MINUTES OF PREVIOUS MEETING.

Minutes the previous meeting, held on 5 June 1945 were read and approved.

2. SAPIO OXYGEN & ACETYLENE FACTORY, TARANTO - NEW GRADES & RATES OF PAY.

OC 2910 CLU moved that the following new grades and rates of pay provisionally established by OC 2910 CLU with the Liaison Officer, AC BARI in respect of employees of SAPIO Oxygen & Acetylene Factory, TARANTO, wef 16 July 45 be approved by this Committee.

Proposed New Grades	Min. Basic.	Max. Basic.
Maintenance Engineer Mechanic	165 lire	225 lire
Oxygen & Acetylene Specialist	150 "	225 "
Oxygen & Acetylene Cylinder Filler	145 "	200 "

OC 2910 CLU went on to explain that owing to continual unrest and threatened strikes this matter had demanded immediate action, specially since these employees were the only available oxygen - acetylene workers in the TARANTO Area providing all the oxygen and acetylene for 52 Area and 50% of demands for BARI and BARIETTA.

After investigation it was found that these workers were highly specialised and could not be replaced without seriously impeding the output and safety of the installation. He was of the opinion that these new grades and rates of pay (solely applicable to SAPIO) were justified. The proposal was seconded by Port Supt., put to the vote and carried unanimously.

3. THE 48 hrs WEEK (REF ADMIN MEMO 34).

The OC 2910 CLU referred the committee to Admin Memos 34 and 37 regarding the [illegible] week and overtime from which he read extracts and intimated that those points in the memo which were at variance with the existing Regulations would be brought to the notice of all installations by publication of an

1835

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Minutes of previous meeting.

Minutes the previous meeting, held on 5 June 1945 were read and approved.

2. SAPIO OXYGEN & ACETYLENE FACTORY, TARANTO - NEW GRADES & RATES OF PAY.

OC 2910 CLU moved that the following new grades and rates of pay provisionally established by OC 2910 CLU with the Liaison Officer, AC BARI in respect of employees of SAPIO Oxygen & Acetylene Factory, TARANTO, wef 16 July 45 be approved by this Committee.

Proposed New Grades	Min. Basic.	Max. Basic.
Maintenance Engineer Mechanic	165 lire	225 lire
Oxygen & Acetylene Specialist	150 "	225 "
Oxygen & Acetylene Cylinder Filler	145 "	200 "

OC 2910 CLU went on to explain that owing to continual unrest and threatened strikes this matter had demanded immediate action, specially since these employees were the only available oxygen - acetylene workers in the TARANTO Area providing all the oxygen and acetylene for 52 Area and 50% of demands for BARI and BARLETTA.

After investigation it was found that these workers were highly specialised and could not be replaced without seriously impeding the output and safety of the installation. He was of the opinion that these new grades and rates of pay (solely applicable to SAPIO) were justified. The proposal was seconded by Port Supt., put to the vote and carried unanimously.

3. THE 48 hrs WEEK (REF ADMIN MEMO 34).

The OC 2910 CLU referred the committee to Admin Memos 34 and 37 regarding the 48 hrs week and overtime from which he read extracts and intimated that those points in the memo which were at variance with the existing Regulations would be brought to the notice of all installations by publication of an A.R.O. 1935

4. TRANSFER OF RESPONSIBILITY FOR THE PAYMENT ETC OF CIVILIAN DOCK LABOUR TO THE ITALIAN MINISTRY OF MARINE.

The Port Supt explained to the committee that he had been instructed by D.D.Tn to hand over the paying of dock labour to the Italian Ministry of Marine regarding which a meeting took place in the Port Supt's office on the 10 August 45. Those present were the Port Supt., OC 2910 CLU and the Capitaneria di Porto. The latter stated that no organisation exists in TARANTO for the supply, Payment and administration of quay labour but subject to confirmation by the Italian Ministry of Marine he would undertake physical payment against Muster Rolls presented by the Port Supt on 31 August and supply pay and administration wef 1 September.

OC 2910 CLU said that his unit would maintain a close liaison with the Marine organisation.

The Port Supt informed the committee that when the handover was complete he would then indent to the Italian Labour Pool for labour as required.

It was stated that the above would also apply to BRINDISI. The D.A.Q.M.G. said that no information had been received through Staff channels. He would therefore take up the matter with 3 District.

5. THE APPLICABILITY OF THE LAST INCREASE IN C.O.L.B. TO CROTONE AREA

2903 CLU Rep asked, if the question of applying the last increase in C.O.L.B. to CROTONE Area could be left to the discretion of OC Troops and OC 2903 CLU. He reminded the committee that at the request of OC Troops CROTONE and DADL 2903 it was agreed that the increase in C.O.L.B. as approved at the last meeting of this committee would apply to CROTONE Area.

2903 CLU Rep considered that it would be necessary to issue an increase in C.O.L.B. during the winter months and moved that it be left to OC Troops in conjunction with SLCO 2903 CLU to authorise all or part of the increase when the necessity arose.

OC 2910 CLU proposed that any recommendations by OC Troops CROTONE be submitted to the Chairman who could authorise on behalf of the committee. This proposal was seconded by 91 Garrison Rep, put to the vote and carried.

The meeting then closed.

(Signed)
.....Major,
(F.W.R.SHEXTON, Major, D.A.Q.M.G.),
Chairman.

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LOCAL SUB-COMMITTEES OF LABOUR AND WAGES CONTROL COMMITTEE

QUESTIONNAIRE

1. Reason for Meeting. (i.e. was there evidence of disparity of rates of wages)	1. To approve new grades and rates of pay provisionally established by CC 2910 CLU with L.O. 40 RCNI relating to employees of SAFIO Oxygen and Acetylene Factory, TARANTO wef 16 July 45. Disparity of rates shown on attached form.
2. Source of infm for the Italian Industry Rates as on the attached form.	2. Tosi's Shipyard.
3. Steps taken to verify the infm referred to in para 2 above.	3. Infm gained thro' personal interview with Managing Director of Tosi's Shipyard.
4. Increase/Decrease agreed, with explanation of any variations in proportions of the award as between occupations.	4. Increase agreed - see att.
5. Is the award in the form of a Bonus or of an augmentation of the Basic Pay?	5. Augmentation of the Basic Pay.
6. Effective date and area of the award.	6. 16 July 45. 52 Area.

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SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES '45

Suggested new grades and rates of pay.

Grade	Male or Female	Allied Force Basic Rate: Basic Max	PLUS C of L	TAKE HOME	Base Pay	PLUS: Presence Indemnity	Wife	Two Children	ITALIAN INDUSTRY: Carovita	Carovita
Maintenance Engineers Mechanic	Male	225	95	320	81.60	10.00		26.00	30.00	100
Oxygen and Acetylne Specialist	Male	225	95	320	79.60	10.00		26.00	30.00	100
Oxygen and Acetylene Cylinder Filler	Male	200	95	295	69.60	10.00		26.00	30.00	100

Note :- 1. The first Carovita allowance is now part of the basic rate.

2. The Incentive Bonus represents 70% of basic wage guaranteed rising to a possible maximum of 150%.

Declassified E.O. 12356 Section 3.3/NND No. 785017

SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES '45

of pay.

Force Basic Rate		Base Pay	PLUS			ITALIAN INDUSTRY RATES			MINUS	
PLUS C of L	TAKE HOME		Presence Indemnity	Wife	Two Children	Caro vita	Caro pane	150% Incentive Bonus	Soc. Ins. & Tax	TAKE HOME
95	320	81.60	10.00		26.00	30.00	100	122.40	24	346.00
95	320	79.60	10.00		26.00	30.00	100	119.40	23	342.00
95	295	69.60	10.00		26.00	30.00	100	104.40	23	317.00

a first Carovita allowance is now part of the basic rate.

b Incentive Bonus represents 70% of basic wage guaranteed rising a possible maximum of 150%.

ANNEXURE 2

COPY No. 213

ROME AREA ALLIED COMMAND,
A.P.O. 794, U.S. ARMY.

LABOUR AND WAGES CONTROL COMMITTEE, A.F.L.R.S.

ROME AREA SUB-COMMITTEE.

MINUTES.

47. The SIXTH Meeting of the Rome Area Sub-Committee of the Labour & Wages Control Committee, AFLRS, was held on TUESDAY the 4th September, 1945 in the Labour Information Room, Headquarters, Rome Area Allied Command.

PRESENT.		
	Lt. Col. C. [illegible]	Chairman
	Capt. J.N. MaXWELL	US Army
	Lt. MILLS GARDNER-CLARK	US Navy
	Fl. Lt. J.E. HALSTEAD	Royal Air Force
	Lt. N. THEODORE	HQ ALCOM
	Lt. de CARINI	French Army
	Captain S.E. LASH	2902 C.L.U.

IN ATTENDANCE.

Captain CLARK	RACTD.
Captain J. CLARK	"A" Team P.A.S.O.(Labour).

48. The Minutes of the FIFTH Meeting held on 30 July 45 were approved.

49. Captain CLARK, RACTD, briefly outlined the complaints of RIETI employees regarding pay and their comparison of AQUILA and RIETI rates. A comparison table of Allied Forces and Italian Industry rates in RIETI is attached at Appendix "A". It was proposed by Lt. MILLS GARDNER-CLARK, US Navy, that RIETI and AQUILA should have the same Cost of Living Bonus. It was agreed that the following be recommended to Commander, Br Tps, Rome Area.

RIETI - Cost of Living Bonus.
For Daily Wage Group an increase in C.L.B. of 50 lire per day, for males only (females and juveniles excluded)

For Monthly Wage Group an increase in C.L.B. of 1,300 lire per month, for males only (females and juveniles excluded)

For Hotel, Club and Mess Employees an increase in C.L.B. of 900 lire for males and females (juveniles excluded).

The necessity for an increase in RIETI having been recognised in July, but a decision having been deferred by the Committee at its FIFTH meeting due to incomplete data, it was very strongly recommended that the above increases take effect from the 1st August, 1945.

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Lt. MILLS GARDNER-CLARK		US Navy
Fl. Lt. J.E. HALSTEAD		Royal Air Force
Lt. N. THEODORE		HQ ALCOM
Lt. de CARINI		French Army
Captain S.E. LUSH		2902 C.L.U.

IN ATTENDANCE.

Captain CLARK	RACTD.
Captain J. CLARK	"A" Team P.A.S.O.(Labour).

48. The Minutes of the FIFTH Meeting held on 30 July 45 were approved.

49. Captain CLARK, RACTD, briefly outlined the complaints of RIETI employees regarding pay and their comparison of AQUILA and RIETI rates. A comparison table of Allied Forces and Italian Industry rates in RIETI is attached at Appendix "A". It was proposed by Lt. MILLS GARDNER-CLARK, US Navy, that RIETI and AQUILA should have the same Cost of Living Bonus. It was agreed that the following be recommended to Commandor, Br Tps, Rome Area.

RIETI - Cost of Living Bonus.
For Daily Wage Group an increase in C.L.B. of 50 lire per day, for males only (females and juveniles excluded)

For Monthly Wage Group an increase in C.L.B. of 1,300 lire per month, for males only (females and juveniles excluded)

For Hotel, Club and Mess Employees an increase in C.L.B. of 900 lire for males and females (juveniles excluded).

The necessity for an increase in RIETI having been recognised in July, but a decision having been deferred by the Committee at its FIFTH meeting due to incomplete data, it was very strongly recommended that the above increases take effect from the 1st August, 1945. 1032

50. MOUNTAIN GUIDES.
The Committee considered and approved for recommendation to Labour and Wages Control Committee, AMLRS, (Italian) Board the provisional rates established by ADL for mountain guides employed at AQUILA. These rates are 120 lire (Basic Wage) Plus 125 lire per day (CLB). This is half what the guides demanded.

51. ADJUSTMENT OF C.L.B. (ROME PROVINCE) FOR FEMALE EMPLOYEES.
The Committee agreed that a revision of the award to females in Administrative, Office and Clerical Grades and females on a Daily Wage Scale was advisable in Rome Province. A review of the case appears at Appendix "B". The following increase in CLB for the categories mentioned above w.e.f. 1st September 1945 is recommended to the Commanding-General, RAAC.

I. Administrative, Office and Clerical Grades (Female) Up to 10,000 lire per month ...	...	1,300 lire per month.
Administrative, Office and Clerical Grades (Female) 10,001 lire per month and above	...	650 lire per month.
II. Daily Wage Earners (Female)	...	50 lire per day.

(over)

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52. No date was set for the next meeting which will be convened when business arises.

C. ESSELY,
Lt. Col,
Chairman,
ADL HQ Rome Area.

C.M.F.
JC/VF.

DISTRIBUTION.

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6. Senior British Naval Officer, HQ A.C.
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8. Establishments Section, HQ Allied Commission.
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11. ALCOM, Rome.
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15. G-4(US) RAAC.
16. G-4(Br) RAAC.
17. 2902 CLU.
18/20. Labour Sub-Commission, H.Q., A.C.
22. ADL No. 2 District, CMF.
23. ADL No. 3 District, CMF.
24. ADL 'C' Team PASO.
25. ADL 'D' Team PASO.
26/31. HQ 3 District.
32. HQ 52 Area.
33. HQ 54 Area.
34. HQ 56 Area.
35. HQ 94 Sub-Area.
36. HQ 209 Sub-Area.
37. Hotel Management (US) RAAC.
38. Hotel Management (Br) RAAC.
39/51. Attending Officers.

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JC/FF.

ADL HQ Rome Area.

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17. 2902 CLU.
18/20. Labour Sub-Commission, H.Q., A.C.
22. ADL No. 2 District, CMF.
23. DDL No. 3 District, CMF.
24. ADL 'C' Team PASO.
25. ADL 'D' Team PASO.
26/31. HQ 3 District.
32. HQ 52 Area.
33. HQ 54 Area.
34. HQ 56 Area.
35. HQ 94 Sub-Area.
36. HQ 209 Sub-Area.
37. Hotel Management (US) RAAC.
38. Hotel Management (Br) RAAC.
39/51. Attending Officers.
51/76. Spares.

Plus 140 copies AFLRS.

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SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES. 22 AUG 45.

RIETI PROVINCE.

Grade	Male or Female	Allied Force Basic Rate Basic Rate	PLUS C of L	TAKE HOME	Base Pay	PLUS ITALIAN INDUSTRIAL RA Presence Indemnity	3 Dependents	Caro-vita.	Cont
Unskilled Labourer	Male	85	75	160	24	8	40	30	
Unskilled Labourer	Female	72	75	147	20	3	40	30	
Bricklayer	Male	120	75	195	48	6	40	30	
Carpenter	Male	120	75	195	48	6	40	30	
Blacksmith	Male	125	72	197	48	6	40	30	
Dvr Truck	Male	115	75	190	96	6	40	30	
Mechanic (M.T.)	Male	135	67	202	96	6	40	30	
Clerk, Office	Male	3600	1690	5290	1368	375	1196	900	31
Cook	Male	4400	1175	5575	1300	364	1040	600	15
									+ 2% of Sar
									Charge = 18
									+ Value of r
									= 9
Clerk, office	Female	3060	1920	4980	Total "Take Home" wage for Clerk, office, m				
Cook,	Female	3740	1225	4965	"	" "	" "	Cook, male	

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APPENDIX "A"

IAL COMPARISON TABLE: CIVILIAN LABOUR RATES. 22 AUG 45.

RIETI PROVINCE.

Allied Force Basic Rate			Base Pay	ITALIAN INDUSTRIAL RATES PLUS					ITEMS	
Basic Index	PLUS C of L	TAKE HOME		Presence Indemnity	3 Dependents	Caro-vita.	Contingency	Social Insurance	TAKE HOME
		160	24	8	40	30	116	2.37	215.63
85	75				40	30	116	1.50	207.50
72	75	147	20	3					
		195	48	6	40	30	116	2.50	237.50
20	75	195	48	6	40	30	116	2.50	237.50
20	75	197	48	6	40	30	116	2.50	237.50
25	72								
		190	96	6	40	30	100	3.00	269.00
15	75	202	96	6	40	30	100	3.00	269.00
35	67								
600	1690	5290	1368	375	1196	900	3150	72.00	6917
400	1175	5575	1300	364	1040	600	1500	98.40	7405.60
							+ 2% of Service Charge = 1800 + Value of meals = 900		
2060	1920	4980	Total "Take Home" wage for Clerk, office, male less 15%						= 5879.45
3740	1225	4965	"	"	"	"	"	Cook, male less 15%	= 6294.25

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SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES. APPENDIX "B"

ROME PROVINCE.

I. Female rates - Admin. Office and Clerical Grades.
II. " " - Daily wage scale.

Introduction.

1. The C.L.B. in Rome Province was increased w.e.f. the 1 May 45 by 100 lire for males in the above females in the above categories.
2. A revision of the ratio to females has been suggested on the basis of the following comparison ta 213 of the 37th Meeting of the Labour and Wages Control Committee of the Allied Forces Local Reso reads as follows :

"The Financial Advisor RAF suggested that in making recommendations under AFHQ Administrative Mem customary differential of 15% between male and female rates be applied by Local Sub-Committees for males in private industry except as regards those exceptional cases where common rates prev The Committee agreed to this suggestion and AFLAS (AFHQ) undertook to inform Local Sub-Committe

The following comparison table shows Allied Forces and Industrial male rates as well as female r the above minute.

Grade	Male or Female	Rome Province Basic Rate: Basic Max	PLUS C of L	TAKE HOME	Base Pay.	PLUS: Presence Indemnity	3 Dependents	Italian Caro-vita.
I. ADMIN. OFFICE AND CLERICAL GRADES.					COMMERCIAL RATES.			
Clerk	Male	3960	4290	8250	2268	450	884	1050
Clerk	Female	3366	2420	5786	1837	250	884	1050
Typist	Male	3960	4290	8250	1612	450	884	1050
Typist	Female	3960	2340	6300	1505	250	884	1050
Accountant	Male	5940	4030	9970	3004	450	884	1050
Accountant	Female	5049	2270	7319	3004	250	884	1050
					METAL TRADES.			
II. UNSKILLED LABOUR.					72	18	30	35
Unskd. Labr.	Male	95	175	270	56	10	30	35
Unskd. Labr.	Female	81	100	181	BUILDING TRADES.			
Unskd. Labr.	Male	95	175	270	49	18	30	35

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L COMPARISON TABLE: CIVILIAN LABOUR RATES. APPENDIX "B"

ROME PROVINCE.

male rates - Admin. Office and Clerical Grades.
" " - Daily wage scale.

increased w.e.f. the 1 May 45 by 100 lire for males in the above categories and by 25 lire for

s has been suggested on the basis of the following comparison table and on the basis of Minute bour and Wages Control Committee of the Allied Forces Local Resources (Italian) Board which

ted that in making recommendations under AFHQ Administrative Memorandum No 25 of 1945 the tween male and female rates be applied by Local Sub-Committees after arriving at the rates cept as regards those exceptional cases where common rates prevail.
ggestion and AFLAS (AFHQ) undertook to inform Local Sub-Committees accordingly."

hows Allied Forces and Industrial male rates as well as female rates for study in the light of

Rome Province Basic Rate			Base Pay.	PLUS		Italian Rates		MINUS	
Basic Max	PLUS C of L	TAKE HOME		Presence Indemnity	3 Dependents	Carovita.	Cont. & Caropane	Social Insurance	TAKE HOME
			COMMERCIAL RATES.						
3960	4290	8250	2268	450	884	1050	4125	117	8777
3366	2420	5796	1837	250	884	1050	4125	108	8038
3960	4290	8250	1612	450	884	1050	4125	104	8017
3960	2340	6300	1505	250	884	1050	4125	102	7712
5940	4030	9970	3004	450	884	1050	4125	131	9382
5049	2270	7319	3004	250	884	1050	4125	131	9182
			METAL TRADES.						
			72	18	30	35	128	1.5	281.5
95	175	270	56	10	30	35	128	1.5	257.5
81	100	181	BUILDING TRADES.						
			49	18	30	35	128	1.5	258.5
95	175	270							

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APPENDIX "C"

RIETI AREA SUB-COMMITTEE OF THE LABOUR
AND WAGES CONTROL COMMITTEE, A.F.L.R.S.

QUESTIONNAIRE.
(RIETI)

1. Reason for Meeting.(i.e. was there evidence of disparity of rates of wages)

Discrepancy between Allied Forces and Industrial rates in RIETI and Allied Forces rates in neighbouring Province of AQUILA.

2. Source of Information for the Italian Industry Rates as on the attached form.

Ufficio del Lavoro.

3. Steps taken to verify the information referred to in para. 2 above.

Investigations by 2902 C.U.

4. Increase/Decrease agreed, with explanation of any variations in proportions of the award as between occupations.

Increase of 1300 lire per month for Clerical and Administrative Grades, males, 90 lire per month for Hotel, Mess and Club Employees and 50 lire per day for the daily wage group, males. All awards were made to suit local conditions.

5. Is the award in the form of a Bonus or of an augmentation of the Basic Pay?

An addition to the Cost-of-Living Bonus.

6. Effective date and area of award.

Effective 1 AUGUST, 1945 and in that part of RIETI Province within RAAC boundaries.

QUESTIONNAIRE.
(ROME)

1. Reason for Meeting (i.e. was there evidence of disparity of rates of wages).

Disparity between Allied Forces male rates and female rates in two categories.

2. Source of Information for the Italian Industry Rates as on attached form.

Provincial Ufficio del Lavoro.

3. Steps taken to verify the information referred to in para. 2 above.

1829

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...the information referred to in para. 2 above.

Investigations by 2902 CLU.

4. Increase/Decrease agreed, with explanation of any variations in proportions of the award as between occupations.
Increase of 1500 lire per month for Clerical and Administrative Grades, males, 90 lire per month for Hotel, Mess and Club Employees and 50 lire per day for the daily wage group, males. All awards were made to suit local conditions.

5. Is the award in the form of a Bonus or of an augmentation of the Basic Pay?

An addition to the Cost-of-Living Bonus.

6. Effective date and area of award.

Effective 1 AUGUST, 1945 and in that part of ROME Province within RAAC boundaries.

QUESTIONNAIRE.
(ROME)

1. Reason for Meeting (i.e. was there evidence of disparity of rates of wages).

Disparity between Allied Forces male rates and female rates in two categories.

2. Source of Information for the Italian Industry Rates as on attached form.

Provincial Ufficio del Lavoro.

3. Steps taken to verify the information referred to in para. 2 above.

Information collected by 2902 CLU.

4. Increase/Decrease agreed, with explanation of any variations in proportions of the award as between occupations.
Increase of 1500 lire per month C.L.B. for females employed in Administrative, Office and Clerical Grades (Rome Province) and of 50 lire per day C.L.B. for females paid in Daily Wage Group (Rome Province).

5. Is the award in the form of a Bonus or of an augmentation of the Basic Pay?

Increase in Cost-of-Living Bonus.

6. Effective date and area of award.

Effective 1 SEPTEMBER, 1945 - Rome Province.

1829

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(309)

DRAFT Annexure 3

ALLIED FORCE HEADQUARTERS
APO 512

ADMINISTRATIVE MEMORANDUM)
NUMBER)

September 1945

SUPPLY OF FOOD TO ITALIAN CIVILIANS FROM CIVILIAN STOCKS
(MIDSHIFT MEAL & OFFICE WORKERS MEAL)

AFHQ Administrative Memorandum Number 30, 1944, is rescinded and the following substituted therefor, effective 1 Oct 45:-

1. SCOPE. This memorandum supercedes all former directives on the subject with the exception of MEDUSA Circular Number 116, 1944 (corrected copy)

2. APPLICABILITY. - The provisions contained herein are generally applicable throughout ITALY, SICILY and SARDINIA.

3. AUTHORITY - Authority is granted to provide food, as set forth herein, during each working period of eight (8) hours or more for Italian civilians, who are:-

(a) Workers other than office workers:

(b) Office workers.

for the Allied Forces. This authority is applicable to civilians employed directly by the Allied Army, Navy or Air Forces, by contractors on their behalf, or to employees of industry operating for the Allied Forces.

4. RESPONSIBILITY - Where the employee works directly for the Allied Forces, the Army, District, Base Section and Area, or equivalent Commanders, will be responsible:-

(a) For providing the facilities necessary to prepare and serve meals.

(b) For ensuring that Allied military personnel are not used for this purpose except in a minimum supervisory capacity where other arrangements are not possible.

5. RATION SCALES - 1828

(a) Workers other than Office Workers - Below are the details [illegible] workers:-

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1. SCOPE. This memorandum supercedes all former directives on the subject with the exception of MTOUSA Circular Number 116, 1944 (corrected copy)

2. APPLICABILITY. - The provisions contained herein are generally applicable throughout ITALY, SICILY and SARDINIA.

3. AUTHORITY - Authority is granted to provide food, as set forth herein, during each working period of eight (8) hours or more for Italian civilians, who are:-

(a) Workers other than office workers;

(b) Office workers.

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4. RESPONSIBILITY - Where the employee works directly for the Allied Forces, the Army, District, Base Section and Area, or equivalent Commanders, will be responsible:-

(a) For providing the facilities necessary to prepare and serve meals.

(b) For ensuring that Allied military personnel are not used for this purpose except in a minimum supervisory capacity where other arrangements are not possible.

1828

5. RATION SCALES -

(a) Workers other than Office Workers - Below are the details of the Midshift Meal for workers other than office workers:-

	ozs.	or	grms.
Midshift Meal (to be served on the job)			
Bread	11		317
[illegible]	[illegible]		[illegible]
[illegible]	[illegible]		[illegible]
[illegible]	[illegible]		[illegible]
Dehydrated Soup	1		30
Fresh Vegetables	6		170
Salt	0.2		5.7

(b) Office Workers - Where considered desirable there may be served on the job a daily issue of a standard meal for office workers, consisting of:-

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Pasta	40 gms.
Dried Vegetables	20 gms.
Soup	20 gms.
Salt	5 gms.
Olive Oil (when available)	5 gms.

6. Allowances for other than Office Workers - The following personnel will be entitled to food as detailed in para 5 (a) above:-

(a) Workers, other than office workers, employed 100% by the Allied Forces either:-

(1) Directly

or (2) By contractors and/or industries who in turn are employed by the Allied Forces.

or (3) Railway Workers other than those employed in offices.

(b) Labour employed, other than as stated in para 6(a) above is not entitled to any additional food.

(c) Office workers are not entitled to the Midnight Meal.

7. Allowances for Office Workers -

(a) The personnel qualifying for the standard meal for office workers, detailed in para 5 (b) above are office workers employed by the Allied Forces either:-

(1) Directly

or (2) By contractors or industries who in turn are employed 100% by the Allied Forces;

(b) All cases of workers claiming entitlement under paragraph (2) above will be referred to HQ ALCOM for a decision as to eligibility.

8. Issues to Contractors - Issues of food to civilians employed by contractors and industry working for the Allied Forces will be strictly controlled by the employing service in order to ensure that:-

(a) Only bona-fide employees are fed.

(b) Food is furnished and distributed on the proper scale.

(c) Food leakages do not occur.

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employed by the Allied Forces.

or (3) Railway Workers other than those employed in offices.

(b) Labour employed, other than as stated in para 6(a) above is not entitled to any additional food.

(c) Office workers are not entitled to the Midshift Meal.

7. Allowances for Office Workers -

(a) The personnel qualifying for the standard meal for office workers, detailed in para 5 (b) above are office workers employed by the Allied Forces either:-

(1) Directly

or (2) By contractors or industries who in turn are employed 100% by the Allied Forces;

(b) All cases of workers claiming entitlement under paragraph a (2) above will be referred to HQ AIRCOM for a decision as to eligibility.

8. Issues to Contractors - Issues of food to civilians employed by contractors and industry working for the Allied Forces will be strictly controlled by the employing service in order to ensure that:-

(a) Only bona-fide employees are fed.

(b) Food is furnished and distributed on the proper scale.

(c) Food leakages do not occur.

9. Deductions - The service responsible for placing the contract or arranging for the use of the industry will also ensure that:-

(a) Contractors and firms working for the Allied Forces deduct from the wages of their employees the amounts prescribed in para 11 hereof.

(b) A deduction is made on invoices rendered equivalent to the deduction from employees wages in respect of food.

10. Provision of Supplies - Responsibility for the provision of supplies is placed as follows:-

(a) Flour, dehydrated soup and dried vegetables will be supplied from military stocks and at AFHQ, or by AFHQ will submit to HQ AIRCOM a consolidated monthly total of the quantities issued. HQ AIRCOM will arrange replacement of these quantities from stocks imported on behalf of the Italian Government.

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(c) Where commodities are not immediately available from military sources units will draw their requirements by local arrangements through the Sezione Provinciale Alimentazione (SEPRAL) of the province in which the unit is located. No payment is to be made in respect of these transactions.

(c) Items other than flour, dried vegetables and soup (i.e. Fresh vegetables, yeast, salt, etc) will be supplied from military stocks. ST AFHQ and QM MEDREA as the case may be will demand allocation of these items, as applicable, in the normal manner from local resources.

(d) The baking of bread, the manufacture of pasta and the providing of these items to employing units is a service responsibility.

11. Payment

a. Midshift Meal (Workers other than Office Workers)

(1) There will be deducted from the daily wages an amount equivalent to the cost of the food furnished as items of the midshift meal.

This amount will be as follows:-

11 ozs of bread	5 lire
~~2 ozs of beans & 2 ozs of pasta~~	
6 ozs of fresh vegetables	3 lire
1 oz Dehydrated Soup	1 lire
0.2.ozs Salt	No charge

(2) The whole or any part of the Midshift Meal may be issued at the discretion of the Commanders mentioned in paragraph 4. In all such cases the cost of the components so issued will be as prescribed in sub-paragraph a (1) above.

(3) Every effort must be made to make the full scale ration available where local conditions make it desirable.

b. Standard Meal (Office Workers) - This meal will be furnished at a cost of 3 lire per head per issue, which cost shall be deducted from the employees' wages.

12. Entitlement to Additional Civilian Rations

Heavy workers will be entitled under civilian economy w.e.f. 1 OCT 45 to a civilian supplementary ration card authorizing them to purchase the following, through normal civilian channels:-

100 gms Bread
& 20 gms Minestra daily

1827

Declassified E.O. 12356 Section 3.3/NND No. 785017

a. Midshift Meal (Workers other than Office Workers)

(1) There will be deducted from the daily wages an amount equivalent to the cost of the food furnished as items of the midshift meal.

This amount will be as follows:-

11 ozs of bread	
~~4.2 ozs of bread & 1.8 ozs of pasta~~	5 lire
6 ozs of fresh vegetables	3 lire
1 oz Dehydrated Soup	1 lire
0.2.ozs Salt	No charge

(2) The whole or any part of the Midshift Meal may be issued at the discretion of the Commanders mentioned in paragraph 4. In all such cases the cost of the components so issued will be as prescribed in sub-paragraph a (1) above.

(3) Every effort must be made to make the full scale ration available where local conditions make it desirable.

b. Standard Meal (Office Workers) - This meal will be furnished at a cost of 5 lire per head per issue, which cost shall be deducted from the employees' wages.

12. Entitlement to Additional Civilian Rations

Heavy workers will be entitled under civilian economy w.e.f. 1 OCT 45 to a civilian supplementary ration card authorising them to purchase the following, through normal civilian channels:-

1827

100 gms Bread
& 80 gms Minestra daily

or in the case of Miners & Forestry Workers:

400 gms Bread
& 20 gms Minestra daily.

Heavy workers of the Allied Forces are entitled to similar supplementary rations in addition to the midshift meal authorised under para 6 above.

To enable employees of the Allied Forces to obtain civilian supplementary ration cards, employing units will issue 'Certificate of Employment' as per Appendices "A" & "B" to all entitled workers on each pay. All Contractors will be responsible for arranging with the local Italian authorities for the issue of civilian supplementary ration cards to their employees in accordance with the instructions issued by the Italian Ministry of Food.

Declassified E.O. 12356 Section 3.3/NND No. 785017

APPENDIX "A"

UNIT:- _____

TO:-
Sindaco of the Commune.

HEAVY WORKERS
SUPPLEMENTARY RATIONS

This document certifies that the undersigned has been employed by the Allied Forces as a heavy worker and is entitled to receive supplementary rations at the rate of 100 grams of Bread and 20 grams of Generi di Minestra per day for.....days.

Signature of Worker: _____ Unit Stamp

Identity Card No: _____

Date:

APPENDIX "B"

UNIT:- _____

TO:-
Sindaco of the Commune.

FORESTRY WORKERS & MINERS
SUPPLEMENTARY RATIONS

This document certifies that the undersigned has been employed by the Allied Forces as a Forestry Worker or Miner and is entitled to receive supplementary rations at the rate of 400 grams of Bread and 20 grams of Generi di Minestra per day for.....days.

Signature of Worker: _____ Unit Stamp

Identity Card No: _____

Date:

Declassified E.O. 12356 Section 3.3/NND No. 785017

HEAVY WORKERS

SUPPLEMENTARY RATIONS

This document certifies that the undersigned has been employed by the Allied Forces as a heavy worker and is entitled to receive supplementary rations at the rate of 100 grams of Bread and 20 grams of Generi di Minestra per day for.....days.

Signature of Worker: _____ _____
Unit Stamp

Identity Card No: _____

_____
Date:

APPENDIX "B"

UNIT:- _____

TO:-
Sindaco of the Commune.

FORESTRY WORKERS & MINERS

SUPPLEMENTARY RATIONS

This documentcertifies that the undersigned has been employed by the Allied Forces as a Forestry Worker or Miner and is entitled to receive supplementary rations at the rate of 400 grams of Bread and 20 grams of Generi di Minestra per day for.....days.

Signature of Worker: _____ _____
Unit Stamp

Identity Card No: _____

_____
Date:

Declassified E.O. 12356 Section 3.3/NND No. 785017

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(367)

Annexure A

SUBJECT :- No 1 District Local Sub-Committee

1D/2754/6/Q

5 Sep 45

APLAC
ROME

Ref your IRS/2140/1/16 of 25 Aug 45.

Attached as requested are comparative wage rates showing increases in the Allied Force and the Italian Industry scales:-

Appendix 'A' - Special Comparison Table
Civil Labour Wage Rates Allied Forces
Basic Wage Scale.

Appendix 'B' - Talust Equivalent of AFHQ
Civil Labour Rates.

Appendix 'C' - Talust Equivalent AFHQ
Civil Lab Rates ENDLA and
FERRARI prior to and after
the MILAN agreement.

CMF

(sgd) J.F.GOULD, Lt-Colonel,
for Major-General,
Commanding,
No. 1 District.

Copy to : 2 District. With copies of comparative tables.

Labour. Copies of comparative tables being forwarded to you by CMF.

1826

Declassified E.O. 12356 Section 3.3/NND No. 785017

SPECIAL COMPARISON TABLE - CIVIL LABOUR RATES
ALLIED FORCES BASIC WAGE SCALE

GRADE	M or D	Rates on 15/6/45 before application of percentage C.L.B. Basic Maximum	Take Home	Rates on 31/7/45 including application of percentage Basic Maximum	C.L.B.
CLERICAL & ADMINISTRATIVE GRADES					
Senior Administrant	M	6800	6800	6800	520
Chief Cashier (Fem)	M	3740	3740	3740	650
Cashier (Male)	M	3600	3600	3600	650
Cashier (Fem)	M	3060	3060	3060	765
Clerk Supervisor	M	5400	5400	5400	540
Interpreter (Fem)	M	3900	3900	3900	650
Typist (Male)	M	3600	3600	3600	650
Typist (Fem)	M	3600	3600	3600	650
Clerk (Male)	M	3600	3600	3600	650
Clerk (Fem)	M	3060	3060	3060	765
ARTISAN GRADES					
Storeman	D	100	100	100	30
HOTEL, CLUB AND MESS GRADES					
Cook (Male)	M	4000	4000	4000	445
Waiter	M	3700	3700	3700	495
Dishwasher	M	2380	2380	2380	520
Chambermaid	M	3000	3000	3000	520
Porter	M	3300	3300	3300	420
Barman	M	4500	4500	4500	445

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SPECIAL COMPARISON TABLE - CIVIL LABOUR RATES
ALLIED FORCES BASIC WAGE SCALE

M or D	Rates on 15/6/45 before application of percentage C.L.B. Basic Maximum	Take Home	Rates on 31/7/45 including application of percentage C.L.B. Basic Maximum	C.L.B.	Take Home	Rates on 1/8/45 including application of full C.L.B. Basic Maximum	C.L.B.	Take Home
M	6800	6800	6800	520	7320	6800	1430	8230
M	3740	3740	3740	650	4390	3740	1690	5430
M	3600	3600	3600	650	4250	3600	1690	5290
M	3060	3060	3060	765	3825	3060	1920	4980
M	5400	5400	5400	540	5940	5400	1470	6870
M	3900	3900	3900	650	4550	3900	1690	5590
M	3600	3600	3600	650	4250	3600	1690	5290
M	3600	3600	3600	650	4250	3600	1690	5290
M	3600	3600	3600	650	4250	3600	1690	5290
M	3060	3060	3060	765	3825	3060	1920	4980
D	100	100	100	30	130	100	75	175
M	4000	4000	4000	445	4445	4000	1175	5175
M	3700	3700	3700	495	4195	3700	1275	4975
M	2380	2380	2380	520	2900	2380	1325	3705
M	3000	3000	3000	520	3520	3000	1325	4325
M	3300	3300	3300	520	3820	3300	1325	4625
M	4500	4500	4500	445	4945	4500	1175	5675

(Sgd) ???????
Major,
S.L.C.O.
2914 C.L.U.

Declassified E.O. 12356 Section 3.3/NND No. 785017

[illegible] - CIVIL LABOR RATES

RATES A MOYEN

GRADE	M or D	Rates on 15/6/45 not including increase granted under Milan agreement: Prevail. rate	Not. Family Allce.	Other Allces	Less 8.16% Nat. Mob.	Take Home	Rates on Prevail. Rate
CLERICAL & ADMINISTRATIVE GRADES							
Senior Accountant	M	5524	426.40	2097	393	7254.40	5524
Chief Cashier (Fem)	M	2824	417.30	1347	334	4254.30	2824
Clerk Supervisor	M	4124	426.40	1737	469	5818.40	4124
Interpreter (1)	M	2575	417.30	1272	307	3967.30	2575
Clerk (Male)	M	3153	426.40	1446	367	4658.40	3153
Typist (Fem)	M	3025	417.30	1467	375	4734.30	3225
HOTEL AND CLUB GRADES							
Cook (Male)	M	3120	426.40	1436	364	4618.40	3120
Waiter	M	2987	426.40	1396	350	4459.40	2987
Dishwasher (Fem)	M	1933	417.30	1080	241	3189.30	1933
Chambermaid	M	2433	417.30	1230	292	3788.30	2433
Porter	M	2500	426.40	1250	300	3876.40	2500
Barman	M	3369	426.40	1511	390	4916.40	3369

REMARKS: Hotel & Club Grades: The Cost of Living bonus as quoted above for these grades del lavoro to AMG for approval and remits ratification.
These Talust rates submitted by Ufficio Provinciale del L
The Talust rate for monthly grades is calculated on a bas
Contingenza as per Milan agreement.
Male grades based on notional family of wife and two chil
heads of families.

General:

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...E - CIVILIAN RATES

BARI & BOVINO

...s on 15/6/45 not including increase granted under Milan agreement

...revail. Rate	Not. Family Allce.	Other Allces	Less 8.16% Rich. Mob.	Take Home
5324	426.40	2097	593	7254.40
2824	417.30	1347	334	4254.30
4124	426.40	1737	469	5818.40
2575	417.30	1272	307	3957.30
3153	426.40	1446	367	4658.40
3225	417.30	1467	375	4734.30
3120	426.40	1436	364	4618.40
2987	426.40	1396	350	4459.40
1933	417.30	1080	241	3189.30
2433	417.30	1230	292	3788.30
2500	426.40	1250	300	3876.40
3369	426.40	1511	390	4916.40

Rates on 6/8/45 including increase granted under Milan agreement

Prevail. Rate	Not. Family Allce	Contingenza	Less 8.16% Rich. Mob.	Take Home
5324	426.40	3750	725	8775.40
2824	417.30	3250	486	6005.30
4124	426.40	3750	629	7671.40
2575	417.30	3250	466	5776.3
3153	426.40	3750	552	6771.40
3225	417.30	3250	518	6374.30
3120	426.40	3000	489	6057.40
2987	426.40	3000	479	5934.40
1933	417.30	2100	322	4128.30
2433	417.30	2100	363	4588.30
2500	426.40	3000	440	5486.40
3369	426.40	3000	509	6286.40

Grades: The Cost of Living bonus as quoted above for these grades has been submitted by Ufficio Provinciale del Lavoro to AMG for approval and awaits ratification.
These Talust rates submitted by Ufficio Provinciale del Lavoro are confirmed by HQ XXI Region.
The Talust rate for monthly grades is calculated on a basis of 26 days per month.
Contingenza as per Milan agreement.
Male grades based on notional family of wife and two children. Female grades are shown as heads of families.

(Sgd) ????????
Major,
S.I.C.O.
2914 C.I.U.

Declassified E.O. 12356 Section 3.3/NND No. 785017

TARIFF EQUIVALENT OF AFMS - CIVIL LABOUR RATES

BOLA & FERRARA

GRADE	M or D	Rates on 15/6/45 not including increase granted under Milan agreement: Prevail. Rate	Not. Family Allowance	Other Allces	Less 8.16% Mich. Mob.	Take Home	Rates on granted: Prevail Rate
Barman	M	1835.6	426.40	2660	387	4555.-	1835.6
Clerk (Male)	M	2145.-	426.40	2660	392	4839.40	2145.-
Clerk (Female)	M	1853.8	417.30	2080	320	4031.10	1853.8
Cook	M	1976.-	426.40	2660	378	4684.40	1976.-
Interpreter (For)	M	2665.-	426.40	2660	434	5317.40	2665.-
Steward	D	73.6	16.40	103	14	179.-	73.6
Typist (Male)	M	2145.-	426.40	2660	392	4839.40	2145.-
Typist (Female)	M	1853.8	417.30	2080	320	4031.10	1853.8
Waiter	M	1976.-	426.40	2660	378	4684.40	1976.-
Cashier (Male)	M	2145.-	426.40	2660	392	4839.40	2145.-
Cashier (Female)	M	1853.80	417.30	2080	320	4031.10	1853.8

REMARKS:

1. These rates are verified by the Ufficio Collocamento Emilia Region, no AMG
2. Monthly rates for Talust based on 26 days.
3. Contingenza as per Milan agreement, ratified by the Bologna agreement.
4. Female grades shown on basis of family.

(3gd)??

25

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...LIST EQUIVALENT OF AFWS - CIVIL LABOUR RATES

BOLZ & FERRARA.

...es on 15/6/45 not including increase granted under Milan agreement

Prevail. ...ate	Not. Family Allowance	Other Allces	Less 8.16% Rich. Mob.	Take Home
835.6	426.40	2660	367	4555.-
145.-	426.40	2660	392	4839.40
853.8	417.30	2080	320	4031.10
976.-	426.40	2660	378	4684.40
665.-	426.40	2660	434	5317.40
73.6	16.40	103	14	179.-
145.-	426.40	2660	392	4839.40
853.8	417.30	2080	320	4031.10
976.-	426.40	2660	378	4684.40
145.-	426.40	2660	392	4839.40
853.80	417.30	2080	320	4031.10

...tes are verified by the Ufficio Collocamento Emilia Region, no AMG Office in Area.

...rates for Talust based on 26 days.

...sa as per Milan agreement, ratified by the Bologna agreement.

...rules shown as basis of family.

APPX 'C'

Rates on 6/8/45 including increase granted under Milan agreement

Prevail Rate	Not. Family Allce (1/8/45)	Contin-gency	Less 8.16% Rich. Mob.	Take Home
1835.6	4..-	3750.-	456	6013.60
2145.-	864.-	3750.-	481	6298.-
1853.8	858.-	3250.-	416	5[illegible].80
1976.-	884.-	3750.-	467	6143.-
2665.-	884.-	3750.-	525	6776.-
73.6	34.-	150.-	18	239.60
2145.-	884.-	3750.-	481	6298.-
1853.8	858.-	3250.-	416	5545.80
1976.-	884.-	3750.-	467	6143.-
2145.-	884.-	3750.-	481	6298.-
1853.8	858.-	3250.-	416	5545.80

(Sgd)??????????
Major,
S.L.C.O.
2914 C.L.U.

Declassified E.O. 12356 Section 3.3/NND No. 785017

(285)

Enclosure 5

Proposed Amendment to APHQ Administrative Memorandum No. ~~45~~ 34, 1945 as submitted by HQ MTOUSA. (Ltr 4314)

Paragraph 6: Delete b(2) and (3) and substitute:

b. (2) The maximum permissible bonus which may be paid is determined by the basic wage applicable to the individual. For this purpose, the basic wage is the remuneration due to an individual upon completion of:

For Monthly Wage Group

30 days work for hotel, mess and club employees.
26 days for other than hotel, mess and club employees.

For Daily Wage Group

either 48 hours within any normal work week.
or 8 hours on any one day.

(3) The proportion of bonus payable varies directly with the proportion of basic wage due (as defined in (2) above).

(4) Cost-of-living Bonus will not be paid in respect of any day on which no work is performed.

(5) The Cost-of-living Bonus is not part of the basic wage and will be excluded, for example, from the computations and adjustments for overtime pay and female differential.

Examples of Computation of Wages of "Skilled Labourer

CLB Computed at rate of 75 lire per day.

	HOURS OF WORK	48-hr (week) Basis	8 hrs. Day Basis
1.	M 10 T 10 W 10 T 10 F 10 S 10 S X	RT - 510 OT - 191 CLB - 450 1151	RT - 510 OT - 191 CLB - 450 1151
2.	M 12 T 12 W 12 T 12 F X S X S X	RT - 510 OT - 0 CLB - 300 810	RT - 340 OT - 256 CLB - 300 896

1824

purpose, the basic wage is the remuneration due to an individual upon completion of:

For Monthly Wage Group:

30 days work for hotel, mess and club employees.
26 days for other than hotel, mess and club employees.

For Daily Wage Group

either 48 hours within any normal work week.
or 8 hours on any one day.

(3) The proportion of bonus payable varies directly with the proportion of basic wage due (as defined in (2) above).

(4) Cost-of-living Bonus will not be paid in respect of any day on which no work is performed.

(5) The Cost-of-living Bonus is not part of the basic wage and will be excluded, for example, from the computations and adjustments for overtime pay and female differential.

Examples of Computation of Wages of Unskilled Labourer

CLB Computed at rate of 75 lire per day.

	HOURS OF WORK	48-hr (week) Basis	8 hrs. Day Basis
1.	M 10 T 10 W 10 T 10 F 10 S 10 S X	RT - 510 OT - 191 CLB - 450 1151	RT - 510 OT - 191 CLB - 450 1151
2.	M 12 T 12 W 12 T 12 F X S X S X	RT - 510 OT - 0 CLB - 300 810	RT - 340 OT - 256 CLB - 300 896
3.	M 10 T 10 W 10 T 10 F 4 S 2 S 2	RT - 510 OT - 0 CLB - 450 960	RT - 404 OT - 160 CLB - 375 939
4.	M 12 T 8 W 8 T 8 F 8 S 4 S X	RT - 510 OT - 0 CLB - 450 960	RT - 468 OT - 64 CLB - 413 945

1824

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Ex. Comm. 95 (363)

COPY NO: _____

ALLIED FORCE LOCAL RESOURCES SECTION
A.F.H.Q.

LRS/214A

Postal Address:
AFLRS Rome Area Allied Command
C. M. F.

Telephone: ROME 66275

5 Sep 45.

SEP - 7 1945

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - MINUTES

216. The thirty-eighth (Special) meeting of the Labour & Wages Control Committee was held on Wednesday, 5 September 1945, in the AFLRS (AFHQ) Conference Room, ROME.

PRESENT:

Chairman:

Mr. W. H. BRAINE, Labour Sub-Commission, AIOCC.

Representatives of:

C-in-C, Med.
Comdr. U.S. Naval Forces Northwest African Waters.
C-in-C, RAF MED/ME
Labour, AFHQ
CG, MTOUSA
T.M.R., ITALY
AAFSO/MTO
XIII Corps
CG, PBS
HQ 2 District
HQ 3 District
CG, Rome Area Allied Command
HQ Adriatic Base Command
HQ AIOCC

In Attendance:

Chief of Section U.S., AFLRS AFHQ
DACMS, AFLRS AFHQ

& Representatives of:

F.A., AFHQ
F.A., RAF

1823

Declassified E.O. 12356 Section 3.3/NND No. 785017

216. The thirty-eighth (Special) meeting of the Labour & Wages Control Committee was held on Wednesday, 5 September 1945, in the AFLRS (AFHQ) Conference Room, ROME.

PRESENT:

Chairman

Mr. W. H. BRAINE, Labour Sub-Commission, ALCOM.

Representatives of:

C-in-C, Med.
Comdr. U.S. Naval Forces Northwest African Waters.
C-in-C, RAF MED/ME
Labour, AFHQ
CG, MTOUSA
D.M.R., ITALY
ALFSO/MTO
XIII Corps
CG, FBS
HQ 2 District
HQ 3 District
CG, Rome Area Allied Command
HQ Adriatic Base Command
HQ ALCOM

In Attendance:

Chief of Section U.S., AFLRS AFHQ
DA/AG, AFLRS AFHQ

& Representatives of:

F.A., AFHQ
F.A., RAF

1823

217. 40 HOUR WORK WEEK

The text of a cable (copy at Annexure 1) sent by the United States Secretary of War to the Commanding General MTOUSA was submitted to the Committee in accordance with the instructions of AFHQ.

The Committee considered the possibility of introducing a 40 hour work week in this theatre most carefully. In the case of British employing units the matter was presented at short notice, but representatives of all services were able to give considered opinion having received previous notice under reference from MTOUSA.

United States services representatives felt that any reduction of existing periods of employment would:-

(a) Delay the completion dates for existing essential commitments;
(b) Cause a wastage of the use of rail cars, shipping and transportation facilities in general;
(c) Have an adverse effect...

7 SEP 1945

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(c) Have an adverse effect on the morale of military personnel in that any delay in completion of theatre commitments would delay their release.

It was pointed out that the number of civilian personnel employed was kept constantly under review on the basis of an 8 hour day, 48 hour week, with a view to keeping such numbers to a minimum. As a result, however, of the release of service personnel it was being found necessary to increase the numbers of civilian employees, in many cases, to keep up to date with commitments.

United States services were of the opinion that introduction of a 40 hour working week in this theatre would have adverse effect which they were desirous of avoiding.

The Committee considered that if, despite the above views of U.S. employing services, it was decided to proceed with the institution of a 40 hour week for U.S. native civilian employees, it was essential that the working conditions of all Allied native civilian employees be kept uniform in view of the close interlocking of Allied employing services in this theatre. The views of British services were therefore requested. It was reported that the same general factors apply to British employing services as those submitted by U.S. services though possibly to an even greater extent due to the reduction of British personnel consequent upon the leave schemes. British commitments in this theatre at present are considerably more than day to day maintenance; in the case of the Royal Navy, plans are in hand for a definite withdrawal from the theatre by specified dates; in the case of the military, concentrations of stores and equipment are being effected and essential programmes have been established on lines of communication and airfields for occupational purposes in Central Europe scheduled for completion prior to winter 1945.

British services were of the opinion that in view of the above commitments, coupled with release and leave schemes, the introduction of a 40 hour working week into this theatre would have an adverse effect which they were desirous of avoiding.

The Committee, being unanimous in noting the above observations, had considered the problem objectively in the light of service requirements. It should, however, be noted that the introduction of a 40 hour working week would mean a cut in the weekly wage packet which would inevitably lead to a movement of labour from the employment of the Allies at a time when difficulty is being experienced in obtaining sufficient skilled civilian personnel to fill requirements.

Although it had no bearing on the Committee's consideration of the problem at this stage, it was reported that the Italian industry was working on a 48 hour work week as is evidenced by the Italian Government decree making up workers' pay to compensate for lack of employment. The basis for computations of such compensation as established by the decree is

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The Committee considered that if, despite the above views of U.S. employing services, it was decided to proceed with the institution of a 40 hour week for U.S. native civilian employees, it was essential that the working conditions of all Allied native civilian employees be kept uniform in view of the close interlocking of Allied employing services in this theatre. The views of British services were therefore requested. It was reported that the same general factors apply to British employing services as those submitted by U.S. services though possibly to an even greater extent due to the reduction of British personnel consequent upon the leave schemes. British commitments in this theatre at present are considerably more than day to day maintenance; in the case of the Royal Navy, plans are in hand for a definite withdrawal from the theatre by specified dates; in the case of the military, concentrations of stores and equipment are being effected and essential programmes have been established on lines of communication and airfields for occupational purposes in Central Europe scheduled for completion prior to winter 1946.

British services were of the opinion that in view of the above commitments, coupled with reduced and leave schemes, the introduction of a 40 hour working week into this theatre would have an adverse effect which they were desirous of avoiding.

The Committee, being unanimous in making the above observations, had considered the problem objectively in the light of service requirements. It should, however, be noted that the introduction of a 40 hour working week would mean a cut in the weekly wage packet which would inevitably lead to a movement of labour from the employment of the Allies at a time when difficulty is being experienced in obtaining sufficient skilled civilian personnel to fill requirements.

Although it had no bearing on the Committee's consideration of the problem at this stage, it was reported that the Italian industry was working on a 48 hour work week as is evidenced by the Italian Government decree making up workers' pay to compensate for lack of employment. The basis for computations of such compensation as established by the decree is the 48 hour work week.

218. HOURS OF EMPLOYMENT OF ALCOM EMPLOYEES

It was reported to the Committee that the instructions regarding the grant of one day's leave per week to Allied personnel for recreational etc. purposes was applied in HQ ALCOM by the closure of the establishment on Wednesday afternoon and Saturday afternoon. The result was that the Italian civilian personnel were unable to work during these afternoons and the question arose of the consequent adjustment of pay.

The Committee [illegible] that HQ ALCOM were applying the general instruction differently from [illegible] similar establishments where Allied

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personnel where given time off as advisable but where Italian civilian personnel were kept fully employed, suitable arrangements being made for supervision. It was recognised that the question was one of internal administration of the Allied Coordination.

S. J. B. LOUDEN, Major, DAGMP,
Secretary,
A. F. L. R. (ITALIAN) BOARD.

SJBL/r.f

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(See page 4)

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79	MI (NAVAL) ROME
80	SEGALLERO, ITALY
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82	COMNOS, PALERMO
83	NOIC, TARANTO
84/85	NOIC, NAPLES
86	NOIC, LEGHORN
87	NOIC, TRIESTE

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29	Fiscal Director, AFHQ
30	PA AFHQ
31	.I.O., AFHQ
32	, MTOUSA
33	GEN., MTOUSA
34/36	CG Fifth Army (Attn: G-1)
37/38	DAF, ITALY
39	USLAP/MTO
40/43	ALPSO/MTO
44/45	HQ 31[illegible] Gp. MAF
46	RA., MAF
47/48	HQ Eighth Army
49/50	Rear HQ 13 Corps (Includes one for Local Sub-Committee for Infm)
51	DAF, UDF, CMF
52/53	CG, PBS (Includes copy for Local Sub-Committee for Infm)
54/55	CG, PBS (South) (Includes copy for Local Sub-Committee for Infm)
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57	MEM, PBS (South)
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83/84	NOIC, TARANTO
84/85	NOIC, NAPLES
86	NOIC, ANCONA
87	NOIC, TRIESTE
88	NOIC, VENICE
89	NOIC, GENOA
90	, Eastern Sicily
91	-in-C Med. Representative, ROME
92	MMTB
93	WSA
94	Chief Commissioner, AIOCC
95	HQ, AIOCC
96	Vice-President, Economic Section HQ AIOCC
97/102	Economic Section, HQ AIOCC
103	Finance Sub-Commission
104/105	Labour Sub-Commission
106	MMTB & Shipping Sub-Commission
107	Chairman, Labour & Wages Control Committee
108	8 Army Command Pay Office, CMF
109/111	War Diary
112	File
113/150	Spares

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(301)

TEXT OF MESSAGE DATED 3 SEP 45 RECEIVED FROM APHQ

At special meeting of Labour and Wages Control Committee to be held at 1000 hrs on 5 Sep 1945 in ROME request consideration be given to and recommendation for the Forces in this theatre be developed in regard to policy of Secretary of War stated in following War Department cable: Subject: Hours of Work for Civilian Employees.

The Secretary of War in orders dated 27 August 1945 in accordance with the desires of the President adopted a five day forty hour work week effective 9 September 1945 for all activities in the zone of interior with the provisions that: when such a work week proves a serious detriment to essential operations additional hours may be scheduled for the sixth and seventh days until 14 October 1945 without requesting approval of the Commanding General of the appropriate force. Approvals of temporarily additional hours as a regular schedule beyond 14 October 1945 as well as the numbers and amount of overtime worked will be reported by the Forces to the Director of Civilian Personnel and Training Office of the Secretary of War.

The Commanding Generals of the Forces were urged to keep approvals at an absolute minimum and to encourage the use of skeleton staffs instead of complete staffs as a means of reducing the numbers of those who may be required to be employed in excess of 40 hours per week.

The 40 hours of regular scheduled work will wherever possible be confined to the period of Monday to Friday inclusive. No work schedules for the basic 40 hour week will, therefore, be established which provide for a shorter work day than eight hours so as to extend the 40 hours into the sixth day.

The reduction in hours will not be considered as justification for any increase in total civilian strength in any Force or War Department Group.

Finally, the foregoing will not operate to change the tours of duty of on-call employees established in accordance with applicable regulations. Request this office be advised by cable immediately if it will not be possible for your Command to conform to this policy.

Recommendation of Committee should be cabled to APHQ at earliest.

1821

4007.1 Ex. Comm. 9 3677 300

COPY NO:_____

ALLIED FORCE LOCAL RESOURCES SECTION
A.P.H.Q.

Postal Address :
AFLRS, ROME AREA
ALLIED COMMAND,
C. M. F.

TEL : 66275 ROME

LRS/2142.

23rd August 1945

AUG 27 1945

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - MINUTES

199. The thirty-seventh meeting of the Labour & Wages Control Committee was held on Thursday, 23 August 1945, in the AFLRS (APHQ) Conference Room, ROME.

PRESENT:

Chairman

Mr. W.H. BRADE, Labour Sub-Commission, ALCOM

Representatives of:

C-in-C, Med.
C-in-C RAF MED/ME
Labour, APHQ
CG, MTOUSA
D.M.S., ITALY
AAFSC/MTO
CG, FBS
HQ, 1 District
HQ, 2 District
HQ, 3 District
CG, Rome Area Allied Command
HQ, Adriatic Base Command
HQ, ALCOM

IN ATTENDANCE:

Chiefs of Section, AFLRS APHQ
P.A., AF
Acting Director, Food Sub-Commission, ALCOM

1829

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199. The thirty-seventh meeting of the Labour & Wages Control Committee was held on Thursday, 23 August 1945, in the AFLRS (AFHQ) Conference Room, ROME.

PRESENT:

Chairman

Mr. W.H. BRAINE, Labour Sub-Commission, ALCOM

Representatives of:

C-in-C, Med.
C-in-C RAF MED/ME
Labour, AFHQ
CO, MTOUSA
D.M.S., ITALY
AAFSC/ETO
CO, PBS
HQ, 1 District
HQ, 2 District
HQ, 3 District
CO, Rome Area Allied Command
HQ, Adriatic Base Command
HQ, ALCOM

IN ATTENDANCE:

Chiefs of Section, AFLRS AFHQ
F.A., AFHQ
Acting Director, Food Sub-Commission, ALCOM

1820

4 Representatives of:

F.A., AFHQ
HQ, 13 Corps

200. MINUTES OF THE THIRTY-SIXTH MEETING:

The minutes of the thirty-sixth meeting held on 20 JUL 45 were approved.

201. MEETING OF THE BOARD:

Matters arising for discussion out of the meeting of the Board held on 4 AUG 45 are dealt with in minute 208 below.

202. SUPPLY OF FOOD TO ITALIAN CIVILIANS:

The Committee considered the proposals put forward by HQ ALCOM on the elimination of the Supplementary Ration Cards at present issued to civilian employees of the Allied Forces.

/It was.....

(Capt Ashley) P.G.

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It was decided to recommend to the Board that the issue of Supplementary Ration Cards to civilian employees of the Allied Forces should cease w.e.f. 1 OCT 45 provided that the Midshift Meal, as at present authorized, be increased by an approximately equivalent amount, namely 25 grams of bread and 7 to 12 grams of dehydrated soup.

AFLAS (AFHQ) agreed to ascertain the price at which the increased Midshift Meal would be charged to workers.

AMCOM Food Sub-Commission agreed to study the possibility of substituting bread (or equivalent) for that part of the dehydrated soup ration previously on the Supplementary Ration Cards and not added to the Midshift Meal by the recommendation made above.

203. LOCAL SUB-COMMITTEES:

The minutes of the following meetings of local Sub-Committees held on the dates as indicated were received and the Committee recommended their approval to the Board :-

(a)	Rome Area Allied Command			30 JUL 45
(b)	HQ 5 District	- 52 Area	-	5 JUN 45
(c)	HQ 2 District	- LIGAU	-	25 JUL 45
(d)	HQ 13 Corps	- RIESTI	-	26 JUL 45
(e)	HQ 1 District	- ANCONA	-	30 JUL 45
(f)	HQ 1 District	- PADOVA	-	7 AUG 45
(g)	P.B.S.	- TARVISIO	-	4 AUG 45

The Financial Adviser drew the attention of members to the inequalities which arose by granting overall bonuses and the Committee requested Local Sub-Committees to pay due regard to the possibility of granting different bonus increases to appropriate groups of grades of employees.

The Committee agreed that when Local Sub-Committees were comparing local Allied Force wages and bonuses with the prevailing rates in Italian Industry, the maximum of the Allied Force basic wage would normally be used. Local Sub-Committees must clearly state their reasons when less than the maximum Basic Wage is utilized.

204. NO 1 DISTRICT LOCAL SUB-COMMITTEE:

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203. LOCAL SUB-COMMITTEES:

The minutes of the following meetings of local Sub-Committees held on the dates as indicated were received and the Committee recommended their approval to the Board :-

(a)	Rome Area Allied Command			30 JUL 45
(b)	HQ 3 District	- 52 Area	-	5 JUN 45
(c)	HQ 2 District	- ANCONA	-	23 JUL 45
(d)	HQ 13 Corps	- FLORENCE	-	26 JUL 45
(e)	HQ 1 District	- LEGHORN	-	30 JUL 45
(f)	HQ 4 District	- MILAN	-	7 AUG 45
(g)	P.B.S.	- LEGHORN	-	4 AUG 45

The Financial Adviser drew the attention of members to the inequalities which arose by granting overall bonuses and the Committee requested Local Sub-Committees to pay due regard to the possibility of granting different bonus increases to appropriate groups of grades of employment.

The Committee agreed that when Local Sub-Committees were comparing local Allied Force wages and bonuses with the prevailing rates in Italian Industry, the maximum of the Allied Force basic wage would normally be used. Local Sub-Committees must clearly state their reasons when less than the maximum Basic Wage is utilised.

204. No 1 DISTRICT LOCAL SUB-COMMITTEE:

The figures submitted by HQ 1 District in support of the increases granted by the Local Sub-Committee at its meeting on 30 JUN 45 to Clerical and Administrative, Hotel, Mess and Club Grades and for All Female Grades were not accepted by the Committee. The representative of HQ 1 District agreed to submit a further study incorporating figures showing subsequent increases in both the Allied Force and Italian Industry wage rates, obtaining confirmation of the figures to be presented from the AMG Labour Officer and the appropriate Italian Regional Labour Office.

205. INCREASE OF FOREMAN'S PAY:

The Committee considered the proposal of the PBS South Local Sub-Committee (minute 17 of meeting held 5 JUL 45) regarding an increase in the rates of pay for Foremen. It was decided that only a local problem was involved and that the Local Sub-Committee should take such steps within its powers as it deemed necessary to overcome any difficulties that were being experienced.

/Para 206.....

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206. No 3 DISTRICT LOCAL SUB-COMMITTEE - PALERMO:

The comparison tables in respect of the meeting of this Local Sub-Committee were examined and the Committee recommended to the Board the approval of the minutes of the meeting held on the 12 JUL 45.

207. No 3 DISTRICT LOCAL SUB-COMMITTEE - BARI:

The comparison tables submitted in respect of the increases authorised by the Local Sub-Committee at BARI at its meeting held on 23 MAI 45 did not substantiate such increases in respect of Female and Monthly Grades. The representative of 3 District undertook to have full figures submitted to AFLAS AFHQ.

208. PAY IN LIEU OF NOTICE:

The following proposal submitted by HQ AAFSC and arising out of minute 64(a) of the Board was considered:

"Employees in the clerical and administrative grades who have been employed with the Allied Forces for not less than six months continuous service with the last employing unit shall be entitled to one-half month's notice of termination or in lieu thereof one-half month's pay and bonuses, where dismissal is without fault on the part of the employees. Such employees will be required to give one-half month's notice of resignation.

"Employees in all other grades who have been employed with the Allied Forces for not less than three months continuous service with the last employing unit shall be entitled to one week's notice of termination, or in lieu thereof, one week's pay and bonuses where dismissal is without fault on the part of the employee. Such employees will be required to give one-~~half months~~ WEEKS notice of resignation."

There was considerable discussion on the principle involved, the F.A. R&F pointing out that the proposal represents in effect a free gift to the employees as it proposes to change the conditions of service to which they agreed when taking employment.

On putting the proposal to the vote, seven members voted for and five against and it was agreed that in view of the Board's instructions, the proposal should be passed to the Joint Military Finance Committee for their consideration, prior to passing to the Joint Chairmen of the Board for interim action.

1619

209. INCREMENT TO BASIC WAGE SCALES:

The representative of Rome Area Allied Command withdrew the proposal submitted for abolishing the 15% differential in respect of certain Professional

The following proposal submitted by HQ AIOCM and arising out of minute 64(e) of the Board was considered:

"Employees in the clerical and administrative grades who have been employed with the Allied Forces for not less than six months continuous service with the last employing unit shall be entitled to one-half month's notice of termination or in lieu thereof one-half month's pay and bonuses, where dismissal is without fault on the part of the employees. Such employees will be required to give one-half month's notice of resignation.

"Employees in all other grades who have been employed with the Allied Forces for not less than three months continuous service with the last employing unit should be entitled to one week's notice of termination, or in lieu thereof, one week's pay and bonuses where dismissal is without fault on the part of the employee. Such employees will be required to give one-~~half month's~~ WEEKS notice of resignation."

There was considerable discussion on the principle involved, the F.A. R&F pointing out that the proposal represents in effect a free gift to the employees as it proposes to change the conditions of service to which they agreed when taking employment.

On putting the proposal to the vote, seven members voted for and five against and it was agreed that in view of the Board's instructions, the proposal should be passed to the Joint Military Finance Committee for their consideration, prior to passing to the Joint Chairmen of the Board for interim action.

1819

209. AMENDMENT TO BASIC WAGE SCALES:

The representative of Rome Area Allied Command withdrew the proposal submitted for abolishing the 15% differential in respect of certain Professional Workers.

210. COST OF LIVING BONUS - PAYMENT OF:

The representative of CC MTOUSA withdrew the letter circulated as Appendix I to the Addendum to the Agenda and undertook to present revised proposals in full detail, giving examples, in time for circulation with the Agenda for the next meeting of the Committee.

211. LIBERATION BONUS:

A request for the payment of a "liberation bonus" to civilian employees of the Allied Forces, submitted by the C.C.S.I.L. through HQ AIOCM was carefully considered by the Committee. It was unanimously agreed that no adequate case had been presented showing the necessity for granting such a bonus.

/Para 212.....

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212. OVERTIME - OBSERVATION OF:

A proposal submitted by HQ RAF (Annexure 1) for an amendment to the existing regulations on the payment of overtime, permitting greater flexibility in calculating overtime without disturbing the basic principle was agreed to by the Committee and recommended to the Board for approval.

In order that the correct phraseology could be obtained it was agreed that the proposal should be passed to the Joint Military Finance Committee prior to submission to the Board.

213. PREVAILING RATES OF PAY:

Considerable difficulty is being experienced by Local Sub-Committees in ascertaining the prevailing female rates in civilian industry.

The Financial Adviser RAF suggested that in making recommendations under APM) Administrative Memorandum No 25 of 1945 the customary differential of 15% between male and female rates be applied by Local Sub-Committees after arriving at the rates for males in private industry except as regards those exceptional cases where women rates prevail.

The Committee agreed to this suggestion and APM.3 (AFHQ) undertook to inform Local Sub-Committees accordingly.

214. MEMBERSHIP:

The following changes in membership were recommended to the Board for approval :-

(a) That membership of HQ Eighth Army be cancelled.

and (b) That HQ 13 Corps be granted membership of the Committee.

215. NEXT MEETING:

The next meeting of the Committee will be held at 0930 hours on Wednesday 26 SEPT 1945.

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213. [illegible] OF PAY:

Considerable difficulty is being experienced by Local Sub-Committees in ascertaining the prevailing female rates in civilian industry.

The Financial Adviser RAF suggested that in making recommendations under AFHQ Administrative Memorandum No. 3 of 1945 the customary differential of 15% between male and female rates be applied by Local Sub-Committees after arriving at the rates for males in private industry except in regards those exceptional cases where women rates prevail.

The Committee agreed to this suggestion and AFHQ (AMG) undertook to inform Local Sub-Committees accordingly.

214. MEMBERSHIP:

The following changes in membership were recommended to the Board for approval :-

(a) That membership of HQ Eighth Army be cancelled.

and (b) That HQ 13 Corps be granted membership of the Committee.

215. NEXT MEETING:

The next meeting of the Committee will be held at 0930 hours on Wednesday 26 SEPT 1945.

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S.J.B. LOUBSER, Major, D.A.M.G.,
Secretary,
A. F. L. R. (ITALIAN) BOARD.

SJBL/ps.

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26	Ord (), AFHQ
27	[illegible], AFHQ
28/29	D.Labour, AFHQ
30	Fiscal Director, AFHQ
31	P.A., AFHQ
32	D.P.I.O., AFHQ
33	C.G., [illegible]
34	C.G., [illegible]
35/37	C.G., Fifth Army (Attn: G-4)
38/39	B.M.S., ITALY
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47	P.A., [illegible]
48/49	HQ, Eighth Army
50/51	Rear HQ 13 Corps (Includes one for Local Sub-Committee for info)
52	DSP, [illegible], GHF
53/54	C.G., [illegible] (Includes copy for Local Sub-Committee for information)
55/56	C.G., [illegible] 8 (South) (Includes copy for Local Sub-Committee for info)
57	RTA, [illegible]
58	RTA, [illegible] (South)
[illegible]/63	HQ, 1 District (Includes copies for Local Sub-Committees for info.)
[illegible]/66	HQ, 2 District (Includes " " " " " " ")
67/73	HQ, 3 District (Includes " " " " " " ")
74/78	OG, Rear Area Allied Command (Includes copy for Local Sub-Committee for information)
79/80	HQ, Adriatic Base Command
81	R.N. ([illegible]), HOME
82	SEMLANT/C, ITALY
83	C.S., [illegible]NTO
84	COMNAV, PALERMO
85	NOIC, [illegible]NTO
86	NOIC, [illegible]ES
87	[illegible]

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25	QM, AFHQ
26	Ord (A), AFHQ
27	REME, AFHQ
28/29	D.Labour, AFHQ
30	Fiscal Director, AFHQ
31	F.A., AFHQ
32	D.P.I.O., AFHQ
33	C.G., MTOUSA
34	G-4, MTOUSA
35/37	C.G., Fifth Army (Attn: G-4)
38/39	D.M.G., ITALY
40	USAAF/AFHQ
41/44	AAFSC/AFHQ
45/46	HQ, 214 Group RAF
47	F.A., AFHQ
48/49	HQ, Eighth Army
50/51	Rear HQ 13 Corps (Includes one for Local Sub-Committee for info)
52	DEP, CCAC, CMF
53/54	C.C., NTOUSA (Includes copy for Local Sub-Committee for information)
55/56	C.C., NTOUSA (South) (Includes copy for Local Sub-Committee for info)
57	MFA, AFHQ
58	MFA, NTOUSA (South)
59/63	HQ, 1 District (Includes copies for Local Sub-Committees for info)
64/68	HQ, 2 District (Includes " " " " " " ")
69/73	HQ, 3 District (Includes " " " " " " ")
74/78	CG, Base Area Allied Command (Includes copy for Local Sub-Committee for information)
79/80	HQ, Adriatic Base Command
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83	C.S., TARANTO
84	COMNOB, PALERMO
85	NOIC, TARANTO
86	NOIC, NAPLES
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88	NOIC, LEGHORN
89	NOIC, VENICE
90	NOIC, GENOA
91	SNO, Western Sicily
92	C-in-C, Med. Representative, ROME
93	R.N.T.O.
94	W.S.A.
95	Chief Commissioner, AMZON
96	HQ, AMZON
97	Vice-President, Economic Section
98/103	Economic Section
104	Finance Sub-Commission
105/106	Labour Sub-Commission
107	MWTB - Shipping Sub-Commission
108	Chairman, Labour & Wages Control Committee
109/111	War Diary
112	File
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ANNEXURE I.

HEADQUARTERS
PENINSULAR BASE SECTION
APO 782

AG 248.4 M-ER-A

August 7, 1945.

SUBJECT: Overtime.

TO : Chairman, Labor and Wages Control Committee, Allied Forces
Local Resources Section, AFLR (Italian) Board.

1. Paragraph 5c of AFHQ Adm. Memo. No 34 states "Overtime may be paid at the rate of time-and-one-half for all completed hours worked over forty-eight (48) in any normal pay week and for those whose employment commenced or terminated within any normal pay week for each completed hour in excess of any average of eight (8) hours per day. Excepted from these conditions etc."

2. Many complaints are being received from employing units due to the fact that AFHQ Adm. Memo. No 34 changes a procedure for calculating overtime which had been in effect for a considerable length of time. Their claim is that their clerks, methods, computations, paytables and forms are all set up on a basis of an 8 hour day and that the changeover to a 48 hour week is confusing administrative personnel and increasing materially the volume of attendance computations.

3. In view of this, it is requested that there be placed before the committee the proposal to rescind the first sentence of the paragraph quoted in 1 above and to substitute in lieu thereof, the following:

"Overtime may be paid at the rate of time-and-one-half for all completed hours worked over forty-eight (48) in any normal pay week or for all completed hours worked over eight (8) hours in any one day, as the employing service may elect."

This proposal, if approved by the committee would allow the various headquarters the option of using one of two methods of calculating overtime without disturbing the basic principle.

FOR THE COMMANDING GENERAL:

1816

(Signed) G. D. CARLISLE,
1st Lt. A.G.D.,
Asst. Adj. Gen.

1680

1007 Ex Bmme

296

ALLIED FORCE LOCAL RESOURCES SECTION
A.F.H.Q.

LFS/C15A.

Postal Address :
APLRS, ROME AREA
ALLIED COMMAND,
C. M. F.

TEL : 66275 ROME

16th August 1945

AUG 18 1945

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE

ADDENDUM TO AGENDA

The following Addendum to the Agenda for the Labour & Wages Control Committee meeting to be held on 23rd August 1945 are notified :-

295

1. To receive a request from HQ MTOUSA (Appendix 1) regarding the payment of the Cost of Living Bonus.

2. To receive and consider a request from the CMIL through HQ ALSC for the payment of a "Liberation Bonus" to Allied Force civilian employees. A precis of the contract agreed for the payment of the bonus in civilian industry is attached at Appendix 2.

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S.J.B. LOUDEN, Major, DAGD,
Secretary,
A. F. L. R. (ITALIAN) BOARD.

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LABOUR & WAGES CONTROL COMMITTEE

ADDENDA TO AGENDA

The following Addenda to the Agenda for the Labour & Wages Control Committee meeting to be held on 23rd August 1945 are notified :-

1. To receive a request from HQ MTOUSA (Appendix 1) regarding the payment of the Cost of Living Bonus.

2. To receive and consider a request from the COIL through HQ ALSOS for the payment of a "Liberation Bonus" to Allied Forces civilian employees. A precis of the contract agreed for the payment of the bonus in civilian industry is attached at Appendix 2.

S.J.B. LEDEEN, Major, GASC,
Secretary,
A. F. L. H. (ITALIAN) BOARD.

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Appendix 1.

Headquarters
Mediterranean Theater of Operations
United States Army
APO 512

Civilian Personnel Division.

11 August 1945.

SUBJECT: Cost-of-Living Bonus.

TO : Chairman, Labour & Wages Control Commission,
c/o ATLAS, H.Q., APO 394 U.S. Army.

1. Reference is made to paragraph 6b2 of AFHQ Administrative Memo 34. Several questions have arisen among subordinate units as to the proper interpretation of this paragraph in connection with the establishment of a 44 hour week. It is our interpretation that for work performed in any one calendar day, only one daily cost-of-living bonus may be paid. Likewise, in any one calendar month, the maximum permissible monthly cost-of-living bonus, as listed in App. B of AFHQ Administrative Memo 34, may not be exceeded.

2. It is requested that this question be put before the next meeting of the Labour & Wages Control Commission with a view to amending AFHQ Administrative Memo 34 by the addition to paragraph 6b2 of language substantially as indicated in the last two sentences of paragraph 1 above.

(signed) [illegible],
Lt Colonel, AGD,
Asst Adj Gen.

Copy to: L/Labour
Fiscal Dir.
F.A.Britain.

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Appendix 2.

Proels of an Agreement reached on 4 July 45 between the General Confederation of Industry and the General Confederation of Labour.

In order to celebrate the liberation of Italy and to alleviate workers' conditions it has been agreed that the following bonus shall be paid by all industrial firms to workers who have completed six months service.

1) Men and women over 21 entitled to family allowances 3000 lire

2) Men and women between 18 and 21 entitled to family allowances 2500 lire

3) Men and women above 18 not entitled to family allowances 2000 lire

4) Men and women between 16 and 18 1500 lire

5) Juveniles between 14 and 16 1000 lire

Workers who have not completed six months service will receive 1/6 of the above amounts for each month's service.

The bonus is free from any deductions for social or insurance contributions.

4007 Ex Com 2.95

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ALLIED FORCE LOCAL RESOURCES SECTION
A.F.H.Q.

DRS/214A.

13 AUG 1945

Postal Address :
AFLRS, A.F.H.Q.
ALLIED FORCES,
U. K. 3.

TEL : 56275 3043

13th August 1945

AUG 15 1945

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - AGENDA

The thirty-seventh meeting of the Labour & Wages Control Committee will be held at 0930 hours on Thursday, 23 AUG 1945 in the AFLRS ANNEX Conference Room, 2nd Floor, 68 Piazza dell' Esedra, ROME, to consider the following AGENDA :-

1. Minutes of the thirty-sixth meeting held on 19 JUL 1945.

2. To consider any matters arising out of the meeting of the Board held on 4 AUG 1945.

3. To receive the minutes of the meetings of the following Local Sub Committees :-

(a) Rome Area Allied Command Local Sub-Committee - ROME meeting of 30 JUL 45 (Appendix "A")

(b) No 3 District Local Sub-Committee - 52 AREA meeting of 5 JUN 45 (Appendix "B")

(c) No 2 District Local Sub-Committee - MILAN meeting of 27 JUL 45 (Appendix "C")

(d) 13 Corps Local Sub-Committee - FLORENCE meeting of 26 JUL 45 (Appendix "D")

(e) No 1 District Local Sub-Committee - ANCONA meeting of 30 JUL 45 (Appendix "E")

(f) No 1 District Local Sub-Committee - PADUA meeting of 7 AUG 45 (Appendix "F")

(g) P.B.C. Local Sub-Committee - LEGHORN meeting of 4 AUG 45 (Appendix "G")

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2nd Floor, 68 Piazza dell' Esedra, ROME, to consider the following AGENDA :-

1. Minutes of the thirty-sixth meeting held on 19 JUL 1945.

2. To consider any matters arising out of the meeting of the Board held on 4 AUG 1945.

3. To receive the minutes of the meetings of the following Local Sub Committees :-

   (a) Base Area Allied Command Local Sub-Committee - ROME meeting of 30 JUL 45 (Appendix "A")

   (b) No 3 District Local Sub-Committee - 52 AREA meeting of 6 JUN 45 (Appendix "B")

   (c) No 2 District Local Sub-Committee - MILAN meeting of 25 JUL 45 (Appendix "C")

   (d) 13 Corps Local Sub-Committee - FLORENCE meeting of 26 JUL 45 (Appendix "D")

   (e) No 1 District Local Sub-Committee - ANCONA meeting of 30 JUL 45 (Appendix "E")

   (f) No 1 District Local Sub-Committee - PARMA meeting of 7 AUG 45 (Appendix "F")

   (g) P.B.S. Local Sub-Committee - LEGHORN meeting of 4 AUG 45 (Appendix "G")

4. To receive additional details (Appendix "G") furnished by 1 District in substantiation of the increase granted at the 1 District Sub-Committee meeting held on 30 JUL 45 and to consider recommending the approval of these increases to the Board.

5. To consider the recommendation contained in minute 17 of the meeting of the Southern District P.W.B. Local Sub-Committee held on 5 JUL 45 (Appendix "H" to Minutes of the Thirty sixth meeting of the Labour & Wages Control Committee).

6. To receive the pro forma (Appendix "I") showing the comparison between Allied Forces wages and prevailing civilian rates in respect of the increases authorized at the 12 JUL 45 meeting of 3 District Local Sub-Committee - FOLIGNO, and to consider recommending to the Board the approval of the increases authorized.

/Item 7.....

- 1 -

(Chief Secretary)

Declassified E.O. 12356 Section 3.3/NND No. 785017

(29)

7. To receive the comments of the Financial Authorities on the study of rates of wages made in the Bari area by HQ 5 District.

8. To consider the proposals submitted by HQ AFHQ to the last meeting (minute 194 refers) on the Supply of Food to Italian Civilian Employees of the Allied Forces.

9. To consider a proposal (Appendix "J") submitted by HQ AFHQ for the payment of a wage in lieu of notice to civilian employees of the Allied Forces.

10. To consider a proposal submitted by Rome Area Allied Command that the 15% differential for females in professional grades should be abolished and an amendment made to Appendix "J" of AFHQ Adm. Memo. No 34 of 1945 by the insertion of "(Male or female)" after the grade of "Professional Worker (Electrical Engineer, Doctor, Lawyer, Dentist, and Construction, Civil or Mechanical Engineer)".

11. Any other business.

12. To set a date for the next meeting.

S.J.S. LOUDEN, Major, DAGMG,
Secretary,
A. F. L. R. (ITALIAN) BOARD.

SJSL/ge.

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9. To consider a proposal (Appendix "J") submitted by HQ AIRCENT for the payment of a wage in lieu of notice to civilian employees of the Allied Forces.

10. To consider a proposal submitted by Rome Area Allied Command that the 15% differential for females in professional grades should be abolished and an amendment made to Appendix "A" of AFHQ Adm. Memo. No 34 of 1945 by the insertion of "(Male or Female)" after the grade of "Professional Worker (Electrical Engineer, Lecturer, Lawyer, Dentist, and Construction, Civil or Mechanical Engineer)".

11. Any other business.

12. To set a date for the next meeting.

G.M.B. LOCKE, Major, R.A.S.C.,
Secretary,
A. F. L. R. (ITALIAN) BOARD.

SJBL/gp.

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21	SHAEF (S), AFHQ
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29	P.A., AFHQ
30	D.P.I.C., AFHQ
31	G.S., MTOUSA
32	G.S.A., MTOUSA
33/35	G.C., Fifth Army (Attn: G-4)
36/37	D.M.P., ITALY
38	USSAFE/MTO
39/42	AAFSO/MTO
43/44	HQ, 214 Group RAF
45	F.A., RAF
46/47	HQ, Eighth Army
48/49	HQ, XIII Corps (Includes one for Local Sub-Committee)
50	
51/52	C.S., P.B.S. (Includes one for Local Sub-Committee)
53/54	C.C., P.B.S.(South) (Includes one for Local Sub-Committee)
55	D.P.A., PBS
56	D.P.A., PBS (SOUTH)
57/61	HQ, No 1 District (Includes one for each Local Sub-Cattee)
62/64	HQ, No 2 District (Includes one for each Local Sub-Cattee)
65/71	HQ, No 3 District (Includes one for each Local Sub-Cattee)
72/77	C.C., Rome Area Allied Command (Includes one for Local Sub-Committee)
78/79	HQ, Adriatic Base Command
80	R.N. (PORTAL), NAVE
81	SEMILLERO, ITALY
82	C.S., TARANTO
83	G.M.O.B., PALERMO
84	NOIC, TARANTO
85	NOIC, NAPLES
86	NOIC, ANCONA
87	NOIC, LEGHORN

26/27	Labour, AFHQ
28	Fiscal Director, AFHQ
29	P.A., AFHQ
30	D.P.I.C., AFHQ
31	C.G., MTOUSA
32	G.F.A., MTOUSA
33/35	C.G., Fifth Army (Attn: G-5)
36/37	U.S.N., ITALY
38	USAAF/MTO
39/42	AC/AS/MTO
43/44	HQ, 21A Group RAF
45	P.A., RAF
46/47	HQ, Eighth Army
48/49	HQ, XIII Corps (Includes one for Local Sub-Committee)
50	
51/52	C.G., F.B.S. (Includes one for Local Sub-Committee)
53/54	C.G., F.B.S.(South) (Includes one for Local Sub-Committee)
55	B.F.A., FBS
56	B.F.A., FBS (SOUTH)
57/61	MG, No 1 District (Includes one for each Local Sub-Cattee)
62/64	HQ, No 2 District (Includes one for each Local Sub-Cattee)
65/71	HQ, No 3 District (Includes one for each Local Sub-Cattee)
72/77	C.G., Rome Area Allied Command (Includes one for Local Sub-Committee)
78/79	HQ, Adriatic Base Command
80	S.I. (ROYALL), MCMS
81	SPILLENBG, ITALY
82	S.S., PALERMO
83	COMNAV, PALERMO
84	NOIC, TARANTO
85	NOIC, NAPLES
86	NOIC, ANCONA
87	NOIC, LIVORNO
88	NOIC, VENICE
89	NOIC, GENOA
90	S.I.O., Eastern Sicily
91	C-in-C, Med., Representative, ROME
92	M.W.T.B.
93	F.B.A.
94	Chief Commissioner, AIOCC
95	HQ, AIOCC
96	Vice-President, Economic Section
97/102	Economic Section
103	Finance Sub-Commission
104/105	Labour Sub-Commission
106	MWTB & Shipping Sub-Commission
107	Chairman, Labour & Wages Control Committee
108/110	War Diary
111	File
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Appx "A"

COPY No. 39

ROME AREA ALLIED COMMAND.

A.A.F.O. 794 U.S. ARMY.

LABOUR AND WAGES CONTROL COMMITTEE, AFLRS.

ROME AREA SUB-COMMITTEE.

MINUTES.

39. The FIFTH meeting of the Rome Area Sub-Committee of the Labour & Wages Control Committee, AFLRS, was held on [illegible] the 30th JULY 45 in the Labour Information Room, Headquarters, Rome Area Allied Command.

PRESENT.	Major C. Mosely	Chairman.
	Capt. J.M. Maxwell	US Army.
	Lt. Willis Gardner-Clark	US Army.
	Lt. C. Maitland	Royal Navy.
	Fl. Lt. J.C. Halstead	Royal Air Force.
	Lt. M. Theodore	L.O. ALOCOM.
	Lt. L.L. Wilkinson	L.O. A.D.S.
	Lt. Guibert	French Army.
IN ATTENDANCE.	Lt. Col. D.A. MacGrath	Hotel Management (US)
	Major W.A. Cheshire	Hotel Management (US)
	Capt. R. Whatley	Catering Adviser
	Mr. R. Scott	H.Q. ALOCOM. (Labour Sub-Commission).
	Major S.H. Clark	2902 C.L.U.

---

40. The Minutes of the FOURTH Meeting, held on the 11th June 1945 were approved.

41. Membership.
It was recommended that Major S.H. Clark, D.A.D.L. 2902 C.L.U. be appointed member of the Committee so that the Committee may benefit from his close contact with employers and employees and from his detailed knowledge of the labour market. It is recommended to the Commanding-General that he represent the British Labour Service in order that the Chairman be relieved of acting in a dual capacity.

42. Service Charges in Hotels and Messes.
a. After a full review of the case, the Committee adopted the view that the remuneration of employees of Hotels and Messes should consist of [illegible] only. It was pointed out that the Allied Forces

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	Capt. J.M. Maxwell	U.S. Army.
	Lt. Mills Gardner-Clark	U.S. Navy.
	Lt. C. Maitland	Royal Navy.
	Fl. Lt. J.G. Halstead	Royal Air Force.
	Lt. F. Theodore	U.S. ALCOM.
	Lt. L.L. Wilkinson	U.S. U.S.S.
	Lt. Guibert	French Army.
IN ATTENDANCE.	Lt. Col. D.A. MacGrath	Hotel Management (US)
	Major W.A. Cheshire	Hotel Management (US)
	Capt. R. Whatley	Catering Adviser
	Mr. R. Scott	H.Q. ALCOM. (Labour Sub-Commission).
	Major S.H. Clark	2902 C.L.U.

40. The Minutes of the FOURTH Meeting held on the 11th June 1945 were approved.

41. Membership.
It was recommended that Major S.H. Clark, D.A.D.L. 2902 C.L.U. be appointed member of the Committee so that the Committee may benefit from his close contact with employers and employees and from his detailed knowledge of the labour market. It is recommended to the Commanding-General that he represent the British Labour Service in order that the Chairman be relieved of acting in a dual capacity.

42. Service Charges in Hotels and Messes.
a. After a full review of the case, the Committee accepted the view that the remuneration of employees of Hotels and Messes should consist of authorised wages only. It was pointed out that the Allied Forces wage scales are designed to combine the remuneration a hotel employee would receive in civilian employment in the way of both fixed wages and a share of service charges. It was recommended that

1809

(i) The following three British Controlled hotels and two messes at present levying a Service charge on Officers be instructed to cease augmenting employees' wages therefrom.

D'Azeglio	...	AJ Austria
Mediterrano	...	" "
Eden	...	Officers' Leave Hotel.
Continentale	...	" " "
Imperiale	...	YMCA " "

(ii) A general instruction be issued to Hotels and Messes prohibiting the practice of augmenting employees' authorised wages by means of a Service Charge on Officers.

Continued Sheet 2 (overleaf).

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42. (b) Although it was realised that tipping represented a less easily controllable problem, the Committee requests Hotel Management (US and Br) to instruct Hotel Managers to eliminate excessive tipping as much as possible by emphasising through the issue of notices etc. in hotels that tipping is not necessary.

43. Rates of Pay of unskilled female labourers and female employees in Administrative, Office, & Clerical Grades.
The Committee decided that there was no cause for increasing the Cost-of-Living Bonus of female employees in Rome introduced w.e.f. the 1 May 45. A presentation of the case is at Appendix "A".

44. Territorial Jurisdiction of the Committee.
a. The Committee recommends to the Commanding-General that the jurisdiction of the Committee be extended to cover the territorial area of RAAC, i.e. including those parts of Provinces other than Rome Province administered by RAAC.

b. It was confirmed with the representative of PBS that when necessary, action for the promulgation of recommendations of the Committee affecting PBS enclaves at the northern and southern ends of Rome Province would be taken by him through PBS channels.

45. Rates of Pay in ALLIED and AMGOT.
a. Subject to 44(a), the Committee recommends that the cost-of-living bonus in ALLIED be increased as follows w.e.f. 1 May 45. An outline of the case is at Appendix "B".

	Present CLB.	Proposed CLB.	
		Male.	Female.
(i) Monthly Wage Group (Clerical and Admin. Grades).	lire p. month	lire p. month	
Up to and including 3000 lire per month	1950	3250	1950
From 3001 - 3100 " " "	1920	3220	1920
" 3101 - 3200 " " "	1870	3170	1870
" 3201 - 3300 " " "	1820	3120	1820
" 3301 - 3400 " " "	1770	3070	1770
" 3401 - 3500 " " "	1720	3020	1720
" 3501 - 5000 " " "	1690	2990	1690
" 5001 - 5100 " " "	1620	2920	1620
" 5101 - 5200 " " "	1570	2870	1570
" 5201 - 5300 " " "	1520	2820	1520
" 5301 - 5400 " " "	1470	2770	1470
" 5401 and above.	1430	2730	1430
Juveniles	754	754	754
(ii) Hotel Club & Mess Employees.			
Up to and including 3600 lire per month	1325	2225	2225
From 3601 - 3700 lire per month	1275	2175	2175
" 3701 - 3800 " " "	1225	2125	2125
" 3801 - 4000 " " "	[illegible]	[illegible]	[illegible]

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R&AC.

b. It was confirmed with the representative of PBS that when necessary, action for the promulgation of recommendations of the Committee affecting PBS exclaves at the northern and southern ends of Rome Province would be taken by him through PBS channels.

45. Rates of pay in RIAT and AQUILA.

a. Subject to 44(a), the Committee recommends that the cost-of-living bonus in AQUILA be increased as follows w.e.f. 1 Aug 45. An outline of the case is at Appendix "B".

	Present C.L.B.	Proposed C.L.B.	
		Male.	Female.
(i) Monthly Wage Group (Clerical and Admin. Grades).	lire p. month	lire p. month	
Up to and including 3000 lire per month	1950	3250	1950
From 3001 - 3100 " " "	1920	3220	1920
" 3101 - 3200 " " "	1870	3170	1870
" 3201 - 3300 " " "	1820	3120	1820
" 3301 - 3400 " " "	1770	3070	1770
" 3401 - 3500 " " "	1720	3020	1720
" 3501 - 5000 " " "	1690	2990	1690
" 5001 - 5100 " " "	1620	2920	1620
" 5101 - 5200 " " "	1570	2870	1570
" 5201 - 5300 " " "	1520	2820	1520
" 5301 - 5400 " " "	1470	2770	1470
" 5401 and above.	1430	2730	1430
Juveniles	754	754	754
(ii) Hotel Club & Mess Employees.			
Up to and including 3600 lire per month	1325	2225	2225
From 3601 - 3700 lire per month	1275	2175	2175
" 3701 - 3800 " " "	1225	2125	2125
" 3801 - 4900 " " "	1175	2075	2075
" 4901 - 5000 " " "	1125	2025	2025
" 5001 - 5100 " " "	1075	1975	1975
" 5101 - 5200 " " "	1025	1925	1925
" 5201 and above	955	1855	1855
Juveniles	130	130	130
(iii) Daily Wage Groups.		lire per day.	
Up to and including 120 lire per day	75	125	75
From 121 - 125 lire per day	72	122	72
" 126 - 130 " " "	70	120	70
" 131 - 135 " " "	67	117	67
" 136 - 165 " " "	65	115	65
" 166 - 170 " " "	62	112	62
" 171 - 175 " " "	60	110	60
" 176 - 180 " " "	57	107	57
" 181 and above	55	105	55
Juveniles	29	29	29

Continued Sheet No. 3.

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45.a. Those increases will bring the total remuneration of Allied Forces employees in AQUILA more into line with the legal Provincial rates of pay. As previously in the case of Rome, the comparison was made with the civilian rate of pay for males with 3 dependents and females without dependents.

b. The Committee considered RL.AI rates of pay as set out in Appendix "B" and decided that, pending re-verification of the Italian Industrial Rates given, no action should be taken.

46. No date was set for the next meeting which will be convened when business arises.

C. ESSERY, Major,
Chairman,
A/ADL HQ Rome Area.

C.E.F.
CK/FF.

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6. Senior British Naval Officer, HQ AC.
7. Commander, No. 2 RAF Base Area.
8. Establishment Section, HQ Allied Commission.
9. CmO, AFHQ.
10. Labour Directorate, AFHQ.
11. AAAU, Rome.
12/14. AFLMS, Rome.
15. G-4(US) RAAC.
16. G-4(Br) RAAC.
17. 2902 CLU.
18/20. Labor Sub-Commission, HQ AC.
21. ADL 1 District.
22. ADL 2 District.
23. ADL 3 District.
24. ADL 8 Army.
.
.
27. ADL 12 Base PASC.

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C.M.F.
CE/FF.

C. BSUMY, Major,
Chairman,
A/ADL HQ Rome Area.

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17. 2902 CLU.
18/20. Labor Sub-Commission, HQ AC.
21. DDL 1 District.
22. ADL 2 District.
23. DDL 3 District.
24. DDL 8 Army.
.
.
27. ADL 'C' Town PASO.
28. ADL 'D' Town PASO.
29. ADL 'E' Town PASO.
30/35. HQ 3 District.
36. HQ 52 Area.
37. HQ 64 Area.
38. HQ 56 Area.
39. HQ 94 Sub-Area.
40. HQ 209 Sub-Area.
41. Hotel Management (US) RAAC.
42. Hotel Management (Br) RAAC.
43/55. Attending Officers.
55/80. Spares.

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SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES.

Grade	Male or Female	Rome Province Basic Rate			Base Pay	Plus			It
		Basic Max	PLUS C of L	TOTAL ROME		Presence Indemnity	3 Dependants	Caro-Vita	
I. UNSKILLED LABOUR.					Total Trades				
Unskd. Labr without family	Male	95	175	270	72	18	-	35	
" " with "	"				72	18	30	35	
Unskd Labr without "	Female	81	100	131	56	10	-	25	
" " with "	"				56	10	30	35	
					Building Trades.				
Unskd labr without "	Male	95	175	270	49	19	-	35	
" " with "	"				49	13	30	35	
II. ADMIN. CLERICAL & OFFICE GRADES.					Commercial Rates.				
Clerk without family	Male	3960	4290	8250	2268	450	-	1050	
" with "	"				2268	450	884	1050	
" without family	Female	3366	2420	5736	1337	250	-	750	
" with "	"				1337	250	884	1050	
Typist without family	Male	3960	4290	8250	1612	450	-	1050	
" with "	"				1612	450	884	1050	
" without family	Female	3960	2340	6300	1505	250	-	750	
" with "	"				1505	250	884	1050	
Accountant without family	Male	5940	4030	9970	3004	450	-	1050	
" with "	"				3004	450	884	1050	
" without family	Female	5049	2270	7319	3004	250	-	750	
" with "	"				3004	250	884	1050	

NOTES:

1. In view of the differential between the CLB for Male and Female employees introduced in Rome w.e. presented by the Italian Chamber of Labour, Rome Province, in connection with unskilled labour and in connection with Administrative, Clerical and Office employees, to the effect that female rate

2. In the above comparative table, industrial and commercial rates cited are the legal minima. In individual employees more. No account has been taken of the 13th month bonus paid by civilian

3. The difference between a man's and a woman's total emoluments (especially when the employee has industrial and commercial rates of pay as it is in the present Allied Forces Wage Scale in Rome.

4. The Allied Forces Wage Scale does not differentiate between males with and without dependents and differentiate between females with and without dependents. The Allied Forces rates for males a industrial & commercial rates for males with dependents, whereas the allied forces rates for fem commercial rates for females without dependents.

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SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES. APPENDIX "A"

Rome: Province Basic Rate			Base Pay	Plus			Italian Rates		Minus	
Basic Max	PLUS C of L	TAKE HOME		Presence Indemnity	3 Dependents	Caro-Vita	Cont. & Caropane	Social Insurance	TAKE HOME
			Metal Trades						
95	175	270	72	18	-	35	128	1.5	251.5
			72	13	30	35	128	1.5	281.5
81	100	181	56	10	-	25	90	1.5	179.5
			56	10	30	35	128	1.5	257.5
			Building Trades.						
95	175	270	49	18	-	35	128	1.5	228.5
			49	13	30	35	128	1.5	258.
			Commercial Rates.						
3960	4290	8250	2268	450	-	1050	3840	117	7491
			2268	450	884	1050	4125	117	8777
3366	2420	5786	1337	250	-	750	2700	108	5429
			1337	250	804	1050	4125	108	8038
3960	4290	3250	1512	450	-	1050	3840	104	6848
			1512	450	884	1050	4125	104	8017
3960	2340	6300	1505	250	-	750	2700	102	5103
			1505	250	884	1050	4125	102	7712
5940	4030	9970	3004	450	-	1050	3840	131	8213
			3004	450	884	1050	4125	131	9382
5049	2270	7319	3004	250	-	750	2700	131	6573
			3004	250	884	1050	4125	131	9182

...een the CLB for Male and Female employees introduced in Rome w.e.f. the 1 May '45, a case has been ...e of Labour, Rome Province, in connection with unskilled labour and by the Labor Sub-Commission, AC. ...e, Clerical and Office employees, to the effect that female rates for these grades are not too low.

...industrial and commercial rates cited are the legal minima. Individual firms may and do pay ... account has been taken of the 13th month bonus paid by civilian firms nor of indemnities on discharge.

...nd a woman's total emoluments (especially when the employee has dependents) is not so marked in the ... of pay as it is in the present Allied Forces Wage Scale in Rome.

... not differentiate between males with and without dependents and it is not suggested that it should ...th and without dependants. The Allied forces rates for males shown above do however approximate to the ...r males with dependants, whereas the Allied forces rates for females approximate to the industrial & ...hout dependants.

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APPENDIX "B"

RETURN re SUB-COMMISSION OF THE LABOUR AND SOCIAL SECURITY SECTION.

QUESTIONS.

1. Reason for Meeting. (i.e. was there evidence of disparity of rates of wages).

   Various.

2. Source of Information for the Italian Industry Rates as on the attached form.

   Provincial Ufficii del Lavoro.

3. Steps taken to verify the information referred to in para. 2 above.

   Investigations by 290th CLU.

4. Increases/Decreases agreed, with explanation of any variations in proportions of the award as between occupations.

   Increase of 1300 lire per month for the monthly wage group, males, (Clerical and Administrative Grades), 900 lire per month for Hotel Mess and Club Employees and 50 lire per day for the daily wage group, males. All awards were made to parallel local rates for equivalent categories.

5. Is the award in the form of a Bonus or of an augmentation of the Basic Pay?

   An addition to the Cost-of-Living Bonus.

6. Effective date and area of award.

   Effective 1 AUGUST, 1945 and in that part of AQUILA Province within A.M.G. boundaries.

---

evidence of disparity of rates of wages).

Various.

2. Source of Information for the Italian Industry Rates as on the attached form.

Provincial Ufficii del Lavoro.

3. Steps taken to verify the information referred to in para. 2 above.

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5. Is the award in the form of a Bonus or of an augmentation of the Basic Pay?

An addition to the Cost-of-Living Bonus.

6. Effective date and area of award.

Effective 1 AUGUST, 1945 and in that part of AQUILA Province within A.M.G. boundaries.

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SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES AQUILA AND RIETI PROVINCES.

Grade	Allied Force Basic Rate					Italian L			
	Male or Female	Basic Mex	Plus C of L	T.R.H. Rate	Base Pay	Presence Indemnity	3 Dependents	PLUS Cost-vita.	Chro & C
AQUILA.									
Cook	Male	4000	1175	5175	2125	420	945	900	30
Clerk	"	3600	1690	5290	1785	468	1189	900	36
Carpenter	"	120	75	195	72	13	28	30	1
Baker (Pasta Maker)	"	120	75	195	144	13	28	30	
Chauffeur Mechanic	"	125	72	197	57	13	28	30	
Unskilled lab.	"	85	75	160	52	13	28	30	
" "	Female	72	75	147	20.40	7.80	27	30	
					20.40	7.80	-	30	
RIETI.									
Cook	Male	4000	1175	5175	990	420	840	900	3
Clerk	"	3600	1690	5290	2310-3450	420	840	900	3
Carpenter	"	120	75	195	40	10	28	30	
Chauffeur Mechanic	"	125	72	197	64	10	28	30	
Unskilled lab.	"	85	75	160	134	-	29	-	
" "	Female	72	75	147	66	-	27	-	

x Carapano only.

NOTES:

1. At present the Allied Forces (American and British Units) employ the following in Aquila and Rieti

	Aquila	Rieti
Clerical & Supervisory	15	5
Artisans	73	158
Miscellaneous (Hotels, etc.)	164	45
Unskilled	50	105
	302	313

There is no general shortage of labour in AQUILA as local industry and commerce are negligible and refugees in the vicinity but certain skilled workers are difficult to obtain at prevailing Allied is no difficulty of supply of labour for Allied Units at prevailing rates.

2. A case has been presented by the AMARC, Aquila, and by the Italian Chamber of Labour, Rieti Provi of increases adopted for Allied Forces employees in Rome Provinces w.e.f. 1 May 45 and 1 Jun 45 ar Allied Forces Maximum wages and the legal minimum wages agreed on provincially.

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SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES
AQUILA AND RIETI PROVINCES.

Basic Rate			Italian Industry Rates							
					PLUS			MINUS		
	Plus C of I.	TAKE HOME	Base Pay	Presence Indemnity	3 Dependants	Caro-vita.	Europane & Cont	Social Insurance		TAKE HOME
					945	900	3000	36		7354
1175		5175	2125	420	1189	900	3600	71		7971
1690		5290	1705	408	28	30	105	1.5		246.5
75		195	72	13	20	30	50	1.5		263.5
75		195	142	13	28	30	115	1.5		241.5
72		197	57	13	28	30	105	1.5		226.5
75		160	52	13	27	30	105	1.5		188.7)
75		147	20.40	7.80	-	30	95	1.5		151.7)
75			20.40	7.80						
										7195
1175		5175	990	420	840	900	3090	45		7515-8655
1690		5290	2310-3450	420	840	900	3090	45		
75		195	40	10	23	30	116	1.5		222.5
72		197	64	10	28	30	96	1.5		226.5
75		160	134	-	28	-	12 %	1.5		222.5
75		147	88	-	27	-	12 %	1.5		125.5

...men and British Units) employ the following in Aquila and Rieti :

	Aquila	Rieti
...: Supervisory	15	5
	73	158
	164	45
...eous (Hotels, etc.)	50	105
	302	313

...bour in AQUILA no local industry and commerce are negligible and there is a large body of AC ...n skilled workers are difficult to obtain at prevailing Allied Forces Rates. In RIETI there ...r for Allied Units at prevailing rates.

...RC, Aquila, and by the Italian Chamber of Labour, Rieti Province, to increase the CLB in view ...ces employees in Rome Province w.e.f. 1 May 45 and 1 Jun 45 and in view of the difference between ... legal minimum wages agreed on provincially.

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APPENDIX "B"

MINUTES OF THIRD MEETING OF 52 AREA LABOUR SUB-COMMITTEE HELD ON 5 JUNE 45.

Present:	Major	L.A. LOUDON, (Chairman)	D.A.Q.M.G.
	Major	C.H. SAIL,	66 Group Pnr Corps
	Major	H.R.Q. HURST	DAIL, (Civil).
	Major	W. BROWN	82 CME (Wks).
	Major	R.J. ALLEN	Port Supt.
	Capt.	D.J. UNDERWOOD	91 Garrison
	Lt.Comd.	T.P. LEABOURNE	Sec to N.O.I.C.
	Lieut.	J.T. BARRON,	OCW MN TARANTO
	Lieut.	W.J. McILROY	OC 748 Service Sta REME

MINUTES OF PREVIOUS MEETING

1. Minutes of last meeting, held on 14 May 45, were taken as read, all members having had a copy.

INCREASE IN RATES OF PAY TO CIVILIAN EMPLOYEES

2. The Chairman read extracts from 3 District letter on "Civilian Labour - Local Sub-Committees", and stated that in accordance with the policy expressed therein and to avoid possible future labour difficulties in the Area, it was the opinion of this HQ that wage inequalities should be rectified to the benefit of civilians in Allied employ.

3. DAIL stated that the Sub-Committee at its first meeting held on 7 May 45 had arrived at the conclusion that our rates were lower by approximately 30 lire per day than those prevailing in civilian industry, and pointed out that an additional factor had since arisen of a special bonus, amounting in some cases to 5,000 lire, being paid by civilian firms for V-E Day. DAIL therefore now proposed that the present Allied Forces Cost of Living Bonus should be increased wef 16 June 45 by the following amounts:-

(A) Employees not receiving any payment in kind:

(i) Daily Wage Group.

Adults	Increase of 40 lire per day
Juveniles	Increase of 10 lire per day

(ii) Monthly Wage Group.

Adults	Increase of 1040 lire per month

1. Minutes of last meeting, held on 14 May 45, were taken as read, all members having had a copy.

INCREASE IN RATES OF PAY TO CIVILIAN EMPLOYEES

2. The Chairman read extracts from 3 District letter on "Civilian Labour - Local Sub-Committees", and stated that in accordance with the policy expressed therein and to avoid possible future labour difficulties in the Area, it was the opinion of this HQ that wage inequalities should be rectified to the benefit of civilians in Allied employ.

3. DALL stated that the Sub-Committee at its first meeting held on 7 May 45 had arrived at the conclusion that our rates were lower by approximately 30 lire per day than those prevailing in civilian industry, and pointed out that an additional factor had since arisen of a special bonus, amounting in some cases to 5,000 lire, being paid by civilian firms for V-E Day. DALL therefore now proposed that the present Allied Forces Cost of Living Bonus should be increased wef 16 June 45 by the following amounts:-

(A) Employees not receiving any payment in kind:

(i) Daily Wage Group.

Adults	Increase of 40 lire per day
Juveniles	Increase of 10 lire per day

(ii) Monthly Wage Group.

Adults	Increase of 1040 lire per month
Juveniles	Increase of 260 lire per month

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(B) Employees receiving payment partly in kind

Adults	Increase of 900 lire per month
Juveniles	Increase of 200 lire per month

4. Port Supt stated he was uncertain of the position regarding stevedore gangs, but as far as unskilled was concerned he approved of the proposed increase.

5. DALL stated that the Stevedoring Contract was now being revised and that it had been found necessary to provide for an increase in remuneration approximating to the increase now recommended for direct employees.

6. S2 CRE stated he approved of the general increase if the resulting wage-level would be adhered to by everyone concerned, but not if civilian employers were going to grant a further increase.

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7. DADL pointed out that the majority of wage agreements in civilian industry now laid down minimum not maximum figures, and recommended that the proposed increase in OLB be adopted as an interim measure and future developments carefully watched.

8. The proposal made by DADL in para 7 above, seconded by the Port Supt was then put to the vote and carried unanimously.

(Signed) ??????????

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QUESTIONNAIRE

1. Reason for Meeting (i.e. was there evidence of disparity of rates of wages).

It was the opinion of HQ 52 Area and DADL (Major H.R.G. HURST) that wage inequalition existed between workers employed by the Allied Forces and those employed by private industry. The difference was approximately 30 lire per day in favour of workers in private industry, plus certain bonuses paid by private firms for V.E. day. A strike was pending at a RASE installation.

2. Source of Infn for the Italian Industry Rates as on the attached form.

The DADL and officers of the CLO over a period of some weeks visited the Arsenals, the TOSI Shipbuilding Yard, the SAN GIORGIO Engineering Works, and various smaller private firms in Brindisi and Taranto to obtain information on wage-rates.

3. Steps taken to verify the Information referred to in para 4 above.

The information was checked by consultations with the secretaries of the Camera Confederale del Lavoro - Industria, Commercio, Agricoltura. Also assistance was obtained from the Ufficio Collocamento, Brindisi (sponsored by the Italian Government). The accountancy departments of the Neptunia Stev. Coy. and the Arsenale, Taranto, also made observations at Major Hurst's request.

4. Increase/Decrease agreed, with explanation of any variations in proportions of the award as between Occupations.

An increase of 40 lire per day for adults, 10 lire per day for juveniles, for workers in the Daily Wage Group was agreed. The increase for Monthly Wage Group workers was similar, but based on a 26 day month. Employees receiving payment partly in kind received increases of 900 lire per month (adults), 200 lire per month (Juveniles). The variation in increase for the employees paid partly in kind was based on the DADL's estimate of the value of the food received by such employees.

5. Is the award in the form of a Bonus or of an augmentation of the Basic Pay?

Increase in amount of original Cost of Living Bonus.

6. Effective date and Area of the award.

Date - 16 June '45.
Area - 52 Area.

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SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES : JUN 45

Unit Affected	Location	Loss		Note: When calculating the Take-Home rate as paid by Italian Industry, the "National Family" will be used, consisting of Man, Wife and two dependents children.	Unit Affected
		Grade	Nos		
748 Service Stn REME.		Carpenters	2		180
		Fitters	4		
		Electricians	4		
		Blacksmiths	1		
		Coppersmiths	1		

	M or D	BUFF BOOK Rates				TAKE HOME	ITALIAN INDUSTRY Rate						
		Basic Max	PLUS C of L	PLUS Care pare			Basic Max	PLUS "Indem- nity" +	Wife	2 chiln	Care vita	Care pare	Risk Bonuses ++
U/S Lab	D	85	60	15	160	34.34	10	10	16	30	100	12.50	20
Mason	D	125	57	15	197	59.50	10	10	16	30	100	12.50	20
Carpenter	D	120	60	15	195	57.10	10	10	16	30	100	12.50	20
Mechanic	D	135	52	15	202	34.50	10	10	16	30	100	-	20
Painter	D	120	60	15	195	61.98	10	10	16	30	100	-	20
Driver	D	105	60	15	180	54.50	10	10	16	30	100	-	20
Electrician	D	135	52	15	202	41.42	10	10	16	30	100	-	20
Rigger	D	120	60	15	195	41.42	10	10	16	30	100	-	20
Fitter	D	135	52	15	202	59.46	10	10	16	30	100	-	20
Chief Clerk	M	5400	1080	390	6870	2509	330	276	408	780	2600	-	520
Clerk	M	3600	1300	390	5290	1407	330	276	408	780	2600	-	520
Typist	M	3600	1300	390	5290	771	330	276	408	780	2600	-	520

NOTES: + Under "Indemn" is shown the Previous Indemnity.
++ The rates shown in the "Bonuses" column are approximations of what a worker in civili
bonuses granted at Christmas, Easter, 1-2 Days, etc.

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SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES : JUN 45

Loss

Grade	Nos
Carpenters	2
Fitters	4
Electricians	4
Blacksmiths	1
Coppersmiths	1

Note: When calculating the Take-Home rate as paid by Italian Industry, the "National Family" will be used, consisting of Man, Wife and two dependents children.

Unit Affected 1807

Location

Loss

(grade) Nos

ITALIAN INDUSTRY Rates

TAKE HOME	Basic Max	PLUS "Indemnity" +	Wife	2 child	Care Chrg	Care pmnt	Risk Bonus ++	Spec Allce	Gross Rate	Insur Cont.	Inc Tax	Total Deductions	TAKE HOME
160	34.34	10	10	16	30	100	12.50	20	-	232.34	6	8	14	218.34
197	59.50	10	10	16	30	100	12.50	20	-	258.00	7	9	16	242.00
195	57.10	10	10	16	30	100	12.50	20	-	255.60	7	9	16	239.60
202	54.50	10	10	16	30	100	-	20	-	240.50	6	9	15	225.50
135	61.98	10	10	16	30	100	-	30	-	247.98	6	9	15	232.98
180	54.50	10	10	16	30	100	-	20	-	240.50	6	9	15	225.50
202	41.42	10	10	16	30	100	-	20	30	257.42	7	9	16	241.42
195	41.42	10	10	16	30	100	-	20	30	257.42	7	9	16	241.42
202	59.46	10	10	16	30	100	-	20	30	275.46	7	10	17	258.46
6870	2509	330	276	408	780	2600	-	520	-	7483	223	552	775	6708
5290	1407	330	276	408	780	2600	-	520	-	6381	195	449	644	5737
5290	771	330	276	408	780	2600	-	520	-	5745	180	389	569	5176

FF BOOK Rates

PLUS of L	Care pmnt	TAKE HOME
60	15	160
57	15	197
60	15	195
52	15	202
60	15	135
60	15	180
52	15	202
60	15	195
52	15	202
1080	390	6870
1300	390	5290
1300	390	5290

nus" is shown the Presence Indemnity.
hown in the "Bonuses" column are approximations of what a worker in civilian industry receives in the form of
bonuses granted at Christmas, Easter 5, 1-3 days etc.

APPENDIX "C"

HQ No.2 District, CMF.
1865/7/Q2

26 Jul 45

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD
LABOUR AND WAGES CONTROL COMMITTEE

2 DISTRICT LOCAL SUB-COMMITTEE

MINUTES

8. The second meeting of the 2 District Labour and Wages Sub-Committee of AFLR (Italian) Board was held on Monday 23 Jul 45 at HQ 2 District.

PRESENT

CHAIRMAN - Lt-Col G.E. WATSON, MBE, AIL No.2 District

MEMBERS - Lieut P. HENDERSON, RNVR, RN Base, GENOA
Major P.G.R. VINCENT, DAQMG(2), No.2 District
Lt-Col D.H. ALEXANDER, OC 31 Group PC
Major D.L. VENESS, 2909 C.L.U.
Major A. SEGUNA, 2917 C.L.U.
Major L. HENDERSON, 2918 C.L.U.
Mr. Joseph DI PADE, AMG LOMBARDIA
Major E. SCICLUNA, AMG PIEMONTE

9. The Minutes of the first meeting of the Sub-Committee were read and passed.

10. The Chairman announced that at the meeting of the AFLR (Italian) Board Labour and Wages Control Committee held on 19 Jul 45, Minute No.4 of No.2 District Local Sub-Committee Meeting of 9 Jul 45, in respect of Cost of Living Bonus, was considered and the Committee unanimously recommended to the Board that the power of authorising wage increases up to 100 lire per day granted by AFHQ Adm Memo Nos. 25 and 34 of '45 to Local Sub-Committees in Southern Italy now be extended to Sub Committees in Northern Italy, excluding VENEZIA GIULIA, and requested that interim action be taken by AFLRB with a view to obtaining an early amendment to the existing AFHQ instructions.

11. COMPARISON TABLES - Civilian Labour rates, as at Appendix 'A', were then submitted and the Sub-Committee proceeded to investigate in detail the difference between the present Military rates of pay and those obtaining in civilian

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8. The second meeting of the 2 District Labour and Wages Sub-Committee of AFLR (Italian) Board was held on Monday 23 Jul 45 at HQ 2 District.

PRESENT

CHAIRMAN - Lt-Col G.E. WATSON, MBE, AHQ No.2 District

MEMBERS - Lieut F. HENDERSON, RNVR, RN Base, GENOA
Major F.G.R. VINCENT, DAQMG(2), No.2 District
Lt-Col D.H. ALEXANDER, OC 91 Group PC
Major D.L. VENESS, 2909 C.L.U.
Major A. SEGRENA, 2917 C.L.U.
Major L. HENDERSON, 2918 C.L.U.
Mr. Joseph DI PRIMA, AMG LOMBARDIA
Major E. SCICLUNA, AMG PIEMONTE

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11. COMPARISON TABLES - Civilian Labour rates, as at Appendix 'A', were then submitted and the Sub-Committee proceeded to investigate in detail the difference between the present Military rates of pay and those obtaining in civilian industry.

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The question of making a differentiation between male and female employees was raised in view of the fact that there was a movement on foot for the equal treatment of male and female employees in Italian industry.

The representatives of AMG stated that the Italian State employees, irrespective of sex, are paid the same basic rates with dependent allowances. It was decided that:

(a) it would be undesirable to pay the same rates to males and females without introducing complicated provisions for dependents' allowances which would be impracticable.

...../ (b)

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(b) the rates of pay of civilians employed by Italian industries in the various parts of the territory under the jurisdiction of the Sub-Committee, with the exception of the Provinces of PIACENZA and PARMA, were similar and on an average approximately 90 Lire higher than the Allied Forces employees Take Home packet.

(c) the present Military rates of pay in the Provinces of PIACENZA and PARMA compare favourably with those of the civilian industries in those provinces. It was further pointed out that No.1 District Sub-Committee had not as yet found it necessary to implement fully the first Cost of Living Bonus in that part of EMILIA which falls under the jurisdiction of No.1 District Local Sub-Committee.

12. The Sub-Committee then unanimously agreed that, subject to the interim action being taken by AFLNS referred to in Minute 3, the following increases in the Cost of Living Bonus within the territory under its jurisdiction, less the provinces of PIACENZA and PARMA would become effective from the pay period beginning 1 Aug 45.

	Daily Paid Workers	Monthly Paid Workers (excluding Hotel and Mess Grades)	Hotel and Mess Grades (Monthly)
	Lire	Lire	
Male	75	1950	1800
Female	60	1560	1500
Juveniles	40	1040	750

13. REVISION OF BASIC WAGE FOR EXECUTIVE TRADES

Reference was made to Minute 5 of the last meeting of the Sub-Committee.

ANC, PIEDMONTE withdrew their request that the rates of pay for professional grades should be examined in view of the wage increases proposed in para 5 above, and in view of the fact that the necessity for employment of personnel concerned would soon be disappearing.

14. WAGE RATES - ROYAL NAVY

Reference was made to Minute 6 of the last meeting of the Sub-Committee. Royal Navy stated that new provisional rates for such positions as Assistant Harbour Masters were not now required.

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falls under the jurisdiction of No.1 District Local Sub-Committee.

12. The Sub-Committee then unanimously agreed that, subject to the interim action being taken by AFLIB referred to in Minute 3, the following increases in the Cost of Living Bonus within the territory under its jurisdiction, less the provinces of PIACENZA and PARMA would become effective from the pay period beginning 1 Aug 45.

	Daily Paid Workers	Monthly Paid Workers (excluding Hotel and Mess Grades)	Hotel and Mess Grades (Monthly)
	Lire	Lire	Lire
Male	75	1950	1800
Female	60	1560	1500
Juveniles	40	1040	750

13. REVISION OF BASIC WAGE FOR EXECUTIVE TRADES

Reference was made to Minute 5 of the last meeting of the Sub-Committee.

MAJ. PIEMONTE withdrew their request that the rates of pay for professional grades should be examined in view of the wage increases proposed in para 5 above, and in view of the fact that the necessity for employment of personnel concerned would soon be disappearing.

14. WAGE RATES - ROYAL NAVY

Reference was made to Minute 6 of the last meeting of the Sub-Committee. Royal Navy stated that new provisional rates for such positions as Assistant Harbour Masters were not now required.

15. CLERICAL AND ADMINISTRATIVE GRADES

The Chairman said that at the last meeting of the AFL. Italian Board Labour and Wages Control Committee, the position of a clerical or administrative employee taking one days official leave of absence in seven days, was clarified in that this would not cause him to suffer a deduction of one day's pay and bonus.

16. MECHANICS

The Chairman drew attention to the fact that the Labour and Wages Control Committee had recommended to AFLB Italian Board that those specialist grades of mechanics at present included in the Allied Forces basic wage scales with wage rates of 100 lire minimum and 135 lire per day maximum, be all incorporated under the general heading of mechanic.

...../ 17.

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17. SUPPLY OF FOOD TO ITALIAN CIVILIANS

The proposals submitted by HQ AIACM to the Labour & Wages Control Committee for adjustments to the system of supply of food to civilians by the Allied Forces, were examined. It was recommended that although supplementary ration cards had not been issued as yet in NW Italy and were not required, the midshift meal should be increased by an equivalent quantity of bread (25 grams) and dehydrated soup (say 7 to 12 grms). In the opinion of the Sub-Committee the increased bread ration in particular would constitute a considerable inducement to labour with the Allied Forces.

18. NEXT MEETING

The date of the next meeting of the Sub-Committee was left to the discretion of the Chairman.

(Signed) ??????

Major,
Secretary.

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Appendix 'A' to HQ No 2 District
Letter 1865/7/Q2 dated 26 Jul 45

No 2 District Local Sub-Committee of the AFLR (Italian)
Board Labour and Wages Control Committee

QUESTIONNAIRE

1.	Reason for Meeting. To review the wage situation and decide what further increase in military rates is desirable.	
2.	Source of information for the Italian Industry Rates as on the attached form	Ufficio del Lavoro, MILAN, TURIN GENOA.
3.	Steps taken to verify the information referred to in para 2 above.	Interview by Civil Labour Officers
4.	Increase/Decrease agreed, with explanation of any variations in proportions of the award as between occupations.	By additional CLB of 75 lire per day for male adults 60 lire per day for female and 40 lire per day for juveniles.
5.	Is the award in the form of a bonus or of an augmentation of the Basic Pay?	A bonus.
6.	Effective date and area of the award	1 Aug 45 (provisional No 2 District territory less 66 AA Bde and 215 Sub Area.

1800

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SPECIAL OCCUPATION TABLE - CIVILIAN LABOUR RATES MILAN 1796

(N.B. - Except where otherwise stated rates are those of Engineering fir

Grade	Allied Force Basic Rate				Italian Industry							
		PLUS			PLUS							
	Male or Female	Basic Wage	% of L	Take Home	Base Pay	Presence Indemnity	Wife	2 Children	Cara Vita	Meal Allce	Bonus	
ADMINISTRATIVE, OFFICE & CLERICAL												
Clerk, Office	M	3600	1690	5290	4000			426		250	375	
Junior Adm Assistant	M	5400	1470	6870	5550			426		250	375	
Senior Adm Assistant	M	6800	1430	8230	7500			426		250	375	
Telephone Operator	M	3600	1690	5290	1800			426		250	375	
Typist												
MESS & CLUB												
Cook	M	133	39	172	68			16		20	15	
Waiter												
CLASSIFIED ARTISAN SKILLED & UNSKILLED												
Blacksmith	M	125	72	197	114			16		10		
Bricklayer	M	120	75	195	88			16		15	1	
Carpenter(CARRARESIO SCALZACANNA)	M	120	75	195	76	-	-	16	-	20	1	
Driver	M	115	75	190	110			16		20	1	
Electrician	M	135	67	202	117	-	-	16		10	1	
Mason (FIRELLI)	M	125	72	197	88			16		15	1	
Mechanic	M	135	67	202	96			16		15	1	
Painter												
Storeman	M	100	75	175	96	-	-	16	-	10	1	
Timekeeper	M	135	67	202	96	-	-	16	-	10	1	
Welder	M	135	67	202	114	-	-	16	-	10	1	
Unskilled Labour	M	85	75	160	85	-	-	16	-	10	1	
Unskilled Labour	F											
Unskilled Labour (Juvenile)												

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SPECIAL COMPARISON TABLE - CIVILIAN LABOUR RATES MILAN (Unless otherwise stated rates are those of Engineering Firms of MILAN)

Appx 'B' to HQ 2 District letter 1865/1/S2 dated 26 Jul 45.

Italian Industry Rates														
MEN				WIVES									MEN	
% of L	Take Home	Base Pay	Presence Indemnity	Wife	2 Children	Cara Vita	Meal Allce	Xmas Bonus	Cutting	Social Ins.	Income Tax	Take Home		
											367	8059		
1690	5290	4700			426		250	3750			509	9467		
1470	6670	5550			426		250	3750			668	11238		
1430	8230	7500			426		250	3750			165	6061		
1690	5290	1800			426		250	3750						
											3	251		
39	172	68			16		20	150						
											6	284		
					16		10	150			5	311		
72	197	114			16		15	150	47		4	238		
79	195	88			16		20	130	-		6	250		
75	195	76	-	-	16	-	20	150		-	6	387		
78	190	110			16		10	150	-		4	312		
67	202	117	-	-	16		15	150	47	-	5	310		
72	197	88			16		15	150	38					
67	202	96									5	267		
					16	-	10	150	-	-	5	267		
75	175	96	-	-	16	-	10	150	-	-	6	284		
67	202	96	-	-	16	-	10	150	-	-	4	257		
67	202	114	-	-	16	-	10	150	-	-				
75	160	85	-	-										

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SPECIAL COMPARISON TABLE - CIVILIAN LABOUR RATES (MEN)

Grade	Male or Fem.	Basic Max	C of L	Make Whole	Allied Force Basic Rate: Base Pay	Present Intensity	Tielländ. Industry Rates: Wife	2 Child-ren	Cost of Vita	Meal Allow	Year Bonus
ADMINISTRATIVE, CLERICAL & CLERICAL											
Clerk, Office	M	3600	1690	5290	3500	-	-	416	-	702	3520
Senior Adm Assistant	M	5400	1470	6870	5000	-	-	416	-	702	3520
Senior Adm Assistant	M	6000	1430	6230	5500	-	-	416	-	702	3520
Telephone Operator											
Typist	M.F.	3600	1690	5290	3080	-	-	-	-	702	3000
MESS & CLUB											
Cook	M	4000	1175	5175	131	-	-	16	-	27	180
Waiter	M	3700	1225	4925	116	-	-	16	-	27	120
CLASSIFIED ARTISAN SKILLED & SEMI-SKILLED											
Blacksmith	M	125	72	197	70	-	-	16	-	27	120
Bricklayer	M	120	75	195	70	-	-	16	-	27	120
Carpenter	M	115	75	190	110	-	-	16	-	27	120
Driver	M	135	67	202	77	-	-	16	-	27	120
Electrician	M	125	72	197	70	-	-	16	-	27	120
Fitter	M	135	67	202	77	-	-	16	-	27	120
Painter	M	120	75	195	70	-	-	16	-	27	120
Storeman	M	100	75	175	72	-	-	16	-	27	120
Timberspor	M	135	67	202	4500	-	-	416	-	702	3520
Welder	M	135	67	202	76	-	-	16	-	27	120
Unskilled Labour	M	85	75	160	60	-	-	16	-	27	120
Unskilled Labour	F	72	75	147	48	-	-	-	-	27	100
Unskilled Labour (Juvenile)		45	29	74	40	-	-	-	-	27	70

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Appx 'O' to HQ No 2 District
letter 1855/7/G2
dated 26 Jul 45.

SPECIAL CONVERSION TABLE - CIVILIAN LABOUR RATES CAIRO

Italian Industry Rates (UNSKILLED)

PLUS										MINUS			
Index	Cost of L	Take Home	Basic Pay	Present Indemnity	Wife	2 Children	Cora Vita	Head Allce	Cost Bonus	Cottimo	Social Ins.	Income Tax	Take Home
	1690	5290	3900	-	-	416	-	702	3520	-	-	410	7728
	1470	6870	5000	-	-	416	-	702	3520	-	-	720	8918
	1430	8230	7300	-	-	416	-	702	3520	-	-	1150	11008
	1690	5290	3000	-	-	-	-	702	3060	-	-	300	6402
	1175	5175	131	-	-	16	-	27	120	22	-	7	306
	1225	4925	116	-	-	16	-	27	120	18	-	6	297
	72	157	70	-	-	16	-	27	120	70	-	8	295
	75	195	70	-	-	16	-	27	120	70	-	8	295
	75	190	110	-	-	16	-	27	120	21	-	6	291
	67	202	77	-	-	16	-	27	120	77	-	10	307
	72	197	70	-	-	16	-	27	120	64	-	8	289
	67	202	77	-	-	16	-	27	120	77	-	10	307
	75	195	70	-	-	16	-	27	120	64	-	8	289
	72	175	72	-	-	16	-	27	120	62	-	8	289
	67	202	4300	-	-	416	-	702	3520	-	-	505	8633
	67	202	76	-	-	16	-	27	120	93	-	10	321
	73	160	60	-	-	16	-	27	120	48	-	7	264
	75	147	48	-	-	-	-	27	100	25	-	5	201
	29	74	40	-	-	-	-	27	70	32	-	4	165

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SPECIAL COMPARISON TABLE - CIVILIAN LABOUR RATES TURIN

(NB Except where otherwise stated rates are for those of B.I.T. and F.I.A.T.

Grade	Male or Female	Basic Tax	% of L	Take Home	Base Pay	Present Indemnity	Wife	2 Children	Caro Vita	Meal Allow	Xmas Bonus	Co
		Allied Payed Basic Rate FLWC			Italian Industry Rates FLWS							
ADMINISTRATIVE, OFFICE & CLERICAL												
Clerk, Office	M	3600	1690	5290	3700	-		426	3450	-	-	
Junior Adm Assistant	M	5400	1470	6870	5000	-		426	3450	-	-	
Senior Adm Assistant	M	6800	1430	8230	7000	-		426	3450	-	-	
Telephone Operator	M	2500	1950	4450	2250	-		426	3450	-	-	
Typist	M	3600	1690	5290	2200	-		426	3450	-	-	
MESS & CLUB												
Cook (CUOCHATORI)	M	4000	1175	5175	2500	-				1040		
Waiter	M	3700	1275	4975								
CLASSIFIED ARTISAN SKILLED & UNSKILLED												
Blacksmith	M	125	72	197								
Bricklayer	M	120	75	195								
Carpenter	M	120	75	195								
Driver	M	115	75	190	(i) 120			17	138			
Electrician	M	135	67	202	(ii) 112			17	138			
Mason	M	125	72	197	(iii) 104			17	138			
Mechanic	M	135	67	202	(iv) 96			17	138			
Painter	M	120	75	195								
Storeman	M	100	75	175								
Tinsmith	M	135	67	202								
Welder	M	135	67	202								
Unskilled Labour	M	85	75	160	96	-		17	138	-	-	
Unskilled Labour	F	72	75	147	64	-		17	138	-	-	
Unskilled Labour (Juvenile)		45	29	74	58	-		-	52	-	-	

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SPECIAL COMPARISON TABLE - CIVILIAN LABOUR RATES TURIN

Appx 'D' to HQ No 2 District
letter 1165/7/Q2
dated 25 Jul 45.

(Except where otherwise stated rates are for those of F.I.V. and F.I.A.T.)

Rate PLUS			Italian Industry rates PLUS							MINUS		
Rate of L	Take Home Pay	Base Pay	Present Indemnity	Wife	2 Children	Cost Vita	Meal Allce	Xmas Bonus	Cotting:	Social Ins.	Income Tax	Take Home
1690	5290	3700	-		4.26	34.50	-	-	-	All ins etc pd by Employers		7576
1470	6870	5000	-		4.26	34.50	-	-	-			8876
1430	8230	7000	-		4.26	34.50	-	-	-	ATV and FIAT		10876
1950	4450	2200	-		4.26	34.50	-	-	-			6076
1690	5290	2200	-		4.26	34.50	-	-	-			6076
1175	5175	2500	-				10.0					1,000 average
1275	4975											
72	197											
75	195											
75	195											275
75	190	(i) 120			17	138						267
67	202	(ii) 112			17	138				Ins etc paid by employers		259
72	197	(iii) 104			17	138						251
67	202	(iv) 96			17	138						
75	195											
75	175											
67	202											
67	202											251
75	160	96	-		17	138	-	-	-			212
75	147	64	-		17	138	-	-	-			
												110
49	74	58	-		-	52	-	-	-			

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APPENDIX D

REAR H.Q. 13 CORPS
C.M.F. 26 July 1945

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR AND WAGES CONTROL COMMITTEE

13 CORPS LOCAL SUB COMMITTEE

(1) The first Meeting of the 13 Corps Labour and Wages Sub Committee of A.F.L.R. (Italian) Board was held on Thurs. 26 July 1945 at 1100 hours at Rear 13 Corps H.Q.

Lt/Col MONLEY, A/Q, Rear 13 Corps submitted the Order by 13 Corps Commander convening the Committee. At the request of Corps, Col C.STATHER, O.B.E., D.D.L. 8th Army agreed to preside pending the final formation of the Labour Branch at 13 Corps. The following then went into Committee.

Chairman: Colonel C. STATHER, O.B.E., D.D.L. 8th Army.

Representatives of :-
N.O.I.C. - Trieste
"Q" 13 Corps
R.E. (Wks) 13 Corps
A.M.C. (Lab) 13 Corps
2920 C.L.U. - Trieste
2912 C.L.U. - Mestre

Attending: Lt/Col N.F. REID, M.B.E. A/D.D.L. No 1 Dist.

(2) Liaison with No 1 District

The Chairman welcomed the A/D.D.L. No 1 District and it was unanimously agreed that Liaison between 13 Corps Area and No 1 District was essential to ensure common action.

(3) Secretary

It was agreed that S.L.C.O. 2920 C.L.U. (Major J.D. MITCHELL) should act as Secretary to the Committee pending arrival of Corps Labour personnel.

(4) Membership

It was agreed that in addition to the Chairman, the following should be permanent members:- Rps. of N.O.I.C. - Trieste; R.E. (Wks) 13 Corps; Trieste; SLCO 2912 C.L.U. Mestre; C.L.O. A.M.C. 13 Corps; with power to co-opt any service representatives required temporally or permanently.

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The first Meeting of the 13 Corps Labour and Wages Sub Committee of A.F.L.R. (Italian) Board was held on Thurs. 26 July 1945 at 1100 hours at Rear 13 Corps H.Q.

Lt/Col MORLEY, A/Q, Rear 13 Corps submitted the Order by 13 Corps Commander convening the Committee. At the request of Corps, Col C.STATHER, O.B.E., D.D.L. 8th Army agreed to preside pending the final formation of the Labour Branch at 13 Corps. The following then went into Committee.

Chairman: Colonel C. STATHER, O.B.E., D.D.L. 8th Army.

Representatives of :-

N.O.I.C. - Trieste
"Q" 13 Corps
R.E. (Wks) 13 Corps
A.M.G. (Lab) 13 Corps
2920 C.L.U. - Trieste
2912 C.L.U. - Mestre

Attending: Lt/Col N.F. REID, M.B.E. A/D.D.L. No 1 Dist.

(2) Liaison with No 1 District

The Chairman welcomed the A/D.D.L. No 1 District and it was unanimously agreed that Liaison between 13 Corps Area and No 1 District was essential to ensure common action.

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It was agreed that S.L.C.O. 2920 C.L.U. (Major J.D. MITCHELL) should act as Secretary to the Committee pending arrival of Corps Labour personnel.

(4) Membership

It was agreed that in addition to the Chairman, the following should be permanent members:- Reps. of N.O.I.C. - Trieste; R.E. (Wks) 13 Corps; S.L.C.O. 2912 C.L.U. Mestre; C.L.O. A.M.G. 13 Corps; with power to co-opt any service representatives required temporally or permanently.

(5) Duties and Terms of Reference

The Chairman explained the duties of the Committee and the precise Terms of Reference as contained in A.F.H.Q. Admin Memo 25 and the amendments thereto.

(6) Information on Wages in Private Industry

It was agreed that Chief Labour Officer A.M.G. 13 Corps (Major ALBRIGHT) should correlate all information required from employers or workers representatives and that direct contact between Civilian representatives, and the Committee be avoided.

2.....

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(7) Cost of Living Bonus

Figures were submitted showing provisional local increases in process of application as a result of the Milan Wage agreement, (see Appendix 'A'). It was unanimously agreed that to avoid strikes, and pending application of A.F.H.Q. Memo 25 to Venezia Giulia (which gives Sub Committees powers to increase by further 100 lire per day), the full C.L.B. allowed as per Appendix 'H' to A.F.H.Q. Admin Memo 34 be applied in 13 Corps Area retrospectively from 16 July 45. It was noted that slightly lower rates were pertaining in Pola than in the rest of the Corps Area. This award therefore although applicable to Pola will be implemented as may be necessary to match increases in local civilian industry.

(8) Social Insurance

A.M.G. representative confirmed that arrangements had now been completed with the Local Insurance Agencies and that the Social Insurance scheme could now be applied.

C.L.U. representatives reported that supplies of S.I. 1 and S.I. 2 were not available at the Stationery Depot and the Chairman agreed to take this matter up immediately, so that the scheme can be brought into effect at the earliest possible moment.

(9) Mid-shift Meal

R.E. 13 Corps, representative raised the question of the extension of midshift meal authority to areas outside Trieste.

It was agreed that this question should be raised in the first place with Labour Branch 13 Corps by the service or services interested.

(10) Questionnaire

The prescribed Questionnaire ref Sub Com. Meeting, duly completed, is attached as Appendix 'C'.

(11) Date of next Meeting

The Chairman agreed to call the Committee together wherever local circumstances called for a meeting.

.....

Distribution list:-

HQ 13 Corps	Copy no 1
AIOCM, Rome	" " 2
AFHQ, Rome	" " 3
CAO AFHQ	" " 4
[illegible] HQ Eighth Army	" " 5

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A.M.G. representative confirmed that arrangements had now been completed with the Local Insurance Agencies and that the Social Insurance scheme could now be applied.

C.L.U. representatives reported that supplies of S.I. 1 and S.I. 2 were not available at the Stationery Depot and the Chairman agreed to take this matter up immediately, so that the scheme can be brought into effect at the earliest possible moment.

(9) Mid-shift Meal

N.E. 13 Corps, representative raised the question of the extension of midshift meal authority to areas outside Trieste.

It was agreed that this question should be raised in the first place with Labour Branch 13 Corps by the service or services interested.

(10) Questionnaire

The prescribed Questionnaire ref Sub Com. Meeting, duly completed, is attached as Appendix 'C'.

(11) Date of next Meeting

The Chairman agreed to call the Committee together whenever local circumstances called for a meeting.

.....

Distribution list:-

HQ 13 Corps	Copy No	1
ALCOM, Rome	" "	2
AFHQ, Rome	" "	3
CAO AFHQ	" "	4
D.D.L. Rear HQ Eighth Army	" "	5
L/Col N.F.Reid, M.B.E. A/DDL No 1Dist.	" "	6
Labour Branch 13 Corps	" "	7 & 8
SLCO 2901 C.L.U.	" "	9
SLCO 2912 C.L.U.	" "	10
SLCO 2920 C.L.U.	" "	11
N.O.I.C. Trieste	" "	12
"Q" 13 Corps	" "	13
R.E. (Wks) 13 Corps	" "	14
A.M.G. 13 Corps	" "	15
A.M.G. Region XII	" "	16
War Diary	" "	17 & 18
Spares	" "	19 to 24

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785017

SPECIAL COMPARISON TABLE : CIVILIAN LABOUR [illegible]

13 CORPS AREA VENEZIA GIULIA

GRADE	M ox F	ALLIED FORCE BASIC RATE: Basic Max (2)	PLUS: C of L	TAX: HOME	BASIC PAY (1)(2)	ITALIAN INDUS: PLUS: Presence Indemnity	Wife (3)	2 Childn (3)	Co vi
								CORRECT	
Specializzati	M				98				16.40
e.g. Carpenters		120	30	150					
Mecc.M.I.		135	30	165					
Bricklayer		120	30	150					
QUALIFICATI	M				79.20				16.40
e.g. Blacksmith		125	30	155					
Plumber		120	30	150					
Porters (Braccianti)		85	30	115					
Labourers (Assisting Tradesmen)	M	85	30	115	75.20				16.40
Labourers (Casual)	M	85	30	115	72				16.40

(1) The date of the collective agreement to be given.
(2) For the purpose of comparison of rates an 8 hour working day will be used.
(3) The 'National Family' of Man, Wife and two dependant children will be used for comp
(4) Details of any other Indemnities to be inserted.
(5) Details of any other deductions to be inserted.

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APPENDIX 'A'

SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES

13 CORPS AREA VENEZIA GIULIA

ALLIED FORCE BASIC RATE			BASE PAY	ITALIAN INDUSTRY RATES						
				PLUS				MINUS		TAKE
Basic Max (2)	PLUS C of L	TAKE HOME	(1)(2)	Provenance Indemnity	Wife (3)	2 Child'n (3)	Cost of vita	Social Insurance	(5)	HOME
					GUARANTEED					
			92		16.40	115			1.E8 9.10	214.30
120	30	150								
135	30	165								
120	30	150								
			79.20		16.40	115			8.60	202
125	30	155								
120	30	150								
85	30	115								
85	30	115	75.20		16.40	115			8.45	198.45
85	30	115	72		16.40	115			8.30	195.10

(1) Negotiative agreement to be given.
(2) For comparison of rates an 8 hour working day will be used.
(3) 'Family' of Man, Wife and two dependant children will be used for comparison purposes.
(4) Other Indemnities to be inserted.
(5) Other deductions to be inserted.

(21)

Included as APPENDIX "B"
(13 Corps Sub.Comm. Minute of 26/7/45)

APPENDIX "A"

COST OF LIVING BONUS FOR ITALIAN CIVILIAN EMPLOYEES OTHER THAN THOSE COVERED BY APPENDIX "B"

1. DAILY WAGE GROUP

(a) Adult Group

Basic Wage	Maximum Permissible Bonus
Up to and including 120 lire	75 lire
From 121 to 125 lire	72 lire
From 126 to 130 lire	70 lire
From 131 to 135 lire	67 lire
From 136 to 165 lire	65 lire
From 166 to 170 lire	62 lire
From 171 to 175 lire	60 lire
From 176 to 180 lire	57 lire
From 181 lire and above	55 lire

(b) Juveniles may be paid a cost of living bonus up to 29 lire per day.

NOTE: Abatement at the rate of 4 lire per day will be made from the maximum permissible bonus payable under paras (a) and (b) above in respect of each day on which full rations, i.e. all meals, are provided to the employee by the employing unit.

2. MONTHLY WAGE GROUP.

(a) Adult Group

Basic Wage	Maximum Permissible Bonus
Up to and including 3000 lire	1950 lire
From 3001 to 3100 lire	1920 lire
From 3101 to 3200 lire	1870 lire
From 3201 to 3300 lire	1820 lire
From 3301 to 3400 lire	1770 lire
From 3401 to 3500 lire	1720 lire
From 3501 to 5000 lire	1690 lire
From 5001 to 5100 lire	1620 lire

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Basic Wage	Maximum Permissible Bonus
Up to and including 120 lire	75 lire
From 121 to 125 lire	72 lire
From 126 to 130 lire	70 lire
From 131 to 135 lire	67 lire
From 136 to 165 lire	65 lire
From 166 to 170 lire	62 lire
From 171 to 175 lire	60 lire
From 176 to 180 lire	57 lire
From 181 lire and above	55 lire

(b) Juveniles may be paid a cost of living bonus up to 29 lire per day.

NOTE: Abatement at the rate of 4 lire per day will be made from the maximum permissible bonus payable under paras (a) and (b) above in respect of each day on which full rations, i.e. all meals, are provided to the employee by the employing unit.

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(a) Adult Group

Basic Wage	Maximum Permissible Bonus
Up to and including 3000 lire	1950 lire
From 3001 to 3100 lire	1920 lire
From 3101 to 3200 lire	1870 lire
From 3201 to 3300 lire	1820 lire
From 3301 to 3400 lire	1770 lire
From 3401 to 3500 lire	1720 lire
From 3501 to 5000 lire	1690 lire
From 5001 to 5100 lire	1620 lire
From 5101 to 5200 lire	1570 lire
From 5201 to 5300 lire	1520 lire
From 5301 to 5400	1470 lire
From 5401 lire and above	1430 lire

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(b) Juveniles may be paid a cost of living bonus up to 754 lire per month.

NOTE: Abatement at the rate of 104 lire per month will be made from the maximum permissible bonus payable under paras (a) and (b) above when full rations, i.e. all meals are provided to the employee by the employing unit.

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APPENDIX "B"

COST OF LIVING BONUS FOR ITALIAN CIVILIANS EMPLOYED IN ALLIED HOTELS, CLUBS & MESSES AND OTHER EMPLOYEES WHOSE WAGES ARE PAID PARTLY IN KIND

1. ADULT GROUP

Basic Wage	Maximum Permissible Bonus
Up to and including 3600 lire	1325 lire
From 3601 to 3700 lire	1275 lire
From 3701 to 3800 lire	1225 lire
From 3801 to 4900 lire	1175 lire
From 4901 to 5000 lire	1125 lire
From 5001 to 5100 lire	1075 lire
From 5101 to 5200 lire	1025 lire
From 5201 lire and above	955 lire

2. Juveniles may be paid a cost of living bonus up to 130 lire per month.

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Appendix "C"

LOCAL SUB-COMMITTEES OF

LABOUR & WAGES CONTROL COMMITTEE

1.	REASON FOR MEETING. (i.e. was there evidence of disparity of rates of wages).	To counter adverse effect of new Civilian Wage Agreements in 13 Corps Area.
2.	Source of Information for the Italian Industry rates as on the attached form.	A.M.G. 13 Corps (Labour Division) and C.L.Us.
3.	Steps taken to verify the information referred to in paragraph 4 above	A.M.G. interviews with Industrial heads and Workers Reps. followed by scrutiny and approval of final Wages Agreements.
4.	Increase/decrease agreed, with explanation of any variations in proportions of the award as between occupations.	Immediate application of full C.I.B. as permitted in Appendix 'H' of A.F.H.Q. Admin Memo No 34.
5.	Is the award in the form of a bonus or of an augmentation of the basic pay.	Bonus award.
6.	Effective date and area of the award	Effective from 16 July 45 in 13 Corps Area, including Pola.

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APPENDIX "E".

HQ No. 1 DISTRICT

LABOUR AND WAGES CONTROL COMMITTEE A.F.L.R.S.

No. 1 DISTRICT SUB-COMMITTEE

1. The THIRD Meeting of the No. 1 District Sub-Committee was held on Monday, 30 JUL 45 at HQ 61 Area ANCONA.

Present: Major The Hon. H.E.A. DEWAR, MBE, BW (Chairman)

A/DDL No. 1 District
(Lt. Col. N.J. REID)

Acting Provincial Commissioner; ANCONA City
(Lt. Col. D.J. MALBRENG, RA)

DADL 2906 CLU
(Major J.V. HIND) (Secretary).

In Attendance:

Staff Captain Q. HQ 61 Area

Capt. C.H. KENNEDY 2906 CLU (Acting as Interpreter).

Reps 35 A.G.D.

7 Port Operating Group RE

HQ Movements

ESD

20 CRE

ADOS 61 Area

ADMS 61 Area

ADME 61 Area

EFI

730 AMW REME

38 BSD

1791

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(Lt. Col. R.J. REID)

Acting Provincial Commissioner; ANCONA City
(Lt. Col. D.J. MAUNDRELL, RA)

DAEL 2906 CIU
(Major J.V. HIND) (Secretary).

In Attendance:

Staff Captain Q. HQ 61 Area

Capt. C.H. KENNEDY 2906 CIU (Acting as Interpreter).

Reps 35 A.O.D.

7 Port Operating Group RE

HQ Movements

RED

20 CRE

ADOS 61 Area

ADMS 61 Area

ADME 61 Area

EFI

730 AFW REME

38 BED

Ufficio Provinciale del Lavoro

Camera del LAvoro

1791

2. The Chairman stated that the reason for the meeting was the disparity (which had been brought to their notice by AC and representatives of the workers) between WD wages rates and those paid by local industry in the Provinces of ANCONA and MACERATA. Although there was no immediate risk of stoppage of work on this account, the policy was to pay WD workers at rates which compared favourably with those paid by civil undertakings, and not to force them to work for WD at a lower rate because there was no competition for employment at the moment.

Rep 2906 CIU emphasised that main difference between WD rates and local civil rates was the "indennita di contingenza" which amounted to 60 lire per day for all workers.

to sheet 2.....

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3. Points elicited from those in attendance were as follows:

(a) Some workers had left WD employ to return to the land where they would earn more.

(b) Labour was comparitively plentiful in ANCONA, a reversal of conditions which obtained until recently.

(c) All Services expect to employ a large quantity of Labour in 61 Area for at least three months.

(d) Some workers of 730 ABW live North of the boundary of ANCONA Province. A moderate rise in Wage Rates in ANCONA Province is not expected to upset conditions North of the boundary in view of the dying commitments there.

(e) Political agitation seemed to have died down and the time seemed opportune to grant a moderate increase now, rather than do so following a strike, which would lead to a loss of prestige.

(f) A flat rate of increase, if any increase was necessary, was to be recommended rather than a sliding scale which would entail more clerical work for military personnel.

(g) Civilians believe strike in MILAN produced immediate rise in wages. If no action was taken by this Committee now that disparity of rates has been brought forward, trouble may be expected.

(h) The rep of Camera del Lavoro gave an undertaking that if wages were equlised no attempt would be made to raise wages in the near future. The Camera del Lavoro at present was conducting a campaign for price control rather than higher wages.

4. The Chairman informed the Italian representatives that there was no wish to force a general rise of wages, but rather to stabilise wages throughout. The rep of Camera del Lavoro stated that all future draft wage agreements would be referred to the local CLN before any contact was made.

5. The Sub-Committee, after consideration, recommended an increase in Cost of Living Bonus, applicable to the Provinces of ANCONA and MACERATA w.e.f. 1 Aug 45 as under:

(a) All workers on daily rates of pay,
male and female ..... An additional 60 lire per day
Juveniles ..... An additional 27 lire per day

(b) All monthly paid workers (other than those in (c) below),
male and female ..... An additional 1560 lire per month
Juveniles ..... An additional 700 lire per month

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(e) Political agitation seemed to have died down and the time seemed opportune to grant a moderate increase now, rather than do so following a strike, which would lead to a loss of prestige.

(f) A flat rate of increase, if any increase was necessary, was to be recommended rather than a sliding scale which would entail more clerical work for military personnel.

(g) Civilians believe strike in MILAN produced immediate rise in wages. If no notion was taken by this Committee now that disparity of rates has been brought forward, trouble may be expected.

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male and female ..... An additional 60 lire per day
Juveniles ..... An additional 27 lire per day

(b) All monthly paid workers (other than those in (c) below),
male and female ..... An additional 1560 lire per month
Juveniles ..... An additional 700 lire per month

(c) Hotel, Club and Mess Grades (See Appx "I" to Regs for Employment of Civilian Labour 1945),
male and female ..... An additional 900 lire per month
Juveniles ..... An additional 120 lire per month

(Signed) H.E.A. DEWAR, Major,
Chairman,
No. 1 District Local Sub Committee.

Distribution:
CAO, AFHQ
D Lab AFHQ
AIDCM ROME
APLSS ROME (3)
} Forwarded in accordance with AFHQ Adm Memo 25/45.

HQ 3 District (2) 1 for DDL
AMG, ANCONA
8 Command Pay Office
List "A".

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(27)

QUESTIONNAIRE

1. Reason for Meeting. To recommend increase in cost of living Bonus payable to WD Civilian Employees, in view of the disparity between wages rates in civilian industry and those payable by the military.

2. Sources of information for the Italian Industry Rates as on the attached form — Camera del Lavoro, Ufficio del Lavoro (ANCONA)

3. Steps taken to verify the information referred to in para 2 above — By Interview by 2906 CLU.

4. Increase/Decrease agreed, with explanation of any variations in proportion of the award as between occupations. — (a) Agreed to increase the Cost of Living Bonus as follows:

(a) All workers on daily rates of pay,
male and female an additional
60 lire per day.
Juveniles an additional
27 lire per day.

(b) All monthly paid workers, (other than those in (c) below),
male and female an additional
1260 lire per month.
Juveniles an additional
700 lire per month.

(c) Hotel, Club and Mess Grades.
(See Legal "I" to Regs for Emp of Civ Lab 1945).
male and female an additional
900 lire per month
Juveniles an additional
180 lire per month.

5. Is the Award in the form of a Bonus or of an augmentation of the Basic Pay. — A Cost of Living Bonus.

6. Effective date and area of the award. — 1 Aug 45: Provinces of ANCONA and MACERATA.

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SPECIAL COMPARISON TABLE :

CIVILIAN LABOUR

A.F.B.W. Grade under consideration	M or F	Allied Force Basic Wage Rates: Basic Max	C of L.	Cara pane	TAKE HOME PLUS	TARIFF equivalent of BUFF BOOK Grade.	Basic Min	Wife
							100.00	14
Unskilled Labour	M	85	60	15	160	Operaio	115.00	14
Stevedores	M	110	60	15	185	Stivatore	130.00	14
" Gangar	M	132	52	15	199	" Capo Squadra	135.00	14
Bricklayer & Carpent.	M	120	60	15	195	Muratore e falegname	142.00	14
Driver	M	115	60	15	190	Autista	144.00	14
Electrician	M	135	52	15	202	Elettricista	100.00	14
Unskill.Lab. Ganger	M	102	60	15	177	Capo Operaio	100.00	14
Postal Sorter	M	120	60	15	195	Fattorino	100.00	14
Warehouseman	M	135	52	15	202	Custode - Sorvegliante	2782.--	364
Watchman	M	90	60	15	165	Guardiano	2932.--	364
Typist	-	3600	1300	390	5290	Fatturisti e Dattilog	3282.--	364
Typist Shorthand	-	3900	1300	390	5590	Steno-dattilografa	3382.--	364
Clerk	M	3600	1300	390	5290	Aiuto Contabile	3382.--	364
Checkers	M	95	60	15	170	Controllori	3632.--	364
Clerk	M	3600	1300	390	5290	Assist.Magazzinieri	3832.--	364
Interpreter	M	3900	1300	390	5590	Interprete Trad	4032.--	364
Clerk	M	3600	1300	390	5290	Imp. di Concetto	4332.--	364
Accountant	M	5400	1080	390	6870	Contabile	4532.--	364
Professional Work	M	11000	1040	390	12430	Capo Spec.serv.tecn.	4632.--	364
Ass D. of L.	M	6800	1040	390	8230	Capo reparto	4832.--	364
Shop. Sup	M	5800	1040	390	7230	Mag.con.resp.tecn.	5032.--	364
Cashier Chief	M	4400	1300	390	6090	Capo Ufficio	140.75	14
D. Sup. of Lab.	M	8500	1040	390	9930	Ispettori	156.40	14
Blacksmith	M	125	57	15	197	Fabbro	156.40	14
Painter	M	120	60	15	195	Pittore	156.40	14
Shipwright	M	135	52	15	202	Carp. Navale	156.40	14
Turner	M	135	52	15	202	Tornitore	156.40	14
Welder	M	135	52	15	202	Saldatore	131.25	14
Coppersmith	M	135	52	15	202	Stagnino		
Road Worker	M	95	60	15	170	Stradino		
							45	-
Juvenile	M & F	45	23	4	74	Ragazzo 14 - 16	62	-
						16 - 18		

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CIVILIAN LABOUR RATES DISTONE

Basic Min	ITALIAN INDUSTRY ("TALIST") Grade									
	Wife	Child	Ind. case	Cape Fisc	Ipl C/use	Lab Soc Qbbl	Ist. Ass Malett.	Risch Mobile	TAKE HOME
	PLUS					MINUS			
100.00	14	26	18	30	60	1.50	2.00	9.55	231.55
115.00	14	26	18	30	60	1.50	2.00	10.55	248.95
130.00	14	26	18	30	60	1.50	2.00	11.15	263.35
135.00	14	26	18	30	60	1.50	2.00	11.35	268.15
135.00	14	26	18	30	60	1.50	2.00	11.35	268.15
142.00	14	26	18	30	60	1.50	2.00	11.45	275.85
144.00	14	26	18	30	60	1.50	2.00	11.75	276.05
100.00	14	26	18	30	60	1.50	2.00	9.95	234.55
100.00	14	26	18	30	60	1.50	2.00	9.95	234.55
100.00	14	26	18	30	60	1.50	2.00	9.95	234.55
2782.--	364	676	468	900	1800	71.45	41.75	561.15	6315.65
2932.--	364	676	468	900	1800	71.45	44.00	573.20	6461.35
3282.--	364	676	468	900	1800	71.45	45.00	601.35	6782.20
3382.--	364	676	468	900	1800	71.45	45.00	610.65	6862.90
3382.--	364	676	468	900	1800	71.45	45.00	610.65	6862.90
3632.--	364	676	468	900	1800	71.45	45.00	630.25	7093.30
3832.--	364	676	468	900	1800	71.45	45.00	646.55	7277.00
4032.--	364	676	468	900	1800	71.45	45.00	662.85	7470.70
4332.--	364	676	468	900	1800	71.45	45.00	687.30	7736.25
4532.--	364	676	468	900	1800	71.45	45.00	703.60	7917.95
4632.--	364	676	468	900	1800	71.45	45.00	719.75	8003.80
4832.--	364	676	468	900	1800	71.45	45.00	736.05	8187.50
5032.--	364	676	468	900	1800	71.45	45.00	752.35	8371.20
140.75	14	26	18	30	60	1.50	2.00	11.60	272.90
156.40	14	26	18	30	60	1.50	2.00	12.25	288.65
156.40	14	26	18	30	60	1.50	2.00	12.25	288.65
156.40	14	26	18	30	60	1.50	2.00	12.25	288.65
156.40	14	26	18	30	60	1.50	2.00	12.25	288.65
156.40	14	26	18	30	60	1.50	2.00	12.25	288.65
131.25	14	26	18	30	60	1.50	2.00	11.25	264.50
45	-	-	10	15	10		5% Basic		76
62	-	-	10	15	20		-do-		101

2906 CLU

IAL COMPARISON TABLE :

TALIST equivalent of BUFF BOOK Grade.	
Operaio	
Stivatore	
" Capo Squadra	
Muratore e falegname	
Autista	
Elettricista	
Capo Operaio	
Fattorino	
Guardiano - Sorvegliante	
Guardiano	
Fatturisti e Dattilog	
Stene-dattilografa	
Aiuto Contabile	
Controllori	
Assist.Magazzinieri	
Interprete Trad	
Disp. di Camette	
Contabile	
Capo Spec.serv.tecn.	
Capo reparto	
Resp.con.resp.tecn.	
Capo Ufficio	
Ispettori	
Fabbro	
Pittore	
Falegname	
Sarto	
Lattoniere	
Saldatore	
Magazzino	
Operaio	
Manovale	14 - 16
	16 - 18

APPENDIX "P" (27)

HQ No.1 DISTRICT

LABOUR AND WAGES CONTROL COMMITTEE A.F.L.B.O.

No.1 DISTRICT SUB-COMMITTEE

1. The FOURTH Meeting of the No.1 District Sub-Committee was held on Tuesday, 7th August 1945, in the Conference Room, HQ No.1 District.

Present.

Chairman Major The Hon H.F.A. [illegible] DA/MG No.1 District
Secretary Major M. E. TRIGG DLF No.1 District

In attendance.

Major F. D. ADAMS	LNCMG 217 Area
Major J. H. EGGLESHAW	SLCO 2915 ALU - Rep 214 Sub-Area
Capt. J. GRAGNANIELLO	Labour Officer, Region XII AMG
Capt. T. H. THORNTON	Staff Captain APLO
Major H. J. [illegible]	SLCO 2900 CLU
Major L.A.M. [illegible]	SLCO 2914 CLU
Lieut. G.A. INDGE	REME No.1 District

2. The Chairman stated that as a result of the full Cost of Living Bonus authorised by HQ, 13 Corps and HQ No.2 District, and the existence of the full Cost of Living Bonus in the Southern areas of the present 1 District Territory, an "Island" of low wages had been created in 217 Area and 214 Sub-Area. Also, in the past few weeks, as a result of the MILAN agreement, increased Cost of Living Bonuses had been authorised for workers in civilian industry in both VENEZIA and EMILIA Regions; so that the WD rates now prevailing in this "Island", despite the grant of a partial Cost of Living Bonus authorised at the SECOND Sub-Committee Meeting held on the 3rd July 45, are much lower than the comparative "Take Home" rates in Civilian Industry.

3. AMG Labour Officer stated that, as a result of the MILAN agreement, AMG were authorising proportionate Cost of Living Bonuses to the whole of VENEZIA Region, and that not only did he consider it advisable to raise the Cost of Living Bonus to the full amount authorised by Appx "H" AFHQ Admin Memo 34/45, but that we should have to bear in mind the necessity to increase the Bonus still further in the near future.

4. SLCO 2900 CLU considered that an increase in Cost of Living Bonus to the maximum in BOLOGNA would satisfy unskilled labour, but not the skilled artisans who would still drift to private industry unless a more substantial increase were authorised.

After examination of the BOLOGNA comparison table (Appx 'C') however, it was agreed that a special CLB could not be paid to certain specialised grades of workers merely to retain their services with the WD. The Bonus at present under consideration by the Committee was designed to [illegible] ris-

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Major J. H. [illegible]	SLO 2914; HQ - Rep 214 Sub-Area
Capt. J. GLASGOW	Labour Officer, Region XII AMG
Capt. T. H. THORNTON	Staff Captain APM3
Major H. J. [illegible]	SLO 2900 CLU
Major L.A.M. [illegible]	SLO 2914 CLU
Lieut. G.A. ENGLE	RSME No.1 District

2. The Chairman stated that as a result of the full cost of Living Bonus authorised by HQ, 13 Corps and HQ No.2 District, and the existence of the full Cost of Living Bonus in the Southern areas of the present 1 District Territory, an "Island" of low wages had been created in 217 Area and 214 Sub-Area. Also, in the past few weeks, as a result of the MILAN agreement, increased Cost of Living Bonuses had been authorised for workers in civilian industry in both VENEZIA and EMILIA Regions; so that the WD rates now prevailing in this "Island", despite the grant of a partial Cost of Living Bonus authorised at the SECOND Sub-Committee Meeting held on the 3rd July 45, are much lower than the comparative "Take Home" rates in Civilian Industry.

3. AMG Labour Officer stated that, as a result of the MILAN agreement, AMG were authorising proportionate Cost of Living Bonuses to the whole of VENEZIA Region, and that not only did he consider it advisable to raise the Cost of Living Bonus to the full amount authorised by Appx "H" AFHQ Admin Memo 34/45, but that we should have to bear in mind the necessity to increase the Bonus still further in the near future.

4. SLO 2900 CLU considered that an increase in Cost of Living Bonus to the maximum in BOLOGNA would satisfy unskilled labour, but not the skilled artisans who would still drift to private industry unless a more substantial increase were authorised.

After examination of the BOLOGNA comparison table (Appx 'C') however, it was agreed that a special CLB could not be paid to certain specialised grades of workers merely to retain their services with the WD. The Bonus at present under consideration by the Committee was designed to [illegible] existing Cost of Living index which affected all workers more/less equally, and if any grade of worker was considered underpaid, it was its basic rate which should be augmented and not his Cost of Living Bonus. The alteration of existing basic rates was considered outside the scope of the present meeting, but it was decided to place on record the Committee's opinion that special difficulties prevail in BOLOGNA itself, as an industrial area, which would necessitate a further wages review (both of certain basic rates and general Cost of Living Bonus) in the near future.

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5. After detailed consideration of the Comparison Tables of wage rates obtaining in the Provinces of PARMA, ROVIGO, FERRARA, PADUA and BOLOGNA (Appx 'B' and 'C'), it was unanimously agreed that an increase in Cost of Living Bonus was essential to ensure that the WD are able to attract the type of workers essential to the efficient running of installations.

6. The meeting agreed to authorise w.e.f. 1 AUG 45, and payable w.e.f. 1 AUG 45, a Cost of Living Bonus to all groups of civilian labour employed in 217 Area and 214 Sub-Area. The Bonus would comprise the full sliding Scale as laid down in Appx "H" to AFHQ Admin Memo 34/45.

(Sd) M.K. [illegible], Major,
Secretary,
No.1 District Local Sub-Committee.

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APPENDIX 'A'

(21)

QUESTIONNAIRE

1. Reason for Meeting.

The authorisation of large increases in the Cost of Living Bonuses payable by Civilian Industry have increased the minimum "Take Home" rates to workers in Civilian Industry to figures much higher than the comparative rates paid by the Military.

In view of this it is proposed to increase the Cost of Living Bonus in 217 Area and 214 Sub-Area, to the full amounts for all Grades as authorised in Appx "H" of AFHQ Memo 34 dated 29 June 45.

2.	Sources of information for the Italian Industry Rates as on the attached Forms.	Investigations carried out by CLU officers with local Uffici dei Lavori.
3.	Steps taken to verify the information referred to in para 2 above.	AMG Regional Labour Officers of Venezia Region and Emilia Region.
4.	Increase/Decrease agreed with explanation of any variations in the award as between occupations.	Increase to full Cost of Living Bonus for all Grades as at Appx "H" to AFHQ Memo 34 dated 29 June 45.
5.	Is the award in the form of a Bonus or of an augmentation of the Basic Pay.	A Cost of Living Bonus.
6.	Effective date and Area of the award.	1 AUG 1945. 217 Area and 214 Sub-Area.

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SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES: DISTORE 7 Aug 45

Location: PADUA and ROVIGO PROVINCES.

A.F.B.W.S. Grade under consideration	M or D	Allied Forces Basic Wage Scale: Basic Min.	C of L	TARE INDE	TALIST equivalent of A.F.B.W.S. Grade	ITALIAN II: Basic Min.	Wife & 2 child
CLERICAL & ADMIN GRADES							
Senior Admin Ass	M	3600	650	4250			
Chief Cashier female	M	2125	780	2905	ADMIN GRADE I male	4275	500
Clerk Supervisor	M	2200	780	2980	" " I female	4275	
Interpreter female	M	2200	780	2980	" " II male	3150	500
Clerk male	M	2200	780	2980	" " II female	2575	
Typist female	M	2000	780	2780	" " III male	2100	500
					" " III female	1725	
ARTISAN SKILLED AND UNSKILLED GRADES							
Fitter H.T.	D	100	30	130	SKILLED WORKER	76.30	16.40
Tinsmith	D	90	30	120	QUALIFIED WORKER	68.00	16.40
Artisan's Mate	D	85	30	115	UNSKILLED WORKER	60.80	16.40
Labourer	D	85	30	115	LABOURER	57.60	16.40
Apprentice	D	40	13	53	APPRENTICE	37.60	
Juvenile	D	45	13	58	JUVENILE	37.60	
HOTEL AND CLUB GRADES							
Cook Male	M	2700	520	3220	COOK MALE	2119.81	600
Waiter	M	2700	520	3220	WAITER	1687.70	600
Dishwasher Female	M	2125	520	2645	DISHWASHER FEMALE	1333.78	
Chambermaid	M	2100	520	2620	CHAMBERMAID	1333.78	
Porter	M	2500	520	3020	PORTER	1333.78	600
Barman	M	3500	520	4020	BARMAN	1869.53	600

REMARKS : ARTISAN SKILLED AND UNSKILLED GRADES - The Cost of Living Bonus for these grades is based payable in Communes of 50,000 inhabitants and under. In Communes 50,001 to 200,000 90% is over 200,000 - 100% is payable.

HOTEL AND CLUB GRADES - The Cost of Living Bonus as quoted above for these grades has been approval and is awaiting ratification.

GENERAL - Male grades based on notional family of wife and two children. Female grades ba with no family responsibilities.

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APPENDIX "B"

CIAL COMPARISON TABLE: CIVILIAN LABOUR RATES: DISTONE 7 Aug 45

Location: PADUA and ROVIGO PROVINCES.

d Forces Basic Wage Scale			ITALIAN INDUSTRY ("TALIST") Rates.				
C of L	TAKE HOME	TALIST equivalent of A.F.B.W.S. Grade	Basic Min.	PLUS Wife & 2 children	C of L B	MINUS Rice Mob	TAKE HOME
						(8%)	
650	4250	ADMIN GRADE I male	4275	500	3750	382	8143
780	2905	" " I female	4275		1800	342	5733
780	2990	" " II male	3150	500	3750	292	7108
780	2980	" " II female	2575		1800	206	4069
780	2950	" " III male	2100	500	3750	208	6142
780	2780	" " III female	1725		1800	138	3387
						(4%)	
30	130	SKILLED WORKER	76.30	16.40	120	3.70	206
30	120	QUALIFIED WORKER	68.00	16.40	120	3.40	201
30	115	UNSKILLED WORKER	60.80	16.40	120	3.10	194.10
30	115	LABOURER	57.60	16.40	120	3.00	191
13	53	APPRENTICE	37.60		45	1.60	81
13	58	JUVENILE	37.60		45	1.60	81
						(8%)	
520	3220	COOK MALE	2119.81	600	3000	217.58	5502.23
520	3220	WAITER	1687.70	600	3000	183.02	5104.68
520	2645	DISHWASHER FEMALE	1333.78		2100	154.70	3279.08
520	2620	CHAMBERMAID	1333.78		2100	154.70	3279.08
520	3020	PORTER	1333.78	600	3000	154.70	4779.08
520	4020	BARMAN	1869.53	600	3000	197.56	5271.97

LED GRADES - The Cost of Living Bonus for these grades is based on the minimum of 80% ,000 inhabitants and under. In Communes 50,001 to 200,000 90% is payable. In Communes ovable.

Cost of Living Bonus as quoted above for these grades has been submitted to ALG for rtification.

on notional family of wife and two children. Female grades based on minimum rates ties.

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SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES: 7 AUGUST 45
Location: BOLOGNA, FERRARA, RAVENNA and FORLI PROVINCES.

A.F.B.W.S. Grade under consideration	M or D	Allied Forces Basic Wage Scale: Basic Min	C of L B	TAKE HOME	TALIST equivalent of A.F.B.W.S. Grade	Basic Min	Wife 2 of
CLERICAL & ADMIN GRADES:							
Clerk male	M	2200	780	2980	Clerk male	4500	50
Clerk female	M	1870	780	2650	Clerk female	4000	
Interpreter male	M	2200	780	2980	Interpreter male	4500	50
Interpreter female	M	2200	780	2980	Interpreter fem.	4500	
ARTISAN SKILLED & UNSKILLED GRADES.							
Fitter M.T.	D	100	30	130	Skilled worker	96	1
Tinsmith	D	90	30	120	Qualified "	85	1
Artisan's Mate.	D	85	30	115	Unskilled "	73.60	7
Labourer	D	85	30	115	Labourer	70.60	7
Apprentice	D	40	13	53	Juvenile	52	
Juvenile	D	45	13	58			
HOTEL & CLUB GRADES							
Cook male	M	2700	520	3220	Cook male	3600	50
Cook female	M	2295	520	2810	Cook female	3240	
Waiter	M	2700	520	3220	Waiter	4000	50
Waitress	M	2200	520	2720	Waitress	3600	

REMARKS: A. Male grades based on notional family of wife and two children. Female grades b
family responsibilities.

B. The above grades and rates have been confirmed by Regional Labour Officer, AMG H

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APPENDIX 'G'

SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES: 7 AUGUST 45
Location: BOLOGNA, FERRARA, RAVENNA and FORLI PROVINCES.

Allied Forces Basic Wage Scale			TALIAST equivalent of A.F.B.W.S. Grade	ITALIAN INDUSTRY (TALIAST) Rates:				
Basic Min	C of L B	TAKE HOME		Basic Min	PLUS Wife & 2 children	C of L B	MINUS Rice Mob	TAKE HOME
							(8%)	
2200	780	2980	Clerk male	4500	500	2782.50	360	7422.50
1870	780	2650	Clerk female	4000		2362.50	320	6042.50
2200	780	2980	Interpreter male	4500	500	2782.50	360	7422.50
2200	780	2980	Interpreter fem.	4500		2782.50	360	6922.50
							(4%)	
			Skilled worker	96	11.05	106	3.84	209.21
100	30	130	Qualified "	85	11.05	106	3.40	198.65
90	30	120	Unskilled "	73.60	11.05	106	2.94	187.71
85	30	115	Labourer	70.60	11.05	106	2.82	184.83
85	30	115				90	2.08	139.92
40	13	53	Juvenile	52				
43	13	58						
							(8%)	
			Cook male	3600	500	2400	288	6212
			Cook female	3240		2400	259	5381
2700	520	3220	Waiter	4000	500	2782.50	320	6962.50
2295	520	2810	Waitress	3800		2700	304	6196
2700	520	3220						
2200	520	2720						

Based on notional family of wife and two children. Female grades based on minimum rates with no allowances.

Grades and rates have been confirmed by Regional Labour Officer, AMG HQ Region IX

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SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES : ILLUSTRATIVE

LOCATION - LOLA

A.F.H.W.S. Grade under consideration	M or W	Allied Forces Basic Wage Scale Scale Min	TAES 1938	TAES equivalent of A.F.H.W.S Grade	Position in	CIVILIAN (Civilian Wife	2 Chil
CLERICAL GRADES							
Senior Admin Asst.	M	3600	3600	Admin Grade I	4500	148.20	139.10
Junior Admin Asst	M	2200	2200	" " II	3300	148.20	139.10
Clerk Female	M	1870	1870	" " III (female)	1500		
HOTEL GRADES.							600
Barman	M	3500	3500	Barman	4500		600
Cashier	M	2500	2500	Cashier	3300		600
Storeman (Country)	M	2500	2500	Storeman (Native)	1500		600
Cook	M	2700	2700	Cook	1950		

REMARKS: It is known that in LOLA Area the rates actually paid by Civilian Employe
civilian wage agreement) was equal to or above the Allied Forces Basic Wa

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SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES : DISTONE

LOCATION - LOLA

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% of F	Allied Forces Basic Wage Scale: Basic Min	Allied Forces Basic Wage Scale: TASK Min	TALIST equivalent of A.F.B.W.S Grade	Price Item	CIVILIAN INDUSTRY (Hotels) Rates: PAY: Wife	CIVILIAN INDUSTRY (Hotels) Rates: PAY: 2 Child.	CIVILIAN INDUSTRY (Hotels) Rates: ALLOW: Rent = 5% Admin. 1% Maint.	CIVILIAN INDUSTRY (Hotels) Rates: TOTAL
M	3600	3600	Admin Grade I	1500	148.20	139.10	385	4304.30
M	2200	2200	" " II	3350	148.20	139.10	287	3330.30
M	1870	1870	" " III (female)	1580			158	1722.00
M	3500	3500	Barman	1500		600	100	2400.00
M	2500	2500	Cashier	1200		600	112	2628.60
M	2500	2500	Storeman Checker	150		600	84	2016.60
M	2700	2700	Cook	1900		600	100	2400.00

It is known that in DOLA Area the rates actually paid by Civilian Employers of Hotel Grades (pending a new Civilian wage agreement) was equal to or above the Allied Forces Basic Wage Scale, plus family allowance.

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APPENDIX "H"

Second Meeting of No. 3 District Local Sub-Committee PALERMO

held on 12 JUL 1945

The following explanatory notes may be of assistance.

1. The top part of the pro forma, "Unit Affected" etc has not been completed since the proposed increase was not occasioned by a "drift" of labour to civilian firms. Para 6 of the minutes of the first meeting of the Sub-Committee gives the reason for the increase in Eastern Sicily. It may be added that subsequent agitation in Eastern Sicily confirmed the Committee's views.

2. Under "Italian Industry Rates" the column "Basic Max" has been used to show the minimum payable rates in Catania and Messina Provinces including everything except Family Allowance. This is because Civilian Firms are following directives issued by the Associazione degli Industriali della Provincia, which gives minimum rates for all categories as a round sum including all indemnities except Family Allowances. The intention of the Committee therefore was to bring up the Allied maximum rates to a figure somewhere near the minimum being paid in private industry.

3. "Qualified" Tradesmen and "Skilled" Tradesmen are shown separately for private industry but together for Allied rates since there is no Allied equivalent to "Qualified" Tradesman. For the purpose of assessing the increase, the average of the two in private industry (approximately 270 lire) was placed against the Allied maximum (approx 200) giving a difference of 70 lire per day.

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SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES : MAY, 1945 IN EASTERN SICI

Unit Affected	Location	Less		Note. When calculating the Take-Home rate as paid by Italian Industry the "National Family" will be used, consisting of Man, Wife and two dependent children.	Un Affe
		Grade	Nos		
	Not applicable				

	BUFF BOOK Rates					ITALIAN INDUS				
			PLUS				PLUS			
Grade	M. or F	Basic Max	C of L	Compare	TAKE HOME	Basic Max+	"Indemnity" +	Wife	2 Chiln	Car vit
SKILLED TRADESMEN	M	135	67	-	202	325	-	10	18	
"QUALIFIED" TRADESMEN	M		NO EQUIVALENT			235		10	18	
SEMI-SKILLED LABOURERS	M	85	75	+	160	210		10	18	
UNSKILLED	M	75	75		150	205		10	18	

NOTE :- + In place of the Basic Maximum is shown the total pay inclu all Bonus and indemnities, (these being now inseperable in Sicily), but excluding Family Allowances.

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PARISON TABLE : CIVILIAN LABOUR RATES : MAY, 1945 IN EASTERN SICILY

Less		Note. When calculating the Take-Home rate as paid by Italian Industry the "National Family" will be used, consisting of Man, Wife and two dependent children.	Units Affected	Location	Less	
Grade	Nos				Grade	Nos
				Not applicable		

Less		ITALIAN INDUSTRY Rates											
	PLUS	TAKE HOME	PLUS						MINUS				TAKE HOME
C of L	Ganepane		Basic Max+	"Indennita" +	Wife	2 Chiln	Carovita		Tax	E.I. & Sickness			
67	-	202	325	-	10	18	-	353	23	20	43	310
			235		10	18		263	16	12	28	235
NO EQUIVALENT												
			210		10	18		238	15	10	25	213
75	+	160			10	18		233	14	9	23	210
75		150	205		10	18						

+ In place of the Basic Maximum is shown the total pay including all Bonus and indemnities, (these being now inseperable in Sicily), but excluding Family Allowances.

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APPENDIX "J"

HEADQUARTERS ALLIED COMMISSION
APO 394
LABOR SUB-COMMISSION

PP/mcw/ab

9 August 1945

PROPOSED AMENDMENTS TO ALLIED FORCES RULES AND REGULATIONS

1. Employees in the clerical and administrative grades who have been employed with the Allied Forces for not less than six months shall be entitled to one-half months notice of termination or in lieu thereof one-half months pay, where dismissal is without fault on the part of the employees. Such employees will be required to give one-half month notice of resignation.

2. Employees in all other grades who have been employed with the Allied Forces for not less than three months shall be entitled to one weeks notice of termination or in lieu thereof, one weeks pay where dismissal is without fault on the part of the employee.

NOTES ON ITALIAN LAW AND PRACTICES IN REGARD TO (a) NOTICE OF DISMISSAL AND (b) THE PAYMENT OF A DISMISSAL ALLOWANCE TO DISCHARGED WORKERS.

Notice of Dismissal

Italian law provides, by virtue of a Royal Decree of 13 November 1924, and by collective agreements, that in respect of Italian private industry and commerce an employer must issue a notice of dismissal to a worker in advance, and establishes the period of such advance notices.

Insofar as Manual Workers are concerned the advance notice required is one week.

For Office Workers the periods vary from a minimum of two weeks up to a maximum of four months. For example, two weeks notice is required for clerical workers, while four months notice is required for such employees as managers, directors, etc. For engineers and technical experts a minimum of one months notice is required and a maximum of two months.

Seniority is also taken into account in assessing the period of notice to be issued, for instance, a director with less than five years seniority will have two months notice of dismissal, whereas if the director had seniority of more than ten years, the notice required would be four months.

[illegible] to issue the required notice of dismissal,

1. Employees in the clerical and administrative grades who have been employed with the Allied Forces for not less than six months shall be entitled to one-half months notice of termination or in lieu thereof one-half months pay, where dismissal is without fault on the part of the employee. Such employees will be required to give one-half months notice of resignation.

2. Employees in all other grades who have been employed with the Allied Forces for not less than three months shall be entitled to one weeks notice of termination or in lieu thereof, one weeks pay where dismissal is without fault on the part of the employee.

NOTES ON ITALIAN LAW AND PRACTICES IN REGARD TO (a) NOTICE OF DISMISSAL AND (b) THE PAYMENT OF A DISMISSAL BONUS TO DISCHARGED WORKERS.

Notice of Dismissal

Italian law provides, by virtue of a Royal Decree of 13 November 1924, and by collective agreements, that in respect of Italian private industry and commerce an employer must issue a notice of dismissal to a worker in advance, and establishes the period of such advance notices.

Insofar as Manual Workers are concerned the advance notice required is one week.

For Office Workers the periods vary from a minimum of two weeks up to a maximum of four months. For example, two weeks notice is required for clerical workers, while four months notice is required for such employees as managers, directors, etc. For engineers and technical experts a minimum of one months notice is required and a maximum of two months.

Seniority is also taken into account in assessing the period of notice to be issued, for instance, a director with less than five years seniority will have two months notice of dismissal, whereas if the director had seniority of more than ten years, the notice required would be four months.

In the event of an employer failing to issue the required notice of dismissal, the employer would be required to pay salary or wages corresponding to the period of advance notice to which the employee would be entitled.

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Discharge Bonus or Indemnity

Italian Royal Decree of 13 November 1924 also provides for the payment of a Discharge Bonus or Indemnity to workers who's services in Italian private industry or commerce are terminated for reasons other than misconduct, etc., as follows:

Office Workers - As a general rule office workers are entitled to a dismissal indemnity of not less than two weeks pay for each year of service. This is a minimum and may be increased, as has been done, by provisions of collective agreement, and custom allows of varying amounts according to particular contracts in the various industries and undertakings. For instance, office workers in industry are entitled to receive 25/30 days pay for each year of service, while in banking employees receive one months pay for each year of service.

/Manual Workers.....

- 1 -

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Manual Workers - There is no general provision made by Decree in respect of manual workers, but collective agreements have established provisions in the different branches of industry. Generally manual workers are entitled to an indemnity of one weeks pay for each year of service.

The indemnity is paid in each case by the employer, who in the case of office workers is obliged to accumulate the necessary funds to provide for such payments, through the "Istituto delle Assicurazioni".

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APPENDIX "K"

THE LOCAL SUBCOMMITTEE OF THE LABOR AND WAGES
CONTROL COMMITTEE IN AN FOR PENINSULAR BASE SECTION
LESS SOUTHERN DISTRICT

MINUTES

1. The third meeting of the above named committee was held at 0930 hours on 4 August 1945 at Hordquarters Peninsular Base Section.

Present: Major H. J. Reuper, BPA, PBS (Chairman)
representing PBS

Members: Royal Navy, Leghorn — Lt. (S) Milnes
Hq 66 AA Bde — Capt. S. Anderman
AMG/AC — 1st Lt. Allen

2. The minutes of the second meeting held on 16 and 23 June 1945 were approved.

3. Representation on the subcommittee was discussed and the subcommittee approved the following additions to the membership:

C.O.C. District I represented by Major Burton
CG NRTA represented by 1st Lt. J. W. Halloch

4. The subcommittee considered the inclusion of the Montecatini enclave and the FAAC area to the territory presently under jurisdiction of the sub-committee (5th Army having relinquished control of these two areas to PBS insofar as AFHQ Adm Memo No. 25, 1945 is applicable) and resolved that the two areas should be included.

5. Due to the geographical location of the Montecatini enclave and the FAAC area, the subcommittee resolved that the increased cost of living bonus, authorized by them at their second meeting, should be applicable to these two areas in all respects, including the effective date.

6. The subcommittee then adjourned to meet again at the call of the chairman.

s/ H. J. REUPER
t/ H. J. REUPER
Major, AUS
Chairman

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ROME AREA ALLIED COMMAND.

A.F.O. 794 U.S. ARMY.

LABOUR AND WAGES CONTROL COMMITTEE, APLRS.

ROME AREA SUB-COMMITTEE.

MINUTES.

AUG 6 1945

39. The FIFTH meeting of the Rome Area Sub-Committee of the Labour & Wages Control Committee, APLRS, was held on MONDAY the 30th JULY 45 in the Labour Information Room, Headquarters, Rome Area Allied Command.

PRESENT.	Major C. Easely	Chairman.
	Capt. J.M. Maxwell	US Army.
	Lt. Mills Gardner-Clark	US Navy.
	Lt. C. Maitland	Royal Navy.
	Fl. Lt. J.C. Halstead	Royal Air Force.
	Lt. T. Theodore	H.Q. ALCOM.
	Lt. L.L. Wilkinson	H.Q. C.M.S.
	Lt. Guibert	French Army.
IN ATTENDANCE.	Lt. Col. D.A. MacGrath	Hotel Management (US)
	Major W.A. Cheshire	Hotel Management (US)
	Capt. R. Whatley	Catering Advisor
	Mr. R. Scott	H.Q. ALCOM. (Labour Sub-Commission).
	Major S.H. Clark	2902 C.L.U.

40. The Minutes of the FOURTH Meeting held on the 11th June 1945 were approved.

41. Membership.
It was recommended that Major S.H. Clark, D.A.D.L. 2902 C.L.U. be appointed member of the Committee so that the Committee may benefit from his close contact with employers and employees and from his detailed knowledge of the labour market. It is recommended to the Commanding-General that he represent the British Labour Service in order that the Chairman be relieved of acting in a dual capacity.

42. Service Charges in Hotels and Messes.
a. After a full review of the case, the Committee adopted the view that the remuneration of employees of Hotels and Messes should consist of authorised wages only. It was pointed out that the Allied Forces were being required to combine the remuneration a hotel

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[illegible]	[illegible]	[illegible]
	Capt. J.M. Maxwell	'S Navy.
	Lt. Colin Gardner-Clark	Royal Navy.
	Lt. C. [illegible]itland	Royal Air Force.
	Fl. Lt. J.G. Halstead	H.Q. ALCOA.
	Lt. T. Theodore	H.Q. S.H.A.E.
	Lt. L.L. Millinson	French Army.
	Lt. Guibert	
IN ATTENDANCE.	Lt. Col. D.A. MacGrath.	Hotel Management (US)
	Major W.A. Cheshire	Hotel Management (US)
	Capt. R. Whatley	Catering Adviser
	Mr. R. Scott	H.Q. ALCOA. (Labour Sub-Commission).
	Major S.H. Clark	2902 C.L.U.

40. The Minutes of the FOURTH Meeting held on the 11th June 1945 were approved.

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42. Service Charges in Hotels and Messes.
a. After a full review of the case, the Committee adopted the view that the remuneration of employees of Hotels and Messes should consist of authorised wages only. It was pointed out that the allied forces wage scales are designed to combine the remuneration a hotel employee would receive in civilian employment in the way of both fixed wages and a share of service charges. It was recommended that

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(i) The following three British Controlled hotels and two messes at present levying a Service charge on Officers be instructed to cease augmenting employees' wages therefrom.

D'Azeglio	...	AC Austria
Mediterraneo	...	" "
Eden	...	Officers' Leave Hotel
Continentale	...	" " "
Imperiale	...	YMCA

(ii) A general instruction be issued to Hotels and Messes prohibiting the practice of augmenting employees' authorised wages by means of a Service Charge on Officers.

Continued Sheet 2 (overleaf).

(M105 02)

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42. (b) Although it was realised that tipping represented a less easily controllable problem, the Committee requests Hotel Management (US and Br) to instruct Hotel Managers to eliminate excessive tipping as much as possible by emphasising through the means of notices etc. in hotels that tipping is not necessary.

43. Rates of Pay of unskilled Male Labourers and female employees in Administrative, Office & Clerical Grades.
The Committee decided that there was no cause for increasing the Cost-of-Living Bonus of female employees in Rome introduced w.e.f. the 1 May 45. A presentation of the case is at Appendix "A".

44. Territorial Jurisdiction of the Committee.
a. The Committee recommends to the Commanding-General that the jurisdiction of the Committee be extended to cover the territorial area of RAAC, i.e. including those parts of Provinces other than Rome Province administered by RAAC.

b. It was confirmed with the representative of PBS that when necessary, action for the promulgation of recommendations of the Committee affecting PBS employees at the northern and southern ends of Rome Province would be taken by him through PBS channels.

45. Rates of Pay in ROMA and AQUILA.
a. Subject to 44(a), the Committee recommends that the cost-of-living bonus in AQUILA be increased as follows w.e.f. 1 Aug 45. An outline of the case is at Appendix "B".

(i) Monthly Male Group (Clerical and Admin. Grades).

	Present CLB.	Proposed CLB. Male.	Female.
	lire p. month	lire p. month	
Up to and including 3000 lire per month	1950	3250	1950
From 3001 - 3100 " " "	1920	3220	1920
" 3101 - 3200 " " "	1870	3170	1870
" 3201 - 3300 " " "	1820	3120	1820
" 3301 - 3400 " " "	1770	3070	1770
" 3401 - 3500 " " "	1720	3020	1720
" 3501 - 5000 " " "	1690	2990	1690
" 5001 - 5100 " " "	1620	2920	1620
" 5101 - 5200 " " "	1570	2870	1570
" 5201 - 5300 " " "	1520	2820	1520
" 5301 - 5400 " " "	1470	2770	1470
" 5401 and above.	1430	2730	1430
Juveniles	754	754	754

(ii) Hotel Club & Mess Employees.

	1325	2225	2225

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[redacted].

b. It was confirmed with the representative of PBS that when necessary, action for the promulgation of recommendations of the Committee affecting PBS employees at the northern and southern ends of Rome Province would be taken by him through PBS channels.

45. Rates of Pay in AMGOT and AUCIL.

a. Subject to 44(a), the Committee recommends that the cost-of-living bonus in AMGOT be increased as follows w.e.f. 1 Aug 43. An outline of the case is at Appendix "B".

(i) Monthly Wage Groups (Clerical and Admin. Grades).

	Present CLB.	Proposed CLB. Male.	Proposed CLB. Female.
	lire p. month	lire p. month	
Up to and including 3000 lire per month	1950	3250	1950
From 3001 - 3100 " " "	1920	3220	1920
" 3101 - 3200 " " "	1870	3170	1870
" 3201 - 3300 " " "	1820	3120	1820
" 3301 - 3400 " " "	1770	3070	1770
" 3401 - 3500 " " "	1720	3020	1720
" 3501 - 5000 " " "	1690	2990	1690
" 5001 - 5100 " " "	1620	2920	1620
" 5101 - 5200 " " "	1570	2870	1570
" 5201 - 5300 " " "	1520	2820	1520
" 5301 - 5400 " " "	1470	2770	1470
" 5401 and above.	1430	2730	1430
Juveniles	754	754	754

(ii) Hotel Club & Mess Employees.

Up to and including 3600 lire per month	1325	2225	2225
From 3601 - 3700 lire per month	1275	2175	2175
" 3701 - 3800 " " "	1225	2125	2125
" 3801 - 4900 " " "	1175	2075	2075
" 4901 - 5000 " " "	1125	2025	2025
" 5001 - 5100 " " "	1075	1975	1975
" 5101 - 5200 " " "	1025	1925	1925
" 5201 and above	955	1855	1855
Juveniles	130	130	130

(iii) Daily Wage Groups.

	lire per day.		
Up to and including 120 lire per day	75	125	75
From 121 - 125 lire per day	72	122	72
" 126 - 130 " " "	70	120	70
" 131 - 135 " " "	67	117	67
" 136 - 165 " " "	65	115	65
" 166 - 170 " " "	62	112	62
" 171 - 175 " " "	60	110	60
" 176 - 180 " " "	57	107	57
" 181 and above	55	105	55
Juveniles		29	29

Continued about No. 3.

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45.a. These increases will bring the total remuneration of Allied Forces employees in AQUILA more into line with the legal Provincial rates of pay. As previously in the case of Rome, the comparison was made with the civilian rate of pay for males with 3 dependents and females without dependents.

b. The Committee considered RLMT rates of pay as set out in Appendix "B" and decided that, pending re-verification of the Italian Industrial Rates given, no action should be taken.

46. No date was set for the next meeting which will be convened when business arises.

C. ESSEX, Major,
Chairman,
A/ADL HQ Rome Area.

C.M.P.
CE/FP.

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6. Senior British Naval Officer, HQ AC.
7. Commander, No. 2 RAF Base Area.
8. Establishment Section, HQ Allied Commission.
9. C.O, AFHQ.
10. Labour Directorate, AFHQ.
11. ALOC, Rome.
12/14. FLAS, Rome.
15. G-4(US) RAAC.
16. G-4(Br) RAAC.
17. 2902 CLU.
18/20. Labor Sub-Commission, HQ AC.
21. DDL 1 District.
22. DDL 2 District.
23. DDL 3 District.
24. DDL 5 Army.
.
.
27. ADL 'C' Town PASC.

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C.A.O.
CE/FF.

Chairman,
A/ADL HQ Rome Area.

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21. ADL 1 District.
22. ADL 2 District.
23. ADL 3 District.
24. ADL 8 Army.
.
.
27. ADL 'C' Team PASC.
28. ADL 'D' Team PASC.
29. ADL 'E' TEAM PASC.
30/35. HQ 3 District.
36. HQ 52 Area.
37. HQ 64 Area.
38. HQ 56 Area.
39. HQ 94 Sub-Area.
40. HQ 209 Sub-Area.
41. Hotel Management (US) RAAC.
42. Hotel Management (Br) RAAC.
43/55. Attending Officers.
55/80. Spares.

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SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES.

Grade	Male or Female	Rome Province Basic Rate Basic Max	Rome Province Basic Rate MLE C of L	Rome Province Basic Rate DLE ROME	Base Pay	Plus Presence Indemnity	Plus 3 Dependents	Plus Caro-Vita
I. UNSKILLED LABOUR.					Hotel Trades			
Unskd. Labr without family	Male	95	175	270	72	18	-	35
" " with "	"				72	18	30	35
Unskd Labr without "	Female	81	100	181	56	10	-	25
" " with "	"				56	10	30	35
					Building Trades.			
Unskd labr without "	Male	95	175	270	49	18	-	35
" " with "	"				49	13	30	35
II.ADMIN. CLERICAL & OFFICE GRADES.					Commercial Rates.			
Clerk without family	Male	3960	4290	8250	2269	450	-	1050
" with "	"				2269	450	884	1050
" without family	Female	3366	2420	5786	1337	250	-	750
" with "	"				1337	250	884	1050
Typist without family	Male	3960	4290	8250	1612	450	-	1050
" with "	"				1612	450	884	1050
" without family	Female	3960	2340	6300	1505	250	-	750
" with "	"				1505	250	884	1050
Accountant without family	Male	5940	4030	9970	3004	450	-	1050
" with "	"				3004	450	884	1050
" without family	Female	5049	2270	7319	3004	250	-	750
" with "	"				3004	250	864	1050

NOTES:

1. In view of the differential between the CLE for Male and Female employees introduced in Rome w.e. presented by the Italian Chamber of Labour, Rome Province, in connection with unskilled labour and in connection with Administrative, Clerical and Office employees, to the effect that female rates

2. In the above comparative table, industrial and commercial rates cited are the legal minima. In individual employees more. No account has been taken of the 13th month bonus paid by civilian f

3. The difference between a man's and a woman's total emoluments (especially when the employee has d industrial and commercial rates of pay as it is in the present Allied Forces Wage Scale in Rome.

4. The Allied Forces Wage Scale does not differentiate between males with and without dependents and differentiate between females with and without dependents. The Allied Forces rates for males sh industrial & commercial rates for males with dependents, whereas the Allied Forces rates for fema commercial rates for females without dependents.

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APPENDIX "A"

SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES.

Base Basic Rate PLUS of L	Base Basic Rate TAKE HOME	Base Pay	Plus Presence Indemnity	Plus 3 Dependents	Plus Caro-Vita	Italian Rates Cont. & Carpano	Minus Social Insurance	TAKE HOME
		Metall Trades						
175	270	72	18	-	35	128	1.5	251.5
		72	13	30	35	128	1.5	281.5
100	181	56	10	-	25	90	1.5	179.5
		56	10	30	35	128	1.5	257.5
		Building Trades.						
175	270	49	18	-	35	128	1.5	228.
		49	13	30	35	128	1.5	258.5
		Commercial Rates.						
4290	8250	2268	450	-	1050	3840	117	7491
		2268	450	884	1050	4125	117	8777
2420	5706	1337	250	-	750	2700	108	5429
		1337	250	884	1050	4125	108	8038
4290	8250	1612	450	-	1050	3840	104	6348
		1612	450	884	1050	4125	104	8017
2340	6300	1505	250	-	750	2700	102	5103
		1505	250	884	1050	4125	102	7712
4030	9970	3004	450	-	1050	3840	131	8213
		3004	450	884	1050	4125	131	9382
2270	7319	3004	250	-	750	2700	131	6573
		3004	250	884	1050	4125	131	9182

CLB for Male and Female employees introduced in Rome w.e.f. the 1 May '45, a case has been
bour, Rome Province, in connection with unskilled labour and by the Labor Sub-Commission, A.C.
ale and Office employees, to the effect that female rates for those grades are now too low.

al and commercial rates cited are the legal minima Individual firms may and do pay
has been taken of the 13th month bonus paid by civilian firms nor of indemnities on discharge.

man's total emoluments (especially when the employee has dependents) is not so marked in the
as it is in the present Allied Forces Wage Scale in Rome.
ifferentiate between males with and without dependents and it is not suggested that it should
ithout dependents. The Allied Forces rates for males shown above do however approximate the
with dependents, whereas the Allied Forces rates for females approximate the industrial &
pendents.

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APPENDIX "B"

REGIONAL SUB-COMMISSION OF THE LABOUR AND MANPOWER GROUP, CENTRAL ITALY, ROME.

QUESTIONNAIRE.

1. Reason for hearing. (i.e. was there evidence of disparity of rates of wages).

Various.

2. Source of Information for the Italian Industry Rates as on the attached form.

Provincial Uffici del Lavoro.

3. Steps taken to verify the information referred to in para. 2 above.

Investigations by 2902 CLU.

4. Increase/Decrease agreed, with explanation of any variations in proportions of the award as between occupations.

Increase of 1300 lire per month for the monthly wage group, males, (Clerical and Administrative Grades), 900 lire per month for Hotel Mess and Club Employees and 50 lire per day for the daily wage group, males. All awards were made to parallel local rates for equivalent categories.

5. Is the award in the form of a Bonus or of an augmentation of the Basic Pay?

An addition to the Cost-of-Living Bonus.

6. Effective date and area of award.

Effective 1 AUGUST, 1945 and in that part of AQUILA Province within said boundaries.

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SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES AQUILA AND RIETI PROVINCES.

Grade	Allied Force Basic Rate					Italian I			
	Male or Female	Basic Unit	Plus C of L	TOTAL	Base Pay	Presence Indemnity	3 Dependants	PLUS Caro-vita.	Caro & C
AQUILA.									
Cook	Male	4000	1175	5175	2125	420	945	900	30
Clerk	"	3600	1690	5290	1785	408	1189	900	36
Carpenter	"	120	75	195	72	13	28	30	
Baker (Pasta Maker)	"	120	75	195	144	13	28	30	
Chauffeur Mechanic	"	125	72	197	57	13	28	30	
Unskilled lab.	"	85	75	160	52	13	28	30	
" "	Female	72	75	147	20.40	7.80	27	30	
					20.40	7.80	-	30	
RIETI.									
Cook	Male	4000	1175	5175	990	420	840	900	30
Clerk	"	3600	1690	5290	2310-3450	420	840	900	30
Carpenter	"	120	75	195	40	10	28	30	
Chauffeur Mechanic	"	125	72	197	64	10	28	30	
Unskilled lab.	"	85	75	160	164	-	28	-	
" "	Male	72	75	147	88	-	27	-	

x Carpano only.

NOTE:

1. At present the Allied Forces (American and British Units) employ the following in Aquila and Rieti

	Aquila	Rieti
Clerical & Supervisory	15	5
Artisans	73	158
Miscellaneous (Hotels, etc.)	164	45
Unskilled	50	105
	302	313

There is no general shortage of labour in AQUILA as local industry and co[illegible] are negligible and refugees in the vicinity but certain skilled workers are difficult to obtain at prevailing Allied is no difficulty of supply of labour for Allied Units at prevailing rates.

2. A case has been presented by the AMARC, Aquila, and by the Italian Chamber of Labour, Rieti Provinc of increases adopted for Allied Forces employees in those provinces w.e.f. 1 May 45 and 1 Jun 45 and Allied Forces Maximum wages and the legal minimum wages agreed on provincially.

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APPENDIX "D" (Continued).

SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES
AQUILA AND RIETI PROVINCES.

...ce Basic Rate			Italian Industry Rates							
...ic ...x	Plus ...C of I.	T.E. HDE	Base Pay	Presence Indemnity	3 Dependents	PLUS Caro-vita.	Caropane & Cont	MINUS Social Insurance	T.E. HDE	
...00	1175	5175	2125	420	945	900	3000	36	7354	
...00	1690	5290	1765	408	1189	900	3600	71	7871	
...20	75	195	72	13	28	30	105	1.5	246.5	
...20	75	195	144	13	28	30	90	1.5	263.5	
...25	72	197	57	13	28	30	115	1.5	241.5	
...85	75	160	52	13	28	30	105	1.5	226.5	
...72	75	147	20.40	7.90	27	30	105	1.5	188.7)	
			20.40	7.90	-	30	95	1.5	151.7)	
									7195	
			990	420	840	900	3090	45	7515-6655	
...000	1175	5175	2310-3450	420	840	900	3090	45	222.5	
...600	1690	5290	40	10	28	30	116	1.5	226.5	
...120	75	195	64	10	28	30	96	1.5	222.5	
...125	72	197	184	-	28	-	12 %	1.5	125.5	
...85	75	160	80	-	27	-	12 %	1.5		
...72	75	147								

...lian and British Units) employ the following in Aquila and Rieti :

	Aquila	Rieti
	15	5
...& Supervisory	73	158
	164	45
...nocous (Hotels, etc.)	50	105
...l	302	313

...bour in AQUILA as local industry and agriculture are negligible and there is a large body of AC ...n skilled workers are difficult to obtain at prevailing Allied Forces Rates. In RIETI there ...ur for Allied Units at prevailing rates.

...RC, Aquila, and by the Italian Chamber of Labour, Rieti Province, to increase the CLB in view ...reign employees in Rome Province w.e.f. 1 May 45 and 1 Jun 45 and in view of the difference between ...e legal minimum wages agreed on provincially.

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ZAL/e33
24 July 1943

SUBJECT: Labor and Wages Control Committee.

TO : The Chiefs of Section, A.F.L.A.S., Rome Area
Allied Command, C.M.F.

250

In reference to your letter, LAS/2145/316 of 21 July 1943, approval is given to your recommendation contained therein.

/s/ Percy W. Stone

PERCY W. STONE
Rear Admiral, USN
Chief Commissioner

Copies to:- D/LAS, AFHQ
Chairman, Labor & Wages Control Committee
EXEC COMMR

See M-24/71

Declassified E.O. 12356 Section 3.3/NND No. 785017

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Postal Address:
A.P.L.R.S.,
Rear Area Allied Command,
C.M.F.

Telephone: ROME 66275

LRS/2140/316

22 July 1945

SUBJECT: Labour and Wages Control Committee.

TO : The Joint Chairmen,
A.F.L.R. (Italian) Board.

Reserve ref 253.

1. Reference is made to Minute 180 of the Labour and Wages Control Committee Meeting held on Thursday, 19 July 1945.

2. In view of the statements presented b the representative of No. 2 District and the Chairman of the Labour and Wages Control Committee, it was recommended to the Board that in addition to the bonus authorised by Appendix "H" of AFHQ Administrative Memorandum No. 34 of 1945, the provisions of AFHQ Administrative Memorandum No. 25 of 1945 should now be applied to Northern ITALY.

3. In order that the rates of pay to Italian civilians employed by the Allied Forces in Northern ITALY bear a suitable relationship to those paid by civilian industry, which has announced its increases to be retroactive to 25 June 1945, it is requested that your approval be given to the above recommendation.

/s/ Hon. R. Gibbon

HON. R. GIBBON, Colonel, AUS,
Chief of Section (U.S.),
A.F.L.R.S.

/s/ B. K. Michelson

B. K. MICHELSON, Lt.-Col., AGD,
for Chief of Section (UK),
A.F.L.R.S.

LRS/mir

Copies to:- D/CAO, AFHQ
Chairman, Labour & Wages Control Committee.

Exec. Comm. (AC)
Chief Comm. Files (AC)

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(C)

HEADQUARTERS ALLIED COMMISSION
APO 394
LABOR SUB-COMMISSION

WEB/sb

TEL : 204

24 July 1945
JUL 2 1945

REF : LSC/906

SUBJECT: Labor and Wages Control Committee - 19 July 1945
Powers of Local Sub-Committees in North Italy.

TO : Major Stearns
Office of Chief Commissioner

1. The Labor and Wages Control Committee at its meeting on 19 July recommended the extension to North Italy of the full provisions of AFHQ Administrative Memorandum No. 25, viz., permitting local sub-committees to authorize, within prescribed limits, increases in wages of civilian employees of the Armed Forces in order to keep in step with the wages paid locally in private industry.

2. The full use of these powers has hitherto been withheld from North Italy in order to reduce the possibility of paying unnecessarily high rates to civilian employees in the North, by the automatic introduction of the rates already being paid in the Center and South of Italy. This limitation of powers has now served its purpose. It can properly be said that the Armed Forces have not contributed to any upward move of wages in private industry and, indeed, Armed Forces wages are now substantially below local rates because of recent wage increases in private industry.

3. At the joint meeting of 13 July 1945 between the Italian Government and AFHQ and Regional Commissioners, theItalian Government announced its policy of equalizing the economic system as between North and South and reported that the general application of the so-called Milan agreement to the whole of North Italy had practically achieved uniformity. In these circumstances uniformity of practice for Armed Forces employees as between North and South is inevitable.

4. It is, therefore, recommended that approval be given to the recommendation of the local Labor and Wages Control Committee as recorded in minute 188 of its meeting of 20 July, and as indicated in para 1.

W. H. Braine

W. H. BRAINE
Chairman
Labor and Wages Control Committee

(Copy Retained) (Copy Passed For CC Files)

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ALLIED FORCE LOCAL RESOURCES SECTION
A.F.H.Q.

Postal Address:
AFLRS, Rome Area Allied Command,
C. M. F.

LRS/ZI/A.

Tel: 66275 ROME.

JUL 20 1945

20 July 1945.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - MINUTES.

184. The thirty-sixth meeting of the Labour & Wages Control Committee was held at 0930 hours on Thursday, 19 July 1945, in the AFLRS, AFHQ Conference Room, ROME.

PRESENT:

Chairman

Mr. W.H. BRAINE, Labour Sub-Commission, ALCOM

Representatives of:

Coodr. U.S. Naval Forces North African Waters.
Labour, AFHQ.
HQ, Eighth Army.
C.C. 15th Army Gp.
NAAF (Br)
IMB, Italy.
AAFSC/MTC.
CG., P.B.S.
HQ, 1 District.
HQ, 2 District.
HQ, 3 District.
CG, Rome Area Allied Command.
HQ, Adriatic Base Command.
HQ, ALCOM.

IN ATTENDANCE:

Chief of Section (U.S.) AFLRS, AFHQ.
A.Q.M.G. AFLRS, AFHQ.
Director Food Sub-Commission, HQ ALCOM.

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PRESENT:

Chairman:

Mr. W.H. BRAINE, Labour Sub-Commission, ALCOM

Representatives of:

Comdr. U.S. Naval Forces North African Waters.
Labour, AFHQ.
HQ, Eighth Army.
C.C. MTOUSA.
MAAF (Br)
DMF, Italy.
AAFSC/MTO.
CC., P.B.S.
HQ, 1 District.
HQ, 2 District.
HQ, 3 District.
CC, Rome Area Allied Command.
HQ, Adriatic Base Command.
HQ, ALCOM.

IN ATTENDANCE:

Chief of Section (U.S.) AFLRS, AFHQ.
A.Q.M.G. AFLRS, AFHQ.
Director Food Sub-Commission, HQ ALCOM.

Representatives of:

F.A. AFHQ.
F.A. N.A.F.

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185. MINUTES OF THE THIRTY FIFTH MEETING.

The minutes of the thirty-fifth meeting held on 26 June 1945 were approved.

186. No. 1 DISTRICT LOCAL SUB-COMMITTEE.

The minutes of the meeting of this Local Sub-Committee held on 30 June 45 were approved.

(a) The Committee requested that increases should not be related to "buff book" Appendices as this publication was applicable to British Forces only.

(b) It was pointed out that the comparison scales of wages referred only to male unskilled and skilled artisan etc grades, whereas the increase authorised was applicable to all grades both male and female. AFLRS, AFHQ undertook to obtain from 1 District Local Sub-Committee details of the

(Capt Arnold)

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Declassified E.O. 12356 Section 3.3/NND No. 785017

prevailing civilian rates for Clerical and Administrative, Hotel, Mess and Club Grades and for all Female Grades, such details to be passed to the financial authorities for consideration before the next meeting of the Committee.

187. No. 2 DISTRICT LOCAL SUB-COMMITTEE.

The minutes of the meeting of this Local Sub-Committee held on 9 July 45 were received and the Committee recommended their approval to the Board. (Copies of Minutes are attached as Appendix "A").

188. POWERS OF LOCAL SUB-COMMITTEES IN NORTHERN ITALY.

The Committee considered the recommendation made by 2 District Local Sub-Committee that the full powers of AFHQ Adm Memo No. 25 of 45, be granted to them in addition to the powers authorised under Appendix N of AFHQ Adm Memo No. 34 of 45.

The Chairman stated that the policy of the Italian Government was to unify as quickly as possible the separate economies at present existing in Northern and Southern Italy. The wages of State employees in Northern Italy have already been raised to the same level as those prevailing in Central and Southern Italy. An agreement has been reached between workers and employers at Milan which has been approved by the Italian Government and will be adopted throughout the whole of Northern Italy which raises the take-home wage of a worker with a wife and two children by 130 lire per day. The Committee agreed that such an increase renders the powers at present granted to Local Sub-Committees inadequate to ensure that the Allied Forces Employees' Take-Home wage would be comparable with the Take-Home wage of the employee in civilian industry. The comparison in respect of a labourer in Milan is as follows :-

Unskilled Labour

Allied Forces Employees Take Home Wage maximum payable under existing instructions)	160 lire (i.e. the
Italian Industry Employees Take Home Wage	257 lire to 284 lire.

Skilled Labour (Mechanic).

Allied Forces Employees Take Home Wage maximum payable under existing instructions)	202 lire (i.e. the
Italian Industry Employees Take Home Wage	294 lire to 310 lire.

The Committee unanimously recommended to the Board that the provisions authorised by AFHQ Adm Memorandum Nos: 25 and 34 of 45 in Southern Italy now

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Unskilled Labour

Allied Forces Employees Take Home Wage — 160 lire (i.e. the maximum payable under existing instructions)

Italian Industry Employees Take Home Wage — 257 lire to 284 lire.

Skilled Labour (Mechanic).

Allied Forces Employees Take Home Wage — 202 lire (i.e. the maximum payable under existing instructions)

Italian Industry Employees Take Home Wage — 294 lire to 310 lire.

The Committee unanimously recommended to the Board that the provisions authorised by AFHQ Adm Memoranda Nos: 25 and 34 of 45 in Southern Italy now be extended to Northern Italy, (excluding Venezia Giulia).

As the effective date for the increases in Northern Italy approved by the Italian Government is 25 June 45, the Committee requested that interim action be taken by AFLAS with a view to obtaining a early amendment to the existing AFHQ instructions.

159. SOUTHERN DISTRICT P.B.S. LOCAL SUB-COMMITTEE.

The minutes of the meeting of this Local Sub-Committee held on 5 July 45 were received. (Copy attached at Appendix "B").

(a) The Committee noted the recommendation made by the Local Sub-Committee (minute 10) on the establishment of a formula to ensure that the voting strength of members should reflect the number of persons respectively employed by them. It was considered that such a recommendation if approved would establish a procedure which conflicted with one of the fundamental methods of procedure of the AFLR (Italian) Board and its Committees, and the Committee considered that no change in present procedure should be made.

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(b) As members of the Committee had not had an opportunity of studying the recommendation made in minute 17 on increasing the percentage of extra pay for foremen, it was agreed that this subject should be considered at the next meeting of the Committee.

With the exception of sub-paras (a) and (b) above, the Committee recommended to the Board the approval of the Southern District P.B.S. Local Sub-Committee minutes of the meeting held on 5 July 45.

190. No. 3 DISTRICT LOCAL SUB-COMMITTEE - PALERMO.

The minutes of the meeting of this Local Sub-Committee held on 12 July 45, were received. (Copy attached at Appendix C).

(a) AFLRS undertook to request the submission of the proforma showing the comparison between Allied Forces Wages and prevailing civilian rates for circulation to members before the next meeting.

191. ROME AREA ALLIED COMMAND LOCAL SUB-COMMITTEE.

It was reported that the meeting of this Local Sub-Committee previously scheduled had been postponed.

The Rome Area Allied Command representative referred to minute 178 of the last meeting of the Committee and AFLRS AFHQ reported to the meeting the decision made by the D/CAO AFHQ, namely that there is no objection to the presence of a representative from French Army Headquarters at meetings of the R.A.A.C. Local Sub-Committee, when in the opinion of the Local Commander it is desirable. Technically such a representative is not a member of the Local Sub-Committee. This technicality, however, should not preclude the French representative from participating in the meetings to the extent desired by the C.O., Rome Area Allied Command.

192. INCENTIVE BONUS SCHEME - No. 4 CLOTHING & REPAIR FACTORY.

AFLRS AFHQ reported that this scheme had only been in operation for four or five days and that a report was not therefore available. A full statement on the operation of the scheme will be submitted by AFLRS to the next meeting.

193. COST OF LIVING BONUS - BARI.

H.Q. 3 District representative submitted figures of a study made into the rates of wages prevailing in the Bari area. It was agreed that this should be submitted to the financial authorities who would submit their

Declassified E.O. 12356 Section 3.3/NND No. 785017

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194. SUPPLY OF FOOD TO ITALIAN CIVILIANS.

1767

The Director of Food Sub-Commission HQ ALCOA reported to the meeting that the responsibility for the supply of food to the civilian population was gradually being transferred to the Italian Ministry of Food. He considered it desirable that employing military services should give consideration to the question of eliminating the issue of supplementary ration cards by military units to civilian employees of the Allied Forces in order that a greater degree of uniformity of civilian ration scales might be achieved. At present there are three separate systems, the Northern Territory, the Italian governed area and workers for the Armed Forces. The proposals outlined by the Director Food Sub-Commission HQ ALCOA would, if adopted, divorce entirely the Armed Forces from the civilian economy in respect to food rationing, as they would then be responsible only for the supply of the midshift meal to their workers and be thus self contained. The Food Sub-Commission and the Italian Ministry of Food would then be free to adjust supplementary ration scales as between the North and South.

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Such adjustments at this stage would anticipate a situation which is bound to arise when the bulk of the Allied Forces leave Italy and which unless taken in hand now, might result in labour troubles.

The proposals submitted by HQ ALCOM are as follows :-

(a) That the issue of Supplemental Ration Cards (AFHQ Adm. Memo 30 of 45 Scale 1 Part II) be discontinued, and either

(i) The Midshift Meal (AFHQ Adm. Memo 30 of 45 Scale 1 Part I) be increased by an equivalent quantity of Bread (25 grams) and Dehydrated Soup (say 7 to 12 gms).

or (ii) The Midshift Meal be not increased.

(b) That Scale 2 Parts I and II of AFHQ Adm. Memo 30 of 45 for workers engaged in part time work for the Allied Forces be abolished. In order that these workers would not be penalized, the Food Sub-Commission is prepared to recommend to the Italian Ministry of Food that a Heavy Worker ration at a similar scale be substituted to take effect at the time Scale 2 is discontinued.

The Committee agreed that members should consider the HQ ALCOM proposals, and come to the next meeting prepared to present their views.

195. CLERICAL & ADMINISTRATIVE GRADES.

In reply to a query raised by Labour AFHQ, the Committee agreed that where a clerical or administrative employee has one day's official leave of absence in seven days he should not thereby suffer a deduction of one day's pay and bonus. The regulation for deductions for unauthorised absence are contained in AFHQ Administrative Memorandum No. 34 of 45, para 6 (b) (ii).

196. CHANGES IN WAGE SCALES.

In order to include mechanics other than those specified in the Basic Wage Scales the Committee recommended to the Board that those specialist grades of mechanics at present included in the Allied Forces Basic Wage Scales with wage rates of 100 lire minimum 135 lire per day maximum be all incorporated under the general heading of Mechanic.

197. Dismissal of Employees.

A suggestion was received via HQ ALCOM that a certain degree of notice be given to employees who are discharged through no fault of their own by Allied Force employers of labour. The Committee viewed this

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(c) That Scale 2 Parts I and II of AFHQ Adm. Memo 30 of 45 for workers engaged in part time work for the Allied Forces be abolished. In order that these workers would not be penalized, the Food Sub-Commission is prepared to recommend to the Italian Ministry of Food that a Heavy Worker ration at a similar scale be substituted to take effect at the time Scale 2 is discontinued.

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197. Dismissal of Employees.

A suggestion was received via HQ ALCOM that a certain degree of notice be given to employees who are discharged through no fault of their own by Allied Force employers of labour. The Committee viewed this problem with sympathy, but it was considered, that no guarantee of prior notice of dismissal could be undertaken, though whenever feasable as much notice as possible will be given by employing services.

198. NEXT MEETING.

The next meeting of the Committee will be held at 0930 hours on Thursday 23 August 1945.

AFLRS AFHQ drew the attention of the Committee members to the necessity of ensuring that any papers for submission to the Committee should be forwarded so as to reach AFLRS 12 days before the date of the meeting to permit of circulation with the Agenda.

S. J. B. LOUDEN, Major, DAGMC,
Secretary,
A. F. L. B. (ITALIAN) BOARD.

SJBL/hws.

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28 REME, AFHQ
29/30 Labour, AFHQ
31 Fiscal Director, AFHQ
32, MA, AFHQ
33 CG, MTOUSA
34, GPA, MTOUSA
35 PRL, 15 Army Group
36/38 CC, Fifth Army (Attn: G-4)
39 CE, Fifth Army (Attn: Dr. Improvement Labour)
40/42 D(R, ISCAS
43/45 AAFSS/AFHQ
46/47 HQ, 21A Group RAF
48 PA, MAF
49/50 [illegible], Eighth Army
51/52 [illegible], PBS (Includes one for each Local Sub-Committee for Info)
53 HEA, PBS
54 HEA, PBS (South)
55/56 C.C., P.B.S. (South)
57/61 HQ, No 1 District (Includes one for each Local Sub-Com. for info)
62/64 HQ, No 2 District (" " " " " " " " ")
65/69 HQ, No 3 District (" " " " " " " " ")
70/75 CG, Base Area Allied Command (" " " " " " " " ")
76/77 HQ, Adriatic [illegible] Command
78 Flag Officer, MEDITO & Adriatic
79 AO (POL.IX) AO E
80 GENOA[illegible], ITALY.
81 CO, VIAREGGIO
82 COMMOB, PALERMO
83 NOIC, NAPLES
84 NOIC, ANCONA.
85 NOIC, LEGHORN
86 NOIC, TRIESTE
87 NOIC, VENICE
88 NOIC, GENOA
89 SHO, Eastern Sicily
90 NAVEB
91 WSA
92 Chief Commissioner, ACC
93 HQ, ACC
94 Vice President, Economic Section
95/100 Economic Section
101 Minerals Sub Commission.
102/103 Labour Sub Commission.
104 [illegible] & Shipping Sub Commission
105 Chairman, Labour & Wages Control Committee
106/109 War Diary
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HQ No.2 District, CMF.
1965/7/32

14 Jul 45.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD
LABOUR AND WAGES CONTROL COMMITTEE

2 DISTRICT LOCAL SUB-COMMITTEE

MINUTES

1. The first meeting of the 2 District Labour and Wages Sub-Committee of AFLR (Italian) Board was held on Monday 9 Jul 45 at HQ No.2 District.

PRESENT.

CHAIRMAN - Colonel E.B.L. GORDON-SMITH, CBE., MC., DDL 2 District.

MEMBERS - Lieut F. HENDERSON, RNVR, 2M Base GENOA
Lt-Col. G. J. COKE, 5 Army
Major F. G. H. VINCENT, DAQMG(2) 2 District
Lt-Col. ALEXANDER, GC 91 Group PC
Major L.L. VENESS, 2909 C.L.U.
Major A. SECUNA, 2917 C.L.U.
Major L. HENDERSON, 2918 C.L.U.
Mr. Joseph di Fodo, AMG, LOMBARDIA
Major S. SCICLUNA, AMG PIEMONTE.

2. GENERAL REVIEW OF THE SITUATION IN NORTHERN ITALY.

The present position regarding wage rates in NORTHERN ITALY was examined and representatives from Areas were asked to give their views as to current wage rates.

(a) MILAN Area.

It was agreed that the unskilled labour rate would be 260 Lire per day now that the new civilian wage agreement had come into force.

(b) PIEDMONTE Area. 1765

[illegible] of 240 lire per day was given for unskilled

PRESENT.

CHAIRMAN - Colonel S.E.L. GORDON-SMITH, OBE., MC.,
DDL 2 District.

MEMBERS - Lieut P. HENDERSON, RNVR, AN Base GENOA.
Lt-Col. G. J. COAK, 5 Army
Major F. G. R. VINCENT, DAQMG(2) 2 District
Lt-Col. ALEXANDER, OC 51 Group PC
Major L.L. VENESS, 2909 C.L.U.
Major A. SEDUNA, 2917 C.L.U.
Major L. HENDERSON, 2918 C.L.U.
Mr. Joseph di Fodo, ENG, LOMBARDIA
Major E. GUICHARD, AMG PIEMONTE.

2. GENERAL REVIEW OF THE SITUATION IN NORTHERN ITALY.

The present position regarding wage rates in NORTHERN ITALY was examined and representatives from Areas were asked to give their views as to current wage rates.

(a) MILAN Area.

It was agreed that the unskilled labour rate would be 260 lire per day now that the new civilian wage agreement had come into force.

(b) PIEDMONTE Area.

The figure of 240 lire per day was given for unskilled workers although the difficulty of obtaining an exact figure was pointed out owing to the fact that a certain portion of wages is in many cases paid in kind.

(c) LIGURIA.

Civilian wage rates were still a subject for negotiation but the final figures would be as much if not higher than MILAN.

3. COST OF LIVING BONUS.

In view of the fact that civilian rates of pay under the new agreements lately negotiated in civilian industry and now approved by ACC and Italian government, would be anything up to 175 lire above Allied Force basic wage scale it was agreed to recommend that the full maximum permissible cost of living bonus as as laid down in Appx 'H' to AFHQ Admin Memorandum No.34 should be adopted forthwith, to be effective for the pay period beginning 1 Jul 43.

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4. RECOMMENDATIONS.

It was further agreed for the same reasons that the addition of the cost of living bonus as at present within the powers of the Committee would be entirely inadequate to meet the new situation. It appeared that the rates of pay for skilled labour were considerably more important from the Military point of view than those for unskilled workers since owing to widespread unemployment and the small demands for this type of labour within the District, sufficient unskilled labour was easily obtainable. Typical skilled rates of pay in civilian industries were taken and compared with those payable under the present powers of the Committee. It was found that military rates of pay would be approximately 100 lire below civilian rates for the majority of trades, even after the implementation of Cost of Living Bonus mentioned in para 3. The following recommendation was therefore made :-

"In view of the wage agreements which have already been authorised in LOMBARDY and are in course of being negotiated in other compartments in 2 District territory (and in many cases are already actually operative) and in view of the fact that wages in the NORTH have reached and in many cases surpassed wage levels in ROME and other parts of CENTRAL and SOUTHERN ITALY, this Sub Committee requests that they be granted the full powers specified under AFHQ Admin Memorandum No. 25 which authorises a further bonus of up to 100 lire per day in addition to the cost of living bonus laid down in Appx 'B' to AFHQ Admin Memorandum No. 34. The Committee feels that without such authority a very real danger exists that such important commitments as MEDLOC may be jeopardised owing to possible absenteeism and strikes among civilian employees".

ANC LOMBARDY Region was asked to provide further details of typical wage rates ruling in civilian industry.

5. SPECIAL PROFESSIONAL GRADES.

ANC reported that they had difficulty in obtaining a high standard of employees in professional grades and were asked to make recommendations to the Chairman in order that he could take the matter up at the next Meeting of the Labour and Wage Control Committee of the AFLR (Italian) Board.

6. WAGE RATES - ROYAL NAVY.

Royal Navy stated that they were in the process of withdrawing RN Officers and replacing them by Italian civilians in such positions as Asst Harbourmasters, for which no rates of pay were laid down. Provisional rates

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the majority of trades, even after the implementation of Cost of Living Bonus mentioned in para 3. The following recommendation was therefore made :-

> "In view of the wage agreements which have already been authorised in LOMBARDY and are in course of being negotiated in other compartments in 2 District territory (and in many cases are already actually operative) and in view of the fact that wages in the NORTH have reached and in many cases surpassed wage levels in ROME and other parts of CENTRAL and SOUTHERN ITALY, this Sub Committee requests that they be granted the full powers specified under AFHQ Admin Memorandum No. 25 which authorises a further bonus of up to 100 lire per day in addition to the cost of living bonus laid down in Appx 'B' to AFHQ Admin Memorandum No. 34. The Committee feels that without such authority a very real danger exists that such important commitments as MEDLOC may be jeopardised owing to possible absenteeism and strikes among civilian employees".

AMG LOMBARDY Region was asked to provide further details of typical wage rates ruling in civilian industry.

5. SPECIAL PROFESSIONAL GRADES.

AMG reported that they had difficulty in obtaining a high standard of employees in professional grades and were asked to make recommendations to the Chairman in order that he could take the matter up at the next Meeting of the Labour and Wage Control Committee of the AFLR (Italian) Board.

6. WAGE RATES - ROYAL NAVY.

Royal Navy stated that they were in the process of withdrawing RN Officers and replacing them by Italian civilians in such positions as Asst Harbourmasters, for which no rates of pay were laid down. Provisional rates would be fixed in consultation with the Local Labour Officer and AMG.

7. NEXT MEETING.

The next meeting of the Sub-Committee will be held on 23 Jul 45 at 1430 hrs.

(SGD) ??????????
Major,
Secretary.

Distribution - 3/.....

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(2.18)

Appendix 'A' to HQ No.2 District letter
1865/7/Q2 dated 14 Jul 45

No 2 District Local Sub-Committee of the AETR (Italian)
Board Labour and Wages Control Committee.

QUESTIONNAIRE

Reason for Meeting.

In view of the gross disparity between wages rates in civilian industry and those payable by the military:-

(a) to authorise the implementation of a cost of living bonus.
(b) to consider requesting powers to authorise a further bonus.

2	Source of information for the Italian Industry Rates as on the attached form	Ufficio del Lavoro, MILAN
3	Steps taken to verify the information referred to in para 4 above	By interviews by 2909 CLU
4	Increase/Decrease agreed, with explanation of any variations in proportions of the award as between occupations	By Cost of Living Bonus as at Appx 'H' to AFHQ Adm Memo 34 of 1945.
5	Is the Award in the form of a Bonus or of an augmentation of the Basic Pay	A Cost of Living Bonus
6	Effective date and area of the award	1 Jul 45. No 2 District territory less 66 AA Bde

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SPECIAL COMPARISON TABLE - CIVILIAN LABOUR RATES MILAN

Grade	Allied Force Basic Rate Male or Female	Basic Max	Plus C of L	Take Home	Italian Industry Base Pay	Present Indemnity	Wife	Plus 2 Child-ren	Caro vita	Meal Allce
UNSKILLED	M	85	75	160						
GONFRAND	M				96	-		6	-	20
PIRELLI (3)	M				58	-		16	-	15
(11)	M				70	-		16	-	15
FALCK	M				85	-		16	-	10
BRICKLAYER	M	120	75	195						
PIRELLI	M				88	-		16	-	15
MECHANIC	M	135	67	202						
GONFRAND	M				114	-		16	-	20
PIRELLI	M				96	-		16	-	15
FALCK	M				126	-		16	-	10
DRIVER	M	115	75	190						
GONFRAND					110	-		16	-	20
OPER	M	133	39	172						
CAR DIO SCLACCALUPA	M				68	-		16	-	20

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SPECIAL COMPARISON TABLE - CIVILIAN LABOUR RATES MILAN

Rate			Italian Industry Rates										
	Plus				Plus						Minus		
Basic Tax	Cost of L	Take Home	Base Pay	Present Indemnity	Wife	2 Child-ren	Carovita	Meal Allce	Ener Bonus	Octtrino	Social Ins.	Income Tax	Take Home
25	75	160	96	-		8	-	20	150	-	-	5	269
			58	-		16	-	15	150	23	-	5	259
			70	-		16	-	15	150	37	-	4	282
			85	-		16	-	10	150	-	-	4	257
20	75	195	88	-		16	-	15	150	47	-	5	311
35	67	202	114	-		16	-	20	150	-	-	6	294
			96	-		16	-	15	150	38	-	5	310
			126	-		16	-	10	150	-	-	6	296
15	75	190	110	-		16	-	20	150	-	-	6	290
35	39	172	68	-		16	-	20	150	-	-	3	251

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Special Comperison Table - Civilian Labour Rates 1945.

Grade	Male or Female	Allied Forces Basic Wage	Plus C of L	TAKE HOME	Base Pay	Res Ind	Wife	2 Chil	Cars vita	Plus Meal Allo	It
CLERICAL WORKERS											
1st Category	M	6800	1430	8230							
		(Senior Adm Asst)									
FALCK	M				7500	-		426		250	
GOADLAND	M				6076	-		426		500	
2nd Category	M	5400	1470	6870							
		(Junior Adm Asst)									
FALCK	M				5550	-		426		250	
RINGSMUTH	M				4070			426		250	
3rd Category	M	3600	1690	5290							
		(Clerk)									
FALCK	M				4000			6		250	
GOADLAND	M				2796			426		500	
TYPISTS and TELEPHONISTS	M	3600	1650	5290	1800 (Minimum)			426		250	

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Special Comparison Table - Civilian Labour Rates 1945.

ge		Italian Industry Rates										
	Plus				Plus				Minus			
C of L	TAKE HOME	Base Pay	Res Ind	Wife	2 Child	Cars vita	Meal Allce	Ener Bonus	Soc Ins	Income Tax		TAKE HOME
	1430	8230									688	11238
r Adm Asst)											557	10195
		7500	-		426		250	3750				
		6076	-		426		500	3750				
	1470	6870									509	9467
r Adm Asst)											373	8123
		5550	-		426		250	3750				
		4070			426		250	3750				
	1690	5290									367	8059
ic)											256	7216
		4000			426		250	3750				
		2796			426		500	3750				
											165	6061
	1690	5290	1800 (Minimum)		426		250	3750				

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Wages Agreement between the Unions Industriale and the Camera del Lavoro of MILAN Province - Translation

WAGE INCREASES

1. With effect from 25 Jun 45 there is instituted an emergency bonus, daily and monthly, to be calculated down to the hour and to be paid only for hours actually worked. The aforesaid bonus is fixed on the following scale:-

	Manual Workers Daily	Clerical Workers Monthly
(a) Male head of family with one dependent	120	3000
(b) Female head of family with one dependent	100	2500

To males and females with two or more dependents there will be paid an additional allowance of 15 lire daily for manual workers and 375 lire monthly for clerical workers, calculable to the hour, for all dependents other than the first up to three in number.

(c) Male, single,	above 20 years of age	100	2500
(d) " "	from 18 to 20 years	80	2000
(e) Female, "	above 20 years of age	72	1800
(f) " "	from 18 to 20 years	64	1600
(g) Male and female under 18 years		56	1400

"Head of Family" signifies the worker, manual or clerical, who receives family allowance. The hourly calculation is made by dividing the daily rate by 8 and the monthly rate by 180.

2. With effect from 25 Jun 45 the "War Bonus" is abolished (20 lire daily for heads of family); this was instituted by decree on 26/9/44 and modified by the Government of the so-called Italian Social Republic.

3. The emergency bonus referred to in para 1 will be paid in full to the workers in factories, works, etc. situated in territory which comes under the administration of MILAN and SESTO SAN GIOVANNI; on the scale of 95% for workers in factories, works, etc. situated in the territory administered by the Communes of MONZA and LEGNANO, and on the scale of 85% for workers in factories, works, etc. situated in the remaining territory of the Province of MILAN.

4. The emergency bonus does not form an integral part of the wage for the purpose of any calculation except insofar as payment due for annual holidays and holidays occurring during weekdays is concerned. The bonus is not liable for deductions made for social insurance, etc.

5. With effect from 25 Jun 45 workers completely "suspended" from work, as well as those working reduced hours, both of which classes are entitled to have pay made up to them, will receive

additional allowance of 15 lire daily for manual workers and 375 lire monthly for clerical workers, calculable to the hour, for all dependants other than the first up to three in number.

(c)	Male, single, above 20 years of age	100	2500
(d)	" " from 18 to 20 years	80	2000
(e)	Female, " above 20 years of age	72	1800
(f)	" " from 18 to 20 years	64	1600
(g)	Male and female under 18 years	56	1400

"Head of Family" signifies the worker, manual or clerical, who receives family allowance. The hourly calculation is made by dividing the daily rate by 8 and the monthly rate by 180.

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4. The emergency bonus does not form an integral part of the wage for the purpose of any calculation except insofar as payment due for annual holidays and holidays occurring during weekdays is concerned. The bonus is not liable for deductions made for social insurance, etc.

5. With effect from 25 Jun 45 workers completely "suspended" from work, as well as those working reduced hours, both of which classes are entitled to pro-pay made up to them, will receive:-

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(a) 50% of the emergency bonus calculated down to the hour, from the "Cassa Integrazione Salari" of industrial workers administered by the Instituto Nazionale Previdenza Sociale; the scale of contributions paid will remain unchanged.

(b) 25% of the emergency bonus calculated down to the hour to be paid by the employer.

The Employers' Union maintain that the burden must be borne, not by the firms, but by the Erario (Inland Revenue), since the workers concerned have undeniable rights to existence which must be granted, although they are not in a position to secure full employment. The Employers' Union therefore will approach the Government with a view to arranging as quickly as possible that the State shall bear the burden of payments made to workers in respect of hours not actually worked.

/The Workers' Unions.....

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The workers' Unions, in the interests of national productive economy, will lend their aid to any attempt made to put industry in a position of overcoming the difficulty mentioned above.

6. The foregoing shall not apply to industrial firms engaged in the transportation of goods or persons nor to tailoring firms making Ladies' and men's clothes to measure. For these classes of workers a separate agreement will be made.

7. With the consent of the Factory Committees and of the Factory National Liberation Committees, firms shall be able to re-admit to work, on their return, workers, manual or clerical, who return from the Army or members of the C.V.L. who have been prisoners, workers returning from forced labour, workers who had been taken abroad, and workers exiled for political reasons; and firms shall have the facility for putting on the waiting-list the number already working equivalent to the number thus taken on. Workers thus due to be put on the waiting-list shall be chosen by arrangement with the Factory Committees; they shall be, in the first place, those elements who are fit subjects for such action and then choice will be made from the rest, taking into account their monetary position and their family burdens.

8. The recovery of sums which happen to have been already paid in advance on wage increases by firms will take place by a gradual process in such a way that the recovery is made by 31 July 45.

Particular situations which occur or agreements to pay in kind arrived at between employers and employees will be given individual consideration by the Unions and will be made the subject of Special Decisions for the purpose of the application of the present agreement.

9. The present agreement legally replaces all agreements concerning wage increases concluded directly between one party and another after 1 June 45, with the exception of agreements which have fixed small equalising increases. In cases of dispute the Unions shall decide.

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APPENDIX "B"

THE LOCAL SUBCOMMITTEE OF THE LABOR AND WAGES
CONTROL COMMITTEE IN AND FOR SOUTHERN DISTRICT
PENINSULAR BASE SECTION

MINUTES

1. The third meeting of the above named committee was begun at 0930 hrs on 5 July 1945 at Hq. Southern District PBS.

2. The following members and their indicated advisors were present.

Representatives of :

Southern District PBS	- Major R.B. Eaton, Chairman
56 Area	= (Major J.H. Harding-Gill (Major D.M. Noble Lt. Col. L. Koehlmoser Major W.H. Watson Capt. C. Kop=
Naples Area, R.N.	- Lt (s) P.R. Grindle, RNVR
AAFSO/MTO	- Lt. Henry Horak.
(MAAF/RAF	(- S/Ldr A.A. Hartley
(1 Base Area, RAF	(- S/Ldr E.T. Dawson
U.S. Naval Det. Naples	- (absent)
Commune of Naples AMG	- Lt. Col. C.I. Turner

3. The following were in attendance:

Captain [illegible].C. Taylor	94 Sub Area
Capta[illegible]..C.R. Hanley	2924 C.L.U.

4. The Chairman reported to the Committee the proceedings of the meeting of the Labor and Wages Control Committee held 26 June 1945.

5. The Committee discussed the problem created when an establishment, by reducing its hours of operation, eliminated overtime and thereby diminished the net take home wage of its workers. Where this result stemmed from a reduction to a 45 hour week spread over 5 or 5½ days, it was pointed out that the loss to the worker was made greater by the rule recently adopted by the Labor & Wages Control Committee, under which overtime is now to be calculated on a weekly basis. In respect to the indicated problem the Committee did not perceive any solution suitable for general application, and were not able to agree upon any action.

6. Representative 56 Area (Major Harding-Gill) announced his transfer of assignment and the appointment of Major D.M. Noble to succeed him as representative of 56 Area on the Committee. Major Noble was welcomed to the Committee and Major Harding-Gill then departed.

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7. The Chairman then announced that by direction of the appointing authority, [illegible] district had been excluded from

	-	(Major J.H. Harding-Gill
		(Major D.M. Noble
		Lt. Col. L. Koenigsbourt
		Major W.N. Watson
		Capt. [illegible] Kerr
Naples Area, R.N.	-	Lt (S) P.R. Grindle, WR/R
AAFSC/MTO	-	Lt. Harry Horah
(NAAF/RAF	(-	S/Ldr A.A. Harley
(1 Base Area, RAF	(-	S/Ldr E.T. Dawson
U.S. Naval Det. Naples	-	(Absent)
Commune of Naples AMG	-	Lt. Col. C.I. Warren

3. The following were in attendance:

Captain [illegible].G. Taylor	W. Sub Area
Capta[illegible].C.R. Shanley	2904 C.L.U.

4. The Chairman reported to the Committee the proceedings of the meeting of the Labor and Wages Control Committee held 26 June 1947.

5. The Committee discussed the problem created when an establishment, by reducing its hours of operation, eliminated overtime and thereby diminished the net take home wage of its workers. Where this result ensued from a reduction to a 48 hour week spread over 5 or 5½ days, it was pointed out that the loss to the worker was made greater by the rule recently adopted by the Labor & Wages Control Committee, under which overtime is now to be calculated on a weekly basis. In respect to the indicated problem the Committee did not perceive any solution suitable for general application, and were not able to agree upon any motion.

6. Representative 56 Area (Major Harding-Gill) announced his transfer of assignment and the appointment of Major D.M. Noble to succeed him as representative of 56 Area on the Committee. Major Noble was welcomed to the Committee and Major Harding-Gill then departed.

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7. The Chairman then announced that by direction of the appointing authority, the portion of Rome Province lying in Southern District PMG had been excluded from the territorial jurisdiction of the Committee.

8. The Committee unanimously agreed that the increase in cost of living bonus authorized by them at their second meeting should be deemed applicable in all respects, including effective date, to the enclave of Southern District PMG lying in and about the town of Terre Annunziata.

9. Representative NAAF (S/Ldr. Harley) announced that his headquarters had delegated to 1 [illegible] Area RAF its right of representation on the Committee, and that S/Ldr. E.T. Dawson would represent that headquarters. S/Ldr. Dawson was welcomed to the Committee, and S/Ldr. Harley thanked for his services. He then departed.

10. The Committee believed that the voting strength of members of the Committee should in some manner reflect the number of persons respectively employed by them (special consideration being given to AG). The Committee therefore unanimously

/recommend.....

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recommend to the appointing authority that he authorize them to devise and thereafter to employ a formula to attain the result mentioned; provided, that if the members of the Committee should not be able unanimously to agree upon a suitable formula, the consent of the appointing authority to any formula adopted by the majority of the Committee should be required.

11. It was announced that, in comparing Armed Force Wages with private wage rates, income tax should be deemed equally applicable to both; and that, in the same comparison, wage increases granted only by a particular firm, not resulting from an industry-wide collective contract nor representing an industry-wide trend, might be disregarded.

12. Data on prevailing prices in Naples was submitted, and from such data it appeared that during June average prices for clothing and household equipment had declined materially, and average prices for foodstuffs slightly. It was believed that import of manufactured articles from Northern Italy and the psychological effect thereof on Naples merchants would cause prices of manufactured articles to continue to decline; but that impending serious drouth would lead to an increase in food prices by autumn.

13. Wage data secured from certain private firms, believed typical of their respective types of industry, was presented to the Committee by 56 Area and by PBS. Such data in abstracted on the proforma attached hereto, marked "Exhibit A". From consideration of the data shown, it appeared that an increase in the wage of clerical workers was proper.

14. The Committee therefore unanimously resolved that the cost of living bonus of all administrative, office, clerical, and supervisory employees employed by the Allied Armed Forces should be further increased as specified below:

a. Extent of Increase - 780 lire per month, in addition to the 910 lire granted at the second meeting of the Committee, with a resulting total of 1690 lire per month.

b. Effective Date of Increase - In each unit, the first day of the first pay period beginning after 15 July 1945.

c. Effective Area of Increase - All territory of Southern District, PBS,

Excepting
(1) That portion of Rome Province lying in Southern District, PBS.
(2) Enclaves of PBS in and about Paestum and Castellammare di Stabia;

But Including
(1) AFHQ and Replacement Command MTOUSA enclaves
(2) The small enclaves of Air Corps, III District, MS in Naples.

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some comparison, wage increases granted only by a particular firm, not resulting from an industry-wide collective contract nor representing an industry-wide trend, might be disregarded.

12. Data on prevailing prices in Naples was submitted, and from such data it appeared that during June average prices for clothing and household equipment had declined materially, and average prices for foodstuffs slightly. It was believed that import of manufactured articles from Northern Italy and the psychological effect thereof on Naples merchants would cause prices of manufactured articles to continue to decline; but that impending serious drouth would lead to an increase in food prices by autumn.

13. Wage data secured from certain private firms, believed typical of their respective types of industry, was presented to the Committee by 5th Area and by PBS. Such data is abstracted on the proforma attached hereto, marked "Exhibit A". From consideration of the data shown, it appeared that an increase in the wage of clerical workers was proper.

14. The Committee therefore unanimously resolved that the cost of living bonus of all administrative, office, clerical, and supervisory employees employed by the Allied Armed Forces should be further increased as specified below:

a. Extent of Increase - 780 lire per month, in addition to the 910 lire granted at the second meeting of the Committee, with a resulting total of 1690 lire per month.

b. Effective Date of Increase - In each unit, the first day of the first pay period beginning after 15 July 1945.

c. Effective Area of Increase - All territory of Southern District, PBS,

Excepting
(1) That portion of Rome Province lying in Southern District, PBS.
(2) Enclaves of PBS in and about Paestum and Castellammare di Stabia

But Including
(1) AFHQ and Replacement Command MTOUSA enclaves
(2) The small enclaves of Air Corps, III District, PBS in Naples.
(3) The islands of Capri, Ischia, Procida, and Ponza
(4) The PBS enclave in and about Torre Annunziata.

15. The Committee, after some discussion, concluded that it did not have before it information indicating the propriety of further action respecting juveniles; but believed the issue to be one requiring further study. The Committee unanimously agree, however, that the cost of living bonus for juvenile laborers approved by them at their second meeting should henceforth be held to apply to apprentice and messengers (if any) under the age of 18 years.

16. Data submitted indicated that in private industry the female differential was wider than the 15% of basic wage now deducted from the Armed Force wage scale. It was not deemed practical, however, to undertake reduction of female rates of pay and bonus currently authorized; and the question of increasing the female differential was reserved until such time (if ever) as a further general increase in wages or bonus should be contemplate

/Para 17.....

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17. Consideration was given to the basic pay of particular wage classifications in relation to each other. It was believed that foremen should be distinguished from their workmen by a greater margin than the 20% of basic pay now provided, seeing that basic pay has now become a small part of the total wage. The Committee therefore unanimously recommend to the Labor & Wages Control Committee that the pay of foremen of labor, both unskilled and skilled, should be raised from 20% more than the basic pay of the persons, or highest paid persons under them, to 25% of such basic pay. As such recommendation concerns Italy at large, local action thereon will not be undertaken.

18. The Committee agreed that the several headquarters represented thereon might in their discretion authorise their respective employing units to apply the bonus increase previously authorized for unskilled and semiskilled labor (35 lire per day) to any person employed in any wage classification not commonly accepted as inherently skilled (e.g. marker and sorter, storeman, watchman, etc.) It is not required in such cases that the higher bonus increase, for skilled workmen, be paid if the unit does not in fact believe that the employee's duties necessitate a specific skill.

19. Representative of 94 Sub Area, Salerno, was invited to attend meetings of the Committee as an observer in behalf of the Salerno Committee; and he in turn extended a reciprocal invitation to the Naples Committee to attend at Salerno. It was confirmed that the workers of PBS in and about Pontura and Castellammare di Stabia fell within the jurisdiction of the Salerno Committee.

20. Major Watson reported that Caserta del Lavaro has declined to participate in a proposed committee, consisting of themselves, employer groups, and Italian labor officials, whose purpose would be to stabilize Italian private wages in relation to Armed Force wages.

21. The prescribed questionaire respecting the meetings of local sub-committee is attached hereto, marked "Exhibit "B".

22. The Committee then adjourned, to meet again at the call of the Chairman.

(Signed) R. B. WATSON
Major
Base Purchasing Agent
Southern District PBS
Chairman

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1 CG, PBS

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...ments and their respective employing units to apply the bonus increase previously authorized for unskilled and semi-skilled labor (35 lire per day) to any person employed in any wage classification not commonly accepted as inherently skilled (e.g. marker and sorter, storeman, watchman, etc.) It is not required in such cases that the higher bonus increase, for skilled workmen, be paid if the unit does not in fact believe that the employee's duties necessitate a specific skill.

19. Representative of 94 Sub Area, Salerno, was invited to attend meetings of the Committee as an observer in behalf of the Salerno Committee; and he in turn extended a reciprocal invitation to the Naples Committee to attend at Salerno. It was confirmed that the enclaves of PBS in and about Paestum and Castellammare di Stabia fell within the jurisdiction of the Salerno Committee.

20. Major Watson reported that Camera del Lavoro has declined to participate in a proposed committee, consisting of themselves, employer groups, and Italian labor officials, whose purpose would be to stabilize Italian private wages in relation to Armed Force wages.

21. The prescribed questionaire respecting the meetings of local sub-committee is attached hereto, marked "Exhibit "B".

22. The Committee then adjourned, to meet again at the call of the Chairman.

(Signed) R. B. EATON
Major
Base Purchasing Agent
Southern District PBS
Chairman

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SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES

Grade	Male or Female	Allied Force Basic Rate: Basic Pay (2)	PLUS: C of L	Original Ruples Increase	TAKE HOME	Base Pay (1)(2)	PLUS: Presence Indemnity.	Wife (3)	2 Children (3)	Cost of Living	Ca... pa...
Accountant (See also 1st Grade Adm. below	Male	5400	1 1470	910	7780	6936	495	416	780	1120	2
Book-keeper.	Male	9000	1 1690	910	7600	4875	450	416	780	1085	2
			2			6195	300	416	780	3600	
			3			5770	-	416	780	3600	
			4			7515	1080	416	780		375
			5			4000	663	1747		2700	
			6			3000	300	286		2700	
			7			3200	375	416	780		375
Clerk, Office (3rd Grade Adm)	Male	3600	1 1690	910	6200	3521	495	416	780	1120	2
			2			3120	300	416	780	36	
			3			4270	-	416	780	3600	
			4			4730	1080	416	780		375
			8			?	?	416	780	?	
			9			?	?	416	780	?	
			20			?	?	416	780	?	

NOTE : The bracketed figures in the third column indicate that the data given was derived from ... named below.

(1) S.O.M.A S.P.A.D.
(2) S.A. Navalmeccanica
(3) Azienda Autofilotramviaria
(4) Ilva Steel
(5) Ditta Nurse
(6) Ditta Fiore
(7) Ditta Sciutto
(8) Fenabrid Parodi Delfino
(9) Ditta ...
(10) Indus...

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EXHIBIT "A"

SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES

Armed Force Basic Rate			Base Pay (1)(2)	POLES			ITALIAN INDUSTRY RATES					MINES	
ITEMS 0 of 1	Original Naples Increase	TAKE HOME		Presence Indemnity.	Wife (3)	2 Children (3)	Caro vita	Caro pane (4)	Carovita Straordinario or Food Allowance (4)	Social Insurance (5)	Sickness Insurance	TAKE HOME
1470	910	7780	6935	499	416	780	1120	2880	-	40	159	12426
1690	910	7600	4875	450	416	780	1085	2790	-	40	112	10244
			6185	300	416	780	3600	450	300	40	142	11849
			5770	-	416	780	3600	450	500	40	133	11343
			7515	1080	416	780	3750		810	40	173	14138
			4000	663	1747		2700	900	-	40	92	9878
			3000	300	286		2700	900	-	40	69	7077
			3200	375	416	780	3750		-	40	74	8407
1690	910	6200	3520	495	416	780	1120	2880	-	40	81	9091
			3410	300	416	780	36[illegible]	750	300	40	78	9438
			4270	-	416	780	3600	750	500	40	98	10178
			4750	1080	416	780	3750		810	40	109	11437
			?	?	416	780	?	?	-	40	?	10346
			?	?	416	780	?	?	-	[illegible]	?	10571
			?	?	416	780	?	?	-	[illegible]	?	9536

the third column indicate that the data given was derived from the industrial firms respectively

(5) Ditta Lanza
(6) Ditta Piaro
(7) Ditta Sorotto
(8) Bastardi Fratelli Delfino
(9) Ditta Corradini
(10) Industria Meccanica Napolitana

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SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES

Grade	Male or Female	Allied Force Basic Rate: Basic Max (2)	PLUS	Original Naples Increase	TAKE HOME	Base Pay (1)(2)	ITALIAN INDUSTRY: PLUS: Presence Indemnity	Wife (3)	2 Children (3)	Carovita	Carosfine (4)
Clerk, Officer (see also general rate for women or 3rd Grade Adm. female below	Female	3060	1	1920	910	5090	1893	216	416	780	750 1950
			2				2540	300	416	780	3600 750
			4				3450	1080	416	780	3750
			5				2535	356	416	780	600 1950
			8								
Junior Adm Asst. (2nd Grade, Adm)	Male	5400	4	1470	910	7780	5850	1080	416	780	3750
			3				6185	300	416	780	3600 450
			8				?	?	416	780	? ?
			9				?	?	416	780	? ?
			10				?	?	416	780	? ?
Clerk Supervisor (Chief Clerk) (see also 2nd Grade Adm, above and 1st Grade Adm below	Male	5400		1470	910	7780					
			2				6185	300	416	780	3600 450
			3				6970	-	416	780	3600 450
			4				7515	1080	416	780	3750

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SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES

	Allied Force Basic Rate					PLUS ITALIAN INDUSTRY RATES							MINUS		
	Basic Max (2)	PLUS	Original Kaplan Increase	TAKE HOME	Base Pay (1)(2)	Presence Indemnity	Wife (3)	2 Children (3)	Carovita	Carapane (4)	Carovita Straordinario or Food Allowance (4)	Social Insurance	Sickness Insurance	TAKE HOME
1a	3060	1	1920	910	5890	1893	216	416	780	750 1950	-	40	44	39
		2				2540	300	416	780	3600 750	300	40	53	8588
		4				3450	1080	416	780	3750	740	40	80	10056
		5				2535	356	416	780	600 1950	-	40	58	6539
		8												
	5400	4	1470	910	7780	5850	1080	416	780	3750	810	40	135	12511
		3				6185	300	416	780	3600 450	300	40	142	11849
		8				?	?	416	780	? ?	-	40	?	11026
		9				?	?	416	780	? ?	-	40	?	11771
		10				?	?	416	780	? ?	-	40	?	91196
	5400		1470	910	7780									
		2				6185	300	416	780	3600 450	300	40	142	11849
		3				6970	-	416	780	3600 450	300	40	160	12516
		4				7535	1080	416	780	3750	810	40	173	14138

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SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES

Grade	Male or Female	Allied Force Basic Rate: Basic Max (2)	PLUS	Original Naples Increase	TAKE HOME	Base Pay (1)(2)	PLUS: Presence Indemnity	Wife (3)	2 Children (3)	Caro-vita	Carr-pane
Pr[illegible]onal Worker (Chief Engineer)	Male	11000	1430	910	13340						
						8530	300	416	780	3600	450
						10730	-	416	780	3600	450
(1st Grade Tech)						7575	1080	416	780	3750	
						?	?	416	780	?	?
						?	?	416	780	?	?
						?	?	416	780	?	?
Senior Adm Asst.	Male	6800	1430	910	9140	8530	300	416	780	3600	450
						10730	-	416	780	3600	450
(1st Grade, Adm)						7515	1080	416	780	3750	
						?	?	416	780	?	?
						?	?	416	780	?	?
						?	?	416	780	?	?
Asst. Deputy Supervisor of Labor	Male	6800	1430	910	9140						
Chief Foreman						4215	300	416	780	3600	75
						5170	-	416	780	3600	45
						6395	1080	416	780	3750	

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SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES

Base Basic Rate			FLIES						MINUS			
Original Naples Increase	TAXABLE	Gross Pay (1)(2)	Presence Indemnity	Wife (3)	2 Children (3)	Caro-vita	Cost of Living	Straordinario or Food Allowance (4)	Social Insurance	Sickness Insurance	TAXABLE
910	13340	8530	300	416	780	3600	450	300	40	196	11180
		10730	-	416	780	3600	450	500	40	247	16189
		7575	1080	416	780	3750		810	40	174	14199
		?	?	416	780	?	?	-	40	?	12785
		?	?	416	780	?	?	-	40	?	16046
		?	?	416	780	?	?	-	40	?	11296
910	9140	8530	300	416	780	3600	450	300	40	196	11180
		10730	-	416	780	3600	450	500	40	247	16189
		7515	1080	416	780	3750		810	40	173	14138
		?	?	416	780	?	?	-	40	?	12763
		?	?	416	780	?	?	-	40	?	11471
		?	?	416	780	?	?	-	40	?	11296
910	9140	4215	300	416	780	3600	450	300	40	97	10224
		5170	-	416	780	3600	450	500	40	119	10757
		6395	1080	416	780	3750		810	40	147	13034

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SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES

Grade	Male or Female	Allied Force Scale Rate					Base Pay (1)(2)	FARE Dependence Indemnity	Wife (3)	2 Children	ITALIAN TAXES Cumulative	Cumulative
		Basic Max (2)		TAX	Original Rates Increase	TAX RATE						
(3rd Grade, Tech)			8 9				? ?	? ?	416 416	780 780	? ?	? ?
Typist (See also 3rd Grade Adm. above)	Male	3600	2 3 4	1690	910	6200	3410 2470 4750	330 - 1080	416 416 416	780 780 780	3600 3600 3750	750 750
Typist (General rate for women or 3rd Grade Adm, Female)	Female	3600	1 2 3 4 8 9 10	1690	910	6200	1693 2540 3470 3450 ? ? ?	216 330 - 1080 ? ? ?	416 416 416 416 416 416 416	780 780 780 780 780 780 780	750 3600 3600 3750 ? ? ?	1950 750 750 ? ?

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SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES

Force Basic Rate				ITALY			ITALIAN INDUSTRY RATES			ITALY		
Original Naples Increase	TAKE HOME	Area Pay (1)(2)	Presence Indemnity	Wife (3)	2 Children	Carovita	Carovita	Carovita Straordinario or Food Allowance (4)	Social Insurance	Sickness Insurance	TAKE HOME
		?	?	416	780	?	?	-	40	?	10523
		?	?	416	780	?	?	-	40	?	10671
910	6200	3810	300	416	780	3600	750	330	40	70	24584
		3470	-	416	780	3600	750	500	40	80	9396
		4750	1080	416	780	3750		810	40	109	11437
910	6200	2493	216	416	780	750	1950	-	40	44	5921
		2540	300	416	780	3600	750	300	40	58	8588
		3470	-	416	780	3600	750	500	40	86	9660
		3450	1080	416	780	3750		750	40	80	10096
		?	?	416	780	?	?	-	40	?	8224
		?	?	416	780	?	?	-	40	?	9771
		?	?	416	780	?	?	-	40	?	7939

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(23)

QUESTIONNAIRE

1. Reason for Meeting. (i.e. was there evidence of disparity of rates of wages).

There was evidence of disparity of rates in respect of clerical personnel; some questions of the territorial scope of the jurisdiction or action of the committee had arisen; questions of membership and voting powers were presented, etc.

2. Source of Information for the Italian Industry Rates as on the attached form.

The several firms whose rates were used are indicated on attached proforma (Exhibit A).

3. Steps taken to verify the information referred to in paragraph 2 above.

The rates shown were submitted by responsible officials of the firms named, whose credibility in such matters has been generally found reliable.

4. Increase/Increases agreed, with explanation of any variations in proportions of the award as between Occupations.

The only increase authorized was 720 lire per month additional for office, clerical, administrative, and supervisory workers. By a clarifying ruling (not retroactive) it was also provided that apprentices and messengers under 18 should be regarded as juveniles for the application of the bonus increase previously authorized for juvenile laborers.

5. Is the award in the form of a Bonus or of an augmentation of the Basic Pay?

The increase above described is in the form of an addition to cost of living bonus.

6. Effective date and area of the award.

The increase is effective with the first pay period beginning after 15 July 1945; and applies to all Southern District PIB except that part in Rome Province, and to all enclaves within Southern District, and to the exclave at Torre Annunziata.

[illegible] existence of disparity of rates in respect of clerical personnel; some questions of the territorial scope of the jurisdiction or action of the committee had arisen; questions of membership and voting powers were presented, etc.

2. Source of Information for the Italian Industry Rates as on the attached form.

The several firms whose rates were used are indicated on attached proforma (Exhibit A).

3. Steps taken to verify the information referred to in paragraph 2 above.

The rates shown were submitted by responsible officials of the firms named, whose credibility in such matters has been generally found reliable.

4. Increase/Decrease agreed, with explanation of any variations in proportion of the award as between Occupations.

The only increase authorised was 780 lire per month additional for office, clerical, administrative, and supervisory workers. By a clarifying ruling (not retroactive) it was also provided that apprentices and messengers under 18 should be regarded as juveniles for the application of the bonus increase previously authorised for juvenile laborers.

5. Is the award in the form of a Bonus or of an augmentation of the Basic Pay?

The increase above described is in the form of an addition to cost of living bonus.

6. Effective date and area of the award.

The increase is effective with the first pay period beginning after 15 July 1945; and applies to all Southern District PBS except that part in Rome Province, and to all enclaves within Southern District, and to the exclave at Torre Annunziata.

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APPENDIX "A"

MINUTES OF THE SECOND MEETING OF THE LOCAL SUB COMMITTEE OF LABOUR & WAGES CONTROL COMMITTEE HELD ON BOARD H.M.S. "HANNIBAL" AT 1000 ON 12TH JULY, 1945

- - - - - - - - - - - - -

Present :- CHAIRMAN - Captain W.E. Banks, D.S.C., C.B.E., R.N.
(Senior Naval Officer, Eastern Sicily)

VICE CHAIRMAN - Commander (S) A.A. Chappell, R.N.V.R.
Base Supply Officer, Messina.

MEMBERS - Lieutenant Colonel S.R. Corkhill, R.A.
(Officer Commanding British Troops, Sicily)
Lieutenant L. Camarra, U.S.N.O.B.
Flying Officer R.S. Ackerley, R.A.F.

SECRETARY - Lieutenant E. Rosenstein, No. 1 Det. 2903 C.L.U.

The Chairman in opening the meeting asked the Secretary to read the Minutes of the previous Sub Committee Meeting which dealt mainly with the higher rate bonus, he also read out the Agenda of the current meeting.

The Minutes were passed by the Committee.

1. Ratification of the terms of Amendment No. 1 to the minutes of the first meeting, as required by 3 District letter 529/5Q dated 3rd July, 1945.

Motion was proposed that the terms of amendment No. 1 to the notes of the first meeting, namely :-

" For all Skilled and Classified Labour including Marine grades and Domestic " Employees (excluding Head Porters, Assistant Head Porters, Porters, Bell Boys) " Laundry Hands - 70 lire per day.

" For Unskilled Labour and the following grades as excluded in the above, Caretaker " Guards, Cleaners, Dishwashers, Head Porters, Assistant Head Porters, Porters, " Bell Boys and Washers, Hand, Female - 50 lire per day.

" For Juveniles, no further bonus.

" This bonus to be made retroactive from 1st May, 1945 in Eastern Sicily.

be ratified for immediate authorisation and payment. The motion was carried unanimously.

2. Discussion of the advisability of introducing a 48 hour week with the object of paying overtime rates for all hours worked in excess of 48 in any given week (3 District letter 529/1Q dated 11th June, 1945 refers).

The motion was proposed that it be recorded as the opinion of the Committee that in view of the fact in Sicily War Department employees are already [illegible] hours per week and even 6 days, it is considered that [illegible] purpose

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The Chairman in opening the meeting asked the Secretary to read the Minutes of the previous Sub Committee Meeting which dealt mainly with the higher rate bonus, he also read out the Agenda of the current meeting.

The Minutes were passed by the Committee.

1. Ratification of the terms of Amendment No. 1 to the minutes of the first meeting, as received by 3 District letter 529/5Q dated 3rd July, 1945.

"Motion was proposed that the terms of amendment No. 1 to the notes of the first meeting, namely :-

" For all Skilled and Classified Labour including Marine grades and Domestic " Employees (excluding Head Porters, Assistant Head Porters, Porters, Bell Boys) " Laundry Hands - 70 lire per day.

" For Unskilled Labour and the following grades as excluded in the above, Caretaker " Guards, Cleaners, Dishwashers, Head Porters, Assistant Head Porters, Porters, " Bell Boys and Washers, Hand, Female - 50 lire per day.

" For Juveniles, no further bonus.

" This bonus to be made retroactive from 1st May, 1945 in Eastern Sicily.

be ratified for immediate authorisation and payment. The motion was carried unanimously.

2. Discussion of the advisability of introducing a 48 hour week with the object of paying overtime rates for all hours worked in excess of 48 in any given week (3 District letter 529/1Q dated 11th June, 1945 refers).

The motion was proposed that it be recorded as the opinion of the Committee that in view of the fact in Sicily War Department employees are already working a 48 hour week, spread over 6 days, it is considered that no useful purpose would be served in altering the existing system of payment of overtime.

3. Payment of overtime rate to Hotel Employees.

The question of overtime rates for Hotel employees was discussed and it was unanimously decided that no overtime rates are to be paid for Hotel employees in Sicily.

There being no further business the meeting was closed.

(Signed) W.E. BAGGS
CAPTAIN, R.N.
CHAIRMAN, SICILY SUB COMMITTEE OF LABOUR AND WAGES CONTROL COMMITTEE.

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JUL 12 1945

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Tel: ROME 66275.

10 July 1945.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD
LABOUR & WAGES CONTROL COMMITTEE - AGENDA.

The thirty-sixth meeting of the Labour & Wages Control Committee will be held at 0930 hours on Thursday, 19 July 1945 in the AFLRS, AFHQ Conference Room, 1st Floor, 68 Piazza dell' Esedra, ROME to consider the following Agenda :-

1. Minutes of the thirty fifth meeting held on 26 June 1945.

2. To receive the minutes of the meetings of the following Local Sub Committees :-

   (a) No. 1 District Local Sub-Committee. (Appendix "A")

   (b) No. 2 District Local Sub-Committee. (Minutes not yet available. Will be circulated later)

   (c) Southern District F.B.G. Local Sub-Committee. (Minutes not yet available. Will be circulated later)

   (d) No. 3 District Local Sub-Committee - PALERMO. (Minutes not yet available. Will be circulated later)

   (e) Rome Area Allied Command Local Sub-Committee - ROME. (Minutes not yet available. Will be circulated later)

3. To receive a report from AFLRS on the working of the incentive bonus scheme at No. 4 Clothing & Repair factory, RAOC, in accordance with Minute 172 of Labour & Wages Control Committee meeting of 26 June 1945.

4. To receive a report from AFLRS on the position regarding payment of overtime rates in SICILY to Domestic Employees. (Minute 1[illegible]

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13 July 1945.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD
LABOUR & WAGES CONTROL COMMITTEE - AGENDA.

The thirty-sixth meeting of the Labour & Wages Control Committee will be held at 0930 hours on Thursday, 19 July 1945 in the AFLRS, AFHQ Conference Room, 2nd Floor, 66 Piazza dell' Esedra, ROME to consider the following Agenda :-

1. Minutes of the thirty fifth meeting held on 26 June 1945.

2. To receive the minutes of the meetings of the following Local Sub Committees :-

   (a) No. 1 District Local Sub-Committee. (Appendix "A")

   (b) No. 2 District Local Sub-Committee. (Minutes not yet available. Will be circulated later)

   (c) Southern District P.B.S. Local Sub-Committee. (Minutes not yet available. Will be circulated later)

   (d) No. 3 District Local Sub-Committee - PALERMO. (Minutes not yet available. Will be circulated later)

   (e) Rome Area Allied Command Local Sub-Committee - ROME. (Minutes not yet available. Will be circulated later)

3. To receive a report from AFLRS on the working of the incentive bonus scheme at No. 4 Clothing & Repair factory, RAOC, in accordance with Minute 172 of Labour & Wages Control Committee meeting of 26 June 1945.

4. To receive a report from AFLRS on the position regarding payment of overtime rates in SICILY to Domestic Employees. (Minute 174 of Labour & Wages Control Committee meeting of 26 June 1945 refers) 1753

6. To receive a report from AFLRS on the result of the investigation into the increase in cost of living bonus in BARI area (Minute 177 of Labour & Wages Control Committee meeting of 26 June 1945. refers)

5. Any other business.

7. To set a date for the next meeting.

JOHN T. WHITTAKER, Major, INF.
Secretary,
A. F. L. R. (ITALIAN) BOARD.

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30	Pisonl Director, AFHQ
31	PA, AFHQ
32	CG, MEDUSA
33	GSPA, MEDUSA
34	DMI, 15 Army Group
35/37	CG, Fifth Army (Attn: G-4 Rear)
38	CG, Fifth Army (Attn: Dr. Inrersmnt Labour)
39/40	DMH, ITALY
41/44	...PSC/ATO
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47	PA, RAF
48/	HQ, Eighth Army
50	CG, PBS
51	SPA, PBS
52	SPA, PBS (South)
53/55	HQ, No. 1 District
56/57	HQ, No. 2 District
58/59	HQ, No. 3 District
60/64	CG, Rome ...n Allied Command.
65/66	HQ, Adriatic Base Command.
67	Flag Officer, TARANTO & Adriatic.
68	HQ (FOTALL) ZONE
69/70	SHOWIT
71	SENALUSNO, ITALY
72	CS, TARANTO
73	COMNOB
74	NOIC, NAPIES
75	NOIC, ANCONA
76	NOIC, LEGHORN
77	NOIC, TRIESTE
78	NOIC, VENICE
79	NOIC, GENOA
80	SNO, Eastern Sicily
81	AMTB
82	WS.
83	Chief Commissioner, AICOA
84	HQ, AICOA
85	Vice President, Economic Section
86/91	Economic Section
92	Finance Sub Commission
93/	Labour Sub Commission
95	MMTB & Shipping Sub-Commission
96	Chairman, Labour & Wages Control Committee
97/100	War Diary
101	File
102/130	Spares.

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ID/2754/6/Q

HQ No. 1 DISTRICT

1 JUL 45

LABOUR AND WAGES CONTROL COMMITTEE A.P.L.R.B.

No. 1 DISTRICT SUB COMMITTEE

1. The SECOND meeting of the No. 1 District Sub-Committee was held on Saturday, 30 Jun 45, in the Conference Room, HQ No 1 District.

Present:

Chairman: Major The Hon H.E.A. DENAR, MBE - DAQMG No.1 District
Secretary: Major M.E. TRYON - DADL No.1 District

In Attendance:

Brigadier P.F. FOLEY, C.B.E.	- CE, No.1 District
Lt-Col. N.J. REID, M.B.E.	- A/DDL No.1 District
Major J.R. SNOWDEN	- APWQ Local Resources Board
Major J. CARR	- SE, No.1 District
Major J.E. TALBOT	- SLCO, 2914 CLB
Capt. R.A. BIGGS	- "Q", 210 Sub-Area
Lieut F.L. CROFT	- Ord., No.1 District
Capt F. BAILEY (UK Army)	- AMG XII Region (Labour Offr)

1. The Chairman explained that this meeting was convened to examine the effect of the rising cost of living figures obtaining in 1 District territory North of the Northern boundaries of RAVENNA and FIRENZE Provinces.

2. In consequence of unrest in VENEZIA GIULIA and surrounding areas, Eighth Army had decided to authorise a 50% Cost-of-Living Bonus (ex-Occupane) to all civilian employees in Army territory, such bonus to be retroactive from 16 June 45.

3. AMG Labour Offr stated that from the civilian point of view, labour will be difficult to hold. The basic price of wheat would shortly be increased 100%, and although the average family's weekly purchase of pasta and bread represents only 5 - 6% of its total expenditure, the worker would expect a compensating increase in wages considerably in excess of this latter percentage. An order was being issued today authorising w.e.f. 1 June 45 100% increase in the basic wage rates for Italian State and parastatal employees. Although this would not materially affect the WD labour problem, the increase was indicative of the general rising trend in the cost of living, which shows approximately 92% increase since 1 Jan 45, and 141% increase since this time last year. Any CLB now authorised will hold Italian industry rates only temporarily, and petitions are being received in ever-increasing volume by AMG for wage increases in all grades.

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Brigadier P F FOLEY, C.B.E.	-	CE, No.1 District
Lt-Col. N J. REID, M.B.E.	-	A/DDL No.1 District
Major J.R. SNOWDEN	-	AFHQ Local Resources Board
Major J. CARR	-	ST, No.1 District
Major J.E. TALBOT	-	SICC, 2914 CLU
Capt. R.A. BIGGS	-	"Q", 210 Sub-Area
Lieut P.L. CROFT	-	Cmd., No.1 District
Capt P. BAILEY (8 Army)	-	AAG XII Region (Labour Offr)

1. The Chairman explained that this meeting was convened to examine the effect of the rising cost of living figures obtaining in 1 District territory North of the Northern boundaries of RAVENNA and FLORENCE Provinces.

2. In consequence of unrest in VENEZIA GIULIA and surrounding areas, Eighth Army had decided to authorise a 50% Cost-of-Living Bonus (ex-Carepano) to all civilian employees in Army territory, such bonus to be retroactive from 16 June 45.

3. AAG Labour Offr stated that from the civilian point of view, labour will be difficult to hold. The basic price of wheat would shortly be increased 100%, and although the average family's weekly purchase of pasta and bread represents only 5 - 6% of its total expenditure, the worker would expect a compensating increase in wages considerably in excess of this latter percentage. An order was being issued today authorising w.e.f. 1 June 45 100% increase in the basic wage rates for Italian State and parastatal employees. Although this would not materially affect the MD labour problem, the increase was indicative of the general rising trend in the cost of living, which shows approximately 52% increase since 1 Jan 45, and 141% increase since this time last year. Any CLB now authorised will hold Italian industry rates only temporarily, and petitions are being received in ever-increasing volume by AAG for wage increases in all grades.

4. "Take Home" rates as being paid by Italian industry in [illegible], ROVIGO and PADUA were produced to the meeting, and it was agreed that all rates as shown were considerably in excess of minimum rates in accordance with Appendices "A" to "C" of the Buff Book. (Vide attached Appendices B C D and E).

5. Draft AFHQ Administrative Memorandum, which was discussed at the ROIE Labour and Wages Control Committee meeting, on 26 June 45, was produced and relevant extracts read to the meeting by the AFHQ Local Resources Board rep. It was agreed that any Cost-of-Living Bonus authorised must be considered solely as a means of matching civilian industry rates, and that the Differential between Minimum and Maximum Basic Rates must be utilised solely as a measure of the worker's skill and ability.

6. The meeting agreed to authorise w.e.f. 16 June 45, payable first pay day in July, a Cost-of-Living Bonus to all groups of civilian labour employed in No.1 District territory North of the Economic Boundary. This Bonus would constitute 50% of the bonuses as set out in Appendices "H" and "I" of the Buff Book (excl Carepano) (vide Appendix "F" to these Minutes).

/It was noted.....

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It was noted that in territory recently taken over from Fifth Army, 50% Cost-of-Living Bonus has been paid to civilian workers for some considerable time. The Bonus authorised by this meeting will not be considered as an addition to this Army Bonus.

(Signed)

M. E. TRYON, Major,
Secretary,
No.1 District Local Sub-Committee.

Distribution: CAO (AFHQ)
D AFHQ) Forwarded in accordance with
ALCOA RCLE) AFHQ Admin Memo 25/45.
AFLAS RCLE)
Rear 8 Army (2) - 1 for DDA
CG 5 Army
5 Army for Br Incr
HQ 2 District (2) - 1 for DDA
[illegible] Region
[illegible] Region
HQ 217 Area
210 Sub-Area
214 Sub-Area
216 Sub-Area
8 Command Pay Office

List "A"

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Appendix "A" to Minutes of No.1 District
Sub-Committee Meeting held Saturday 30 June 45

QUESTIONNAIRE

1. Reason for Meeting.

To consider the authorisation of a Cost-of-Living Bonus to civilians working in 1 District territory North of the Economic Boundary.

2. Source of information for the Italian Industry Rates on the attached form

Appendix "B" - PADUA Area
Appendix "C" - FERRARA Area
Appendix "D" - ROVIGO Area
Appendix "E" - UDINE Area
} Local Camera di Lavoro, Trade Unions, AMG and individual interviews by LCOs of 2914 and 2919 CLUs.

3. Steps taken to verify the information referred to in para 2.

Figures produced and seen by AMG Rep at meeting.

4. Increase of 50% Cost-of-Living Bonus as per Appendix "H" and "I" Instructions for the employment of civilian labour less Europeans allowance. No alteration to basic rates.

5. Effective date 16 June 45. Area of award - No.1 District territory North of the Economic Boundary.

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PADUA AREA

GRADE		BUFF BOOK RATES			ITALIAN INDUSTRY (TALIAN) RATES						
	Under D	Basic Min	Tele Rate	Basic Min	Indennità di Mimetismo	Indennità di Guerra	Wire 2 Chil.	TOTAL IRER	GROSS	LESS S.S.I.L. TAXES	TAXABLE HOLI
Mason	D	90.-	90.-	64.80	19.44	20.-	5.70	10.70	120.64	6.15	114.
Bricklayer	D	90.-	90.-	64.80	19.44	20.-	5.70	10.70	120.64	6.15	114.
Joiner	D	95.-	95.-	64.80	19.44	20.-	5.70	10.70	120.64	6.15	114.
Carpenter	D	90.-	90.-	64.80	19.44	20.-	5.70	10.70	120.64	6.15	114.
Fitter	D	110.-	100.-	64.80	19.44	20.-	5.70	10.70	120.64	6.15	114.
M/Mechanic	D	100.-	100.-	64.80	19.44	20.-	5.70	10.70	120.64	6.15	114.
Electrician	D	95.-	95.-	64.80	19.44	20.-	5.70	10.70	120.64	6.15	114.
Blacksmith	D	90.-	90.-	64.80	19.44	20.-	5.70	10.70	120.64	6.15	114.
Turner	D	90.-	90.-	64.80	19.44	20.-	5.70	10.70	120.64	6.15	114.
Labourer	D	85.-	85.-	55.20	16.56	20.-	5.70	10.70	108.16	5.51	102.

Declassified E.O. 12356 Section 3.3/NND No. 785017

Appendix 'B' to Minutes of
No.1 District Sub-Committee
Meeting held Saturday 30 Jun 45

W BOOK RATES			ITALIAN INDUSTRY (TRUST) RATES						
io	Take Home	Basic Min	Indennita di Mitrv-glimento	Indennita di Guerra	WIPS	2 CHILD-REN	TOTAL GROSS	LESS SMALL TAXES	TAKE HOME
-	90.-	64.80	19.44	20.-	5.70	10.70	120.64	6.15	114.49
-	90.-	64.80	19.44	20.-	5.70	10.70	120.64	6.15	114.49
-	95.-	64.80	19.44	20.-	5.70	10.70	120.64	6.15	114.49
-	90.-	64.80	19.44	20.-	5.70	10.70	120.64	6.15	114.49
-	100.-	64.80	19.44	20.-	5.70	10.70	120.64	6.15	114.49
-	100.-	64.80	19.44	20.-	5.70	10.70	120.64	6.15	114.49
-	95.-	64.80	19.44	20.-	5.70	10.70	120.64	6.15	114.49
-	90.-	64.80	19.44	20.-	5.70	10.70	120.64	6.15	114.49
-	90.-	64.80	19.44	20.-	5.70	10.70	120.64	6.15	114.49
-	85.-	55.20	16.56	20.-	5.70	10.70	108.16	5.51	102.65

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PESCARA AREA

GRADE	DIFF BOOK RATES H or D	BASIC	TAXES	ITALIAN INDUSTRY ("TALOSI") RATES BASIC	INDEP	INDENNITA DI GUERRA	GROSS	LESS VARIOUS SMALL TAXES REPRESENTING 15%
Mason	D	90.-	90.-	66.-	18.-	20.-	104.-	4.-
Bricklayer	D	90.-	90.-	66.-	18.-	20.-	104.-	4.-
Joiner	D	95.-	95.-	66.-	18.-	20.-	104.-	4.-
Carpenter	D	90.-	90.-	66.-	18.-	20.-	104.-	4.-
Fitter	D	100.-	100.-	74.-	18.-	20.-	112.-	4.-
M/Mechanic	D.	100.-	100.-	66.-	18.-	20.-	104.-	4.-
Electrician	D	95.-	95.-	66.-	18.-	20.-	104.-	4.-
Blacksmith	D	90.-	90.-	66.-	18.-	20.-	104.-	4.-
Turner	D	90.-	90.-	66.-	18.-	20.-	104.-	4.-
Labourer	D	85.-	85.-	58.-	18.-	20.-	96.-	4.-

Declassified E.O. 12356 Section 3.3/NND No. 785017

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Appendix "C" to Minutes of
No.1 District Sub-Committee
Meeting held Saturday 30 Jun 45

ITALIAN INDUSTRY ("TALIESI") RATES

	BASIC HOURLY	BONUS 25	DIFFERENTIAL DI CARICO	GROSS	LESS VARIOUS SMALL TAXES REPRESENTING 4%	TAKE HOME
90.-	66.-	18.-	20.-	104.-	4.-	100.-
90.-	66.-	18.-	20.-	104.-	4.-	100.-
95.-	66.-	19.-	20.-	104.-	4.-	100.-
90.-	66.-	18.-	20.-	104.-	4.-	100.-
100.-	74.-	18.-	20.-	112.-	4.-	108.-
100.-	66.-	18.-	20.-	104.-	4.-	100.-
95.-	66.-	18.-	20.-	104.-	4.-	100.-
90.-	66.-	18.-	20.-	104.-	4.-	100.-
90.-	66.-	18.-	20.-	104.-	4.-	100.-
85.-	58.-	18.-	20.-	96.-	4.-	92.-

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ROVIGO AREA

GRADE	M or F	ALLIED FORCE BASIC RATES BASIC WEEK	BASIC TAKE HOME	BASIC PER ANN	TIME 2 CHILDREN	INDUSTRIA DI GUERRA	INDUSTRIA DI GUERRA	GROSS TOTAL	TAKE HOME
						DI GUERRA	DI GUERRA		
Mason	M	90.-	90.-	80.-	5.70	10.70	12.-	20.-	128.40	128.40
Bricklayer	M	90.-	90.-	80.-	5.70	10.70	12.-	20.-	128.40	128.40
Joiner	M	95.-	95.-	80.-	5.70	10.70	12.-	20.-	128.40	128.40
Carpenter	M	90.-	90.-	80.-	5.70	10.70	12.-	20.-	128.40	128.40
Fitter	M	100.-	100.-	82.40	5.70	10.70	12.-	20.-	130.80	130.80
M/Mechanic	M	100.-	100.-	82.40	5.70	10.70	12.-	20.-	130.80	130.80
Electrician	M	95.-	95.-	82.40	5.70	10.70	12.-	20.-	130.80	130.80
Blacksmith	M	90.-	90.-	74.-	5.70	10.70	12.-	20.-	122.40	122.40
Turner	M	90.-	90.-	82.40	5.70	10.70	12.-	20.-	130.80	130.80
Labourer	M	85.-	85.-	64.-	5.70	10.70	12.-	20.-	112.40	112.40

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Appendix "D" to Minutes of
No.1 District Sub-Committee
Meeting held Saturday 30 Jun 45

ITALIAN INDUSTRY RATES

PRICE BASIC RATE — SIO IN	TAGE HOUR	BASIC MIN	WIFE	2 CHIL-DREN	INDENNITA DI MITRU-GLIAMENTO	INDENNITA DI CARO	GROSS TOTAL	TAKE HOME
.-	90.-	80.-	5.70	10.70	12.-	20.-	128.40	128.40
.-	90.-	80.-	5.70	10.70	12.-	20.-	128.40	128.40
.-	95.-	80.-	5.70	10.70	12.-	20.-	128.40	128.40
.-	90.-	80.-	5.70	10.70	12.-	20.-	128.40	128.40
.-	100.-	82.40	5.70	10.70	12.-	20.-	130.80	130.80
.-	100.-	82.40	5.70	10.70	12.-	20.-	130.80	130.80
.-	95.-	82.40	5.70	10.70	12.-	20.-	130.80	130.80
.-	90.-	74.-	5.70	10.70	12.-	20.-	122.40	122.40
.-	90.-	82.40	5.70	10.70	12.-	20.-	130.80	130.80
.-	85.-	64.-	5.70	10.70	12.-	20.-	112.40	112.40

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ROMA AREA

BUFF BOOK Grade under consideration	M or D	BUFF BOOK Rates Basic Max	PLUS C of Carolane	TAKE HOME	TAUST equivalent of BUFF BOOK Grade	Basic Max	ITALIAN INDUSTRY Rates Plus "Indenza	Wife	Z Child	Caro-vita	Limitat Pericol
1. Unskilled Labourer	D	85		85	Builder's Labourer before Allied occupation	About 145		3	4		70
2. Mason or Bricklayer	D	125		125	Builder's Mason etc	About 200		3	4		
3. Labourer & all artisan Grades	D	85-135		85-135	German rates all apparently the same	145	Some rations of type not ordinarily available				
4. Unskilled Labourer Male	D	85		85	Manovali 1 Nov 44	60		3	4		About 42
5. Mate or Inogrede Artisan	D	105		105	Qualificati	68		3	4		48
6. Good Artisan	D	125 to 135		125 to 135	Specializzati	74		3	4		52

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Appendix "K" to Minutes of
No.1 District Sub-Committee
Meeting held Saturday 30 Jan 45

ITALIAN INDUSTRIALIST") RATES

TAKE HOME	TALIST equivalent of PRE WAR Grade	Basic Max	PLUS "Indennita	Wife	2 Children	Caro-vita	Limitato Pericolo	Aero-genes	Bomb-ardamento	MINUS Taxes	TAKE HOME
85	Builder's Labourer before Allied occupation	About 145		3	4	71				About 3	About 149
125	Builder's Mason etc	About 200		3	4					About 4	203
85-135	German rates all apparently the same	145	Some rations of type not ordinarily available							Nil	145
85	Manovali 1 Nov 44	60		3	4	About 42	20	18		3	144
105	Qualificati	68		3	4	48	20	18		3	158
125 to 135	Specializzati	74		3	4	52	20	18		3	168

Appendix "B" to Minutes of
No.1 Dist...ict Sub-Committee
Meeting held Saturday 30 Jun 45

COST OF LIVING BONUS FOR ITAL CIV LAB WORKING IN 1 DISTRICT TERRITORY NORTH OF THE MOONGLIG BOUNDARY
Effective Date 16 June 45

1. DAILY WAGE GROUP

(a) Adult Group

Basic Wage	Maximum Permissible Bonus
Up to and including 120 lire	30 lire
From 121 to 125 lire	29 "
From 126 to 130 "	28 "
From 131 to 135 "	26 "
From 136 to 165 "	25 "
From 166 to 170 "	24 "
From 171 to 175 "	23 "
From 176 to 180 "	21 "
From 181 and above	20 "

(b) Juveniles may be paid a cost-of-living bonus up to 13 lire per day.

2. MONTHLY WAGE GROUP

(a) ADULT GROUP

Basic Wage	Maximum Permissible Bonus
Up to and including 3000 lire	780 lire
From 3001 to 3100 lire	765 "
From 3101 to 3200 "	740 "
From 3201 to 3300 "	715 "
From 3301 to 3400 "	690 "
From 3401 to 3500 "	665 "
From 3501 to 5000 "	650 "
From 5001 to 5100 "	615 "
From 5101 to 5200 "	590 "
From [illegible] to 5300 "	565 "
From [illegible]01 to 5400 "	540 "
From 5401 and above	520 "

(b) Juveniles may be paid a cost-of-living bonus up to 325 lire per month.

COST OF LIVING BONUS FOR ITALIAN CIVILIANS EMPLOYED IN ALLIED HOTELS, CLUBS AND MESSES, AND OTHER EMPLOYERS WHOSE WAGES ARE PAID PARTLY IN KIND.

1. Adult Group

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From 121 to 125 lire	29 "
From 126 to 130 "	28 "
From 131 to 135 "	26 "
From 136 to 165 "	25 "
From 166 to 170 "	24 "
From 171 to 175 "	23 "
From 176 to 180 "	21 "
From 181 and above	20 "

(b) Juveniles may be paid a cost-of-living bonus up to 13 lire per day.

2. MONTHLY WAGE GROUP

(a) ADULT GROUP

Basic Wage	Maximum Permissible Bonus
Up to and including 3000 lire	780 lire
From 3001 to 3100 lire	765 "
From 3101 to 3200 "	740 "
From 3201 to 3300 "	715 "
From 3301 to 3400 "	690 "
From 3401 to 3500 "	665 "
From 3501 to 5000 "	650 "
From 5001 to 5100 "	615 "
From 5101 to 5200 "	590 "
From 5201 to 5300 "	565 "
From 5301 to 5400 "	540 "
From 5401 and above	520 "

(b) Juveniles may be paid a cost-of-living bonus up to 325 lire per month.

COST OF LIVING BONUS FOR ITALIAN CIVILIANS EMPLOYED IN ALLIED HOTELS, CLUBS AND MESSES, AND OTHER ESTABLISHMENTS WHOSE WAGES ARE PAID PARTLY IN KIND.

1. Adult Group

Basic Wage	Maximum Permissible Bonus
Up to and including 3600 lire	520 lire
From 3601 to 3700 Lire	495 "
From 3701 to 3800 "	470 "
From 3801 to 4900 "	445 "
From 4901 to 5000 "	420 "
From 5001 to 5100 "	395 "
From 5101 to 5200 "	370 "
From 5201 and above	335 "

2. Juveniles may be paid a cost-of-living bonus up to 65 lire per month.

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4007 Ex Comm 350

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COPY NO 87

ALLIED FORCE LOCAL RESOURCES SECTION
A.F.H.Q.

Postal Address :
AFLRS, ROME AREA
ALLIED COMMAND,
C. M. F.

TEL : 66275 ROME

LRS/214A.

26 June 1945

JUN 30 1945

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - MINUTES

167. The thirty-fifth meeting of the Labour & Wages Control Committee was held at 0930 hours on Tuesday, 26th June 1945, in the AFLRS, AFHQ Conference Room, ROME.

PRESENT:

Chairman

Mr. W.H. MAINE, Labour Sub-Commission, ALCOM

Representatives of:

C-in-C, Med.
Cmdr. U.S. Naval Forces NW African Waters
Labour, AFHQ
CG, Fifth Army
HQ, Eighth Army
CG, MTOUSA
MAAF (Br)
IHQ, ITALY
AAFSC/MTO
CG, PBS
HQ, 1 District
HQ, 2 District
HQ, 3 District
CG, Rome Area Allied Command
HQ, Adriatic Base Command
HQ, ALCOM

IN ATTENDANCE:

Chiefs of Section, AFLRS (AFHQ)
P.A., MAP

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Declassified E.O. 12356 Section 3.3/NND No. 785017

167. The thirty-fifth meeting of the Labour & Wages Control Committee was held at 0930 hours on Tuesday, 26th June 1945, in the AFHQ, AFHQ Conference Room, MMZ.

PRESENT:

Chairman

Mr. W.H. HEAINE, Labour Sub-Commission, ALCOM

Representatives of:

C-in-C, Med.
Comdr. U.S. Naval Forces NW African Waters
Labour, AFHQ
CG, Fifth Army
HQ, Eighth Army
CG, MTOUSA
MAAF (Br)
IMR, ITALY
AAFSC/MTO
CG, PBS
HQ, 1 District
HQ, 2 District
HQ, 3 District
CG, Rome Area Allied Command
HQ, Adriatic Base Command
HQ, ALCOM

IN ATTENDANCE:

Chiefs of Section, AFLRS (AFHQ)
P.A., MAF

A Representatives of:

P.A., AFHQ.

168. MINUTES OF THE THIRTY FOURTH MEETING

The minutes of the thirty fourth meeting held on 23 May 45 were approved

The Committee received a report from AFLRS AFHQ on the examination made in accordance with minute 159 and accepted the minutes of the meetings of the Rome Area Allied Command Local Sub-Committee held on 5 May 45 and 22 May 45 recommending their approval to the Board.

169. MEETING OF THE BOARD

No matters arose for discussion from the meeting of the Board held on 2 June 45.

/Para 170.....

(CAPT. ARNOLD)

Declassified E.O. 12356 Section 3.3/NND No. 785017

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170. MINUTES OF THE WAGES SUB-COMMITTEE

The minutes of the Wages Sub-Committee meeting of 5 June 45 were received.

171. NEW GRADES AND RATES OF PAY

It was recommended that the following new grades be added to the Allied Forces Basic Wage Scale to become effective beginning with the first pay period after the actual receipt by the employing unit of the relevant AFHQ instruction. They are subject to the bonuses at the rates and under the conditions prescribed in AFHQ Administrative Memorandum No 18 dated 24 March 45.

Appendix "B" (U.K.) to AFHQ Administrative Memorandum No 47

ADD:

Motor Launch Driver-Mechanic (Venice) Min. 120 Max. 150 lire per day

Appendix "A" (ITALY) to AFHQ Administrative Memorandum No 47

ADD:

Shorthand Monitor Min. 4500 Max. 6000 lire per month.

Appendix "C" (ITALY) to AFHQ Administrative Memorandum No 47

ADD:

Second Chief	Min. 2900	Max. 6000 lire per month
Second Head Writer	Min. 3400	Max. 5800 lire per month

172. INCENTIVE BONUS SCHEME

The Committee approved the proposal submitted by No 4 Clothing & Repair Factory, RAOC, for the introduction of an Incentive Bonus Scheme to increase the production of clothing.

In view of the fact that the Board had already accepted the principle of an incentive bonus payment to increase output, AFHQ ruled that there was no objection to the scheme submitted by No 4 Clothing & Repair Factory, RAOC being put into operation forthwith provided :-

(a) a report of its working was made available to

Declassified E.O. 12356 Section 3.3/NND No. 785017

...ive Memorandum No 46 dated 24 March 45.

Appendix "F" (I.T.&.C.) to AFHQ Administrative Memorandum No 47

ADD:

Motor Launch Driver-Mechanic (Venice) Min. 120 Max. 150 lire per day

Appendix "X" (I.T.&.C.) to AFHQ Administrative Memorandum No 47

ADD:

Shorthand Monitor Min. 4500 Max. 6000 lire per month.

Appendix "Y" (I.T.&.C.) to AFHQ Administrative Memorandum No 47

ADD:

Second Cook Min. 2900 Max. 6000 lire per month
Second Road Motor Min. 5400 Max. 5000 lire per month

172. INCENTIVE BONUS SCHEME

The Committee approved the proposal submitted by No 4 Clothing & Repair Factory, NAOC, for the introduction of an Incentive Bonus Scheme to increase the production of clothing.

In view of the fact that the Board had already accepted the principle of an incentive bonus payment to increase output, AFHQ ruled that there was no objection to the scheme submitted by No 4 Clothing & Repair Factory, NAOC being put into operation forthwith provided :-

(a) a report on its working was made available to the next meeting of the Committee;

(b) that the scheme did not in any way upset the general level of wages.

(Minute 111 of Labour & Wages Control Committee meeting of 15 Mar 45 and Minute 13 (c) of the Board meeting of 7 Apr 45 refer.)

173. APPLICATIONS FOR NEW GRADES AND RATES OF PAY

The Committee agreed that in future, applications for new grades and rates of pay should be made to the appropriate Local Sub-Committee, whose recommendations would be passed to Main Committee.

The Committee confirmed that it is not desirable to continue to establish new grades indefinitely and wherever possible, existing classifications should be utilised to embrace new categories of workers.

/Para 174.....

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174. NO. 3 DISTRICT LOCAL SUB-COMMITTEE - PALERMO

The minutes of the meeting of this Local Sub-Committee held on 5 May 45 were received.

(a) The changes in bonuses in Palermo were approved at the last meeting of the Labour & Wages Control Committee after verbal presentation.

(b) The recommendation for application of the bonuses to areas outside Palermo was not accepted and it was agreed that this subject should be reconsidered by the Local Sub-Committee.

(c) [redacted] undertook to investigate the position regarding the payment of overtime rates in Sicily for Domestic Employees.

(d) The recommendation on annual leave with pay is covered by the provisions of the proposed AFHQ Administrative Memorandum on Conditions of Employment and Wage Scales which is to be published shortly.

The Committee accepted the minutes with the exception of sub-paras (b) and (c) above and recommended their approval to the Board.

175. P.B.S. LOCAL SUB-COMMITTEE - LEGHORN

The minutes of the meetings of this Local Sub-Committee held on 15 May 45 and 16 June 45 were received and accepted. The Committee recommended their approval to the Board.

176. P.B.S. LOCAL SUB-COMMITTEE - NAPLES

The minutes of the meeting of this Local Sub-Committee held on 25 May 45 were received and accepted with the exception of minute 16; subject to this, the minutes were recommended to the Board for approval.

The Chairman of the Local Sub-Committee reported that further examination was being made into the local prevailing rates of Clerical, Administrative, Supervisory, Hotel, Mess and Club Employees.

177. NO. 3 DISTRICT LOCAL SUB-COMMITTEE - BARI

The minutes of the meeting of this Local Sub-Committee held on 23 May 45 were received.

1747

The evidence offered in the minutes did not appear to the Committee to substantiate an overall increase by 75 lire per day for adult males and females of the cost of living bonus; neither did the comparison of rates of pay at Appendix

(d) The recommendation on [illegible] provisions of the proposed AFHQ Administrative Memorandum on Conditions of Employment and Wage Scales which is to be published shortly.

The Committee accepted the minutes with the exception of sub-paras (b) and (c) above and recommended their approval to the Board.

175. E.B.S. LOCAL SUB-COMMITTEE - LEGHORN

The minutes of the meetings of this Local Sub-Committee held on 15 May 45 and 15 June 45 were received and accepted. The Committee recommended their approval to the Board.

176. E.B.S. LOCAL SUB-COMMITTEE - NAPLES

The minutes of the meeting of this Local Sub-Committee held on 25 May 45 were received and accepted with the exception of minute 16; subject to this, the minutes were recommended to the Board for approval.

The Chairman of the Local Sub-Committee reported that further examination was being made into the local prevailing rates of Clerical, Administrative, Supervisory, Hotel, Mess and Club Employees.

177. NO. 3 DISTRICT LOCAL SUB-COMMITTEE - BARI

The minutes of the meeting of this Local Sub-Committee held on 23 May 45 were received.

1747

The evidence offered in the minutes did not appear to the Committee to substantiate an overall increase by 75 lire per day for adult males and females of the cost of living bonus; neither did the comparison of rates of pay at Appendix "A" to the minutes substantiate a necessity for such an increase. The Committee accordingly requested AFLAS to obtain further information on the matter from the Local Sub-Committee concerned.

178. ROME AREA ALLIED COMMAND LOCAL SUB-COMMITTEE - ROME

The minutes of the meetings held on the 4th and 11th of June 45 were received and accepted with the exception of minute 21. With this exception the Committee recommended their approval to the Board.

179. ESTABLISHMENT OF WORKERS' INTERNAL COMMISSIONS

A suggestion submitted by the Italian Government that Workers' Internal Commissions be established in plants operating under military control was considered. The Committee agreed that it would be impolitic to establish a rule that Workers' Internal Commissions should be established but that their institution should be left to the discretion of the controlling military organization, bearing in mind that military control must not be impaired by the action of such Commissions.

/Para 180.....

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180. ANNUAL LEAVE WITH PAY FOR HOTEL EMPLOYEES

A proposal for the granting of annual leave with pay to hotel employees was rejected. The Committee considered that any such grant would have to be extended to all employees if discontent was to be avoided and that this would not be acceptable to the financial authorities.

181. BONUS SCHEME - ANCONA DOCKS

The proposal submitted by Director of Labour AFHQ for a bonus scheme for labour employed in Ancona Docks was not considered as concurrence previously given to this scheme by Tn (Br) was withdrawn.

182. BASE RATES - NORTHERN ITALY

(a) The present position regarding wage rates in Northern Italy was examined in detail. It was agreed that a uniform method of basic calculation was required and procedure to remove existing differences. After lengthy discussion it was agreed that the Allied Forces Basic Wage Scale (minimum and maximum), plus such portion as might be necessary of the Cost of Living Bonus at present payable in the South under AFHQ Administrative Memoranda No 18 of 1945 and No 62 of 1944, would provide a satisfactory basis on which to pay in the North "take home" wages for civilian employees of the Allied Forces, suitably comparable with those prevailing in local civilian industry. It was further agreed that the extent of the bonus payment under the above AFHQ Memoranda should be established by Local Sub-Committees constituted in accordance with AFHQ Administrative Memorandum No 25 of 1945 but not having the powers granted under para 6 thereof.

(b) It was reported to the Committee by Fifth Army representative that they were in agreement with HQ No 2 District establishing Local Sub-Committees in Fifth Army territory, recommendations from such Sub-Committees to be passed to HQ Fifth Army for action.

(c) The Committee considered that the recommendation in (a) above could best be incorporated in the consolidated AFHQ Administrative Memorandum already circulated for concurrence and the provisions of which were then examined in detail and agreed as representing the considered opinion of the Committee.

In view of the necessity for prompt publication of an instruction to clarify the existing situation, AFLEB AFHQ undertook to make every effort to obtain very early publication of the proposed AFHQ Administrative Memorandum.

183. NEXT MEETING

The next meeting of the Committee will be held at 0930 hours on Thursday 19th July 1945.

Declassified E.O. 12356 Section 3.3/NND No. 785017

...scale bonus by Tn (Br) was withdrawn.

182. WAGE RATES - NORTHERN ITALY

(a) The present position regarding wage rates in Northern Italy was examined in detail. It was agreed that a uniform method of basic calculation was required to remove existing differences. After lengthy discussion it was agreed that the Allied Forces Basic Wage Scale (minimum and maximum), plus such portion as might be necessary of the Cost of Living Bonus at present payable in the South under AFHQ Administrative Memoranda No 18 of 1945 and No 62 of 1944, would provide a satisfactory basis on which to pay in the North "take home" wages for civilian employees of the Allied Forces, suitably comparable with those prevailing in local civilian industry. It was further agreed that the extent of the bonus payment under the above AFHQ Memoranda should be established by Local Sub-Committees constituted in accordance with AFHQ Administrative Memorandum No 25 of 1945 but not having the powers granted under para 6 thereof.

(b) It was reported to the Committee by Fifth Army representative that they were in agreement with HQ No 2 District establishing Local Sub-Committees in Fifth Army territory, recommendations from such Sub-Committees to be passed to HQ Fifth Army for action.

(c) The Committee considered that the recommendation in (a) above could best be incorporated in the consolidated AFHQ Administrative Memorandum already circulated for concurrence and the provisions of which were then examined in detail and agreed as representing the considered opinion of the Committee.

In view of the necessity for prompt publication of an instruction to clarify the existing situation, AFHQ undertook to make every effort to obtain very early publication of the proposed AFHQ Administrative Memorandum.

183. NEXT MEETING

The next meeting of the Committee will be held at 0930 hours on Thursday 19th July 1945.

JOHN T. WHITTAKER, Major, INF,
Secretary,
A. P. L. R. (ITALIAN) BOARD.

5951/gs.

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52	BPA, PBS
53	BEA, PBS (South)
54/56	HQ, No 1 District
57/58	HQ, No 2 District
59/60	HQ, No 3 District
61/65	CG, Rome Area Allied Command
66/67	HQ, Adriatic Base Command
68	Flag Officer, TARANTO & Adriatic
69	RN (FOTALI), ROME
70/73	SMOKE
74	SENALUNGO, ITALY
75	CS, TARANTO
76	CONNED
77	NOIC, NAPLES
78	NOIC, ANCONA
79	NOIC, LEGHORN
80	NOIC, TARENTE

1746

27	Ord (B), AFHQ
28	MSHE, AFHQ
29/30	Labour, AFHQ
31	Fiscal Director, AFHQ
32	PM, AFHQ
33	CG, MTOUSA
34	GPA, MTOUSA
35	DLE, 15 Army Group
36/38	CG, Fifth Army (Attn: G-4 Rear)
39	CG, Fifth Army (Attn: Br. Increment Labour)
40/41	DMH, ITALY
42/45	AAFSC/MTO
46/47	HQ, 214 Group RAF
48	PA, RAF
49/50	HQ, Eighth Army
51	CG, PBS
52	APA, PBS
53	HQ, PBS (South)
54/56	HQ, No 1 District
57/58	HQ, No 2 District
59/60	HQ, No 3 District
61/65	CG, Rome Area Allied Command
66/67	HQ, Adriatic Base Command
68	Flag Officer, TARANTO & Adriatic
69	RN (FOTALI), MSHE
70/73	SNOWIT
74	SENALUSNO, ITALY
75	CS, TARANTO
76	COMNOB
77	NOIC, NAPLES
78	NOIC, ANCONA
79	NOIC, LEGHORN
80	NOIC, TARENTE
81	NOIC, VENICE
82	NOIC, GENOA
83	ZVO, Eastern Sicily
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87	HQ, ACCC
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89/94	Economic Section
95	Finance Sub Commission
96/97	Labour Sub Commission
98	MWTB & Shipping Sub-Commission
99	Chairman, Labour & Wages Control Committee
100/102	War Diary
103	File
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A.F.H.Q.

L&W/214A.

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ALLIED COMMAND,
C. M. F.

TEL : 66275 ROME

20 June 1945

22 JUN 1945

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE

ADDENDUM TO AGENDA

(227)

The following Addendum to the Agenda for the Labour & Wages Control Committee meeting to be held on 26 June 45 is notified :-

1. To receive a proposal from the Director of Labour, AFHQ, that a bonus scheme as outlined at Appendix "Z" be authorised for labour employed on Ancona Docks. (230)

1745

S.J.B. LOUDEN, Major, DAQMG,
Secretary,
A. F. L. R. (ITALIAN) BOARD.

SJBL/gm.

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16 Engrs (B), AFHQ
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20 REME, AFHQ
21/22 Labour Directorate, AFHQ
23 Fiscal Director, AFHQ
24 PA, AFHQ
25 CG, MTOUSA
26 CPA, MTOUSA
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31 C.G., Fifth Army (Attn: Br. Incorsent Labour)
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52/53 HQ, No 3 District
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59/60 HQ, Adriatic Base Ground
61 [illegible]
62 [illegible]
63/64 Field Officers Northern Area Det.
65 [illegible]
66 [illegible]
67 [illegible]
68 [illegible]
69 [illegible]
70 [illegible]
71 [illegible]
72 M.W.T.P.
73 W.S.A.
74 Chief Commissioner, AIOCC
75 HQ, [illegible]
76 Vice-Consul, Econ. Section
77/78 Harmonie Commission
79 Finance Sub Commission
80/85 Labour Sub Commission
86 Mines & Shipping Sub Commission
87 Chairman, Labour & Wages Control Committee
88/90 War Diary
91 Files
92/125 Spares.

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APPENDIX "2".

ALLIED FORCE HEADQUARTERS
LABOUR DIRECTORATE

Subject: ANCONA Docks - Proposal of Piecework

LD/69/3

Tel: Valley Forge 43

P.A. (Sr),
(thro' Q(Maint)
A.F.H.Q.

1. DDL, No 1 District, reports general dissatisfaction amongst stevedores at ANCONA (where Tn have a contract with local Stevedoring Combine which expires on 31 May 45) that they are not receiving an adequate wage.

2. The stevedores are receiving Lire 92 per ton handled and, as the average output appears to be about 2 tons per man per day, the resultant wage of Lire 184 is low.

3. DDL, No 1 District feels that the lapse of the contract on 31 May 45 presents an opportunity to improve the wage situation and more than double the tonnage output.

4. He proposes that there be no further contract but that stevedores be paid as follows :-

As labourer, Basic pay	Lire	85 per day
C.L.B.	"	75 " "
Bonus for up to 3 tons per day	"	10 per ton
Bonus for each ton over 3 tons	"	25 " "

A stevedore lifting 5 tons in a day would therefore earn :-

Basic pay	Lire	85
C.L.B.	"	75
3 tons @ Lire 10	"	30
2 tons @ Lire 25	"	50
	Lire	240

5. The individual's wage position is thus improved by Lire 56 per day, and the following calculations, based on 100 men lifting 500 tons, show a large economy in actual cash paid out :-

Old Contract System
(100 men are taking 2½ days to discharge 500 tons)
500 tons @ Lire 92 per ton Lire 46,000

New Direct Payment Proposal
(100 men to take 1 day to discharge 500 tons)
100 x Lire 240 Lire 24,000

1744

6. Another viewpoint established at this Directorate is that the maximum Appendix "B" rate of Lire 110 for a stevedore might be paid for the initial output

31 May 45) that they are not receiving an adequate wage.

2. The stevedores are receiving Lire 92 per ton handled and, as the average output appears to be about 2 tons per man per day, the resultant wage of Lire 184 is low.

3. HHL, No 1 District feels that the lapse of the contract on 31 May 45 presents an opportunity to improve the wage situation and more than double the tonnage output.

4. He proposes that there be no further contract but that stevedores be paid as follows :-

As labourer, Basic pay	Lire	85 per day
C.L.B.	"	75 " "
Bonus for up to 3 tons per day	"	10 per ton
Bonus for each ton over 3 tons	"	25 " "

A stevedore lifting 5 tons in a day would therefore earn :-

Basic pay	Lire	85
C.L.B.	"	75
3 tons @ Lire 10	"	30
2 tons @ Lire 25	"	50
	Lire	240

5. The individual's wage position is thus improved by Lire 56 per day, and the following calculations, based on 100 men lifting 500 tons, show a large economy in actual cash paid out :-

C4 Contract System
(100 men are taking 2½ days to discharge 500 tons)
500 tons @ Lire 92 per ton Lire 46,000 1744

Low Direct Payment Proposal
(100 men to take 1 day to discharge 500 tons)
100 x Lire 240 Lire 24,000

6. Another viewpoint established at this Directorate is that the maximum Appendix "B" rate of Lire 110 for a stevedore might be paid for the initial output of 3 tons and the bonus of Lire 25 be paid for each ton in excess of 3. (Under the No 1 District scheme Lire 115 is payable for the first 3 tons). It is doubtful whether the incentive would be so strong if workers could continue to lift 2 tons and receive benefits equal to those who lift 3 tons.

7. As the whole subject must come up for review at ANCONA on 1 Jun 45, it would be appreciated if the matter can be treated as urgent and your authorisation and/or comments on the No 1 District scheme be given as quickly as possible.

(Signed)
(F. OWEN WALE, Lt. Col., A.D.L. (Civil),
for Brigadier.,
Director of Labour,
A.F.H.Q.

29 May 45
FOW/JK.

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Subject Labour and Wages Control Committee. Due to unexpected and unavoidable absence of chairman, the thirty fifth meeting of the Labour and Wages Control Committee is postponed till 0930 hours Tuesday 26th June. Any inconvenience caused is regretted.

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JUN 1945

Amended 16/6. see folio 227

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Meeting Labour and Wages Control Committe scheduled for 21 June advanced to 14-30 hours Wednesday 20 June 45

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11 June 1945

13 JUN 1945

see folio 231

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - AGENDA

26 JUNE - SEE FOLIO 229.

The thirty-fifth meeting of the Labour & Wages Control Committee will be held at 0930 hours on Thursday, 21 JUNE 45 in the AFLRS, AFHQ Conference Room, 2nd Floor, 68 Piazza dell' Esedra, ROME to consider the following Agenda :-

1. Minutes of the thirty-fourth meeting held on 23 MAY 45.

2. Matters arising out of the meeting of the AFLR(Italian)Board held on 2 June 45.

3. To receive the minutes of the Wages Sub-Committee meeting held on 5 June 45. (minutes attached at Appendix "A")

4. To consider the minutes of the meetings of the following Local Sub-Committees :-

   (a) No 3 District Local Sub-Committee - PALERMO - 5 May 45. (Appendix "B").

   (b) P.B.S. Local Sub-Committee - LEGHORN - 15 May 45. (Appendix "C").

   (c) P.B.S. Local Sub-Committee - NAPLES - 15 May 45. (Appendix "D").

   (d) No 3 District Local Sub-Committee - BARI - 23 May 45. (Appendix "E").

   (e) Rome Area Allied Command Local Sub-Committee - ROME - 4 June 45. (Appendix "F").

5. To consider a suggestion submitted by the Italian Government

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26 JUNE 1945 Folio 229

The thirty-fifth meeting of the Labour & Wages Control Committee will be held at 0930 hours on Thursday, 21 JUNE 45 in the AFLRS, AFHQ Conference Room, 2nd Floor, 68 Piazza dell' Esedra, ROME to consider the following Agenda :-

1. Minutes of the thirty-fourth meeting held on 23 MAY 45.

2. Matters arising out of the meeting of the AFLR(Italian)Board held on 2 June 45.

3. To receive the minutes of the Wages Sub-Committee meeting held on 5 June 45. (minutes attached at Appendix "A")

4. To consider the minutes of the meetings of the following Local Sub-Committees :-

   (a) No 3 District Local Sub-Committee - PALERMO - 5 May 45. (Appendix "B").

   (b) P.S.S. Local Sub-Committee - [illegible] - 15 May 45. (Appendix "C").

   (c) P.S.S. Local Sub-Committee - NAPLES - 15 May 45. (Appendix "D").

   (d) No 3 District Local Sub-Committee - BARI - 23 May 45. (Appendix "E").

   (e) Rome Area Allied Command Local Sub-Committee - ROME - 4 June 45. (Appendix "F").

5. To consider a suggestion submitted by the Italian Government (Appendix "G") that Worker's Internal Commissions be established in plants operating under military control.

6. To consider a request submitted by Rome Area Allied Command, (Appendix "H") for annual leave with pay to hotel employees.

7. Any other business.

8. To set a date for the next meeting.

S.J.B. LOUDEN, Major, [illegible],
Secretary,
A. F. L. R. (ITALIAN) BOARD.

1741

SJBL/ss.

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50/51	HQ, No 2 District
52/53	HQ, No 3 District
54/58	C.S., Rome Area Allied Command
59/60	HQ, Adriatic Base Command
61	Flag Officer, TARANTO & Adriatic
62	R.N. (POTALI), ROME
63/64	Flag Officer, Northern Area Med.
65	NSHQ/MED, ITALY

17	D.S.S., AFHQ
18	S & T, AFHQ
19	Ord (B), AFHQ
20	MEMB, AFHQ
21/22	Labour Directorate, AFHQ
23	Fiscal Director, AFHQ
24	FA, AFHQ
25	CG, MTOUSA
26	GPA, MTOUSA
27	D.D.Labour, 15 Army Group
28/30	C.G., Fifth Army (Attn: G-4 Rear)
31	C.G., Fifth Army (Attn: Br. Increment Labour)
32/33	DGR, ITALY
34/37	AAFSC/MTO
38/39	HQ, 214 Group, RAF
40	F.A., RAF
41/42	HQ, Eighth Army
43	CG, PBS
44	BPA, PBS
45	BPA, PBS (South)
46	C.O., PBS (South)
47/49	HQ, No 1 District
50/51	HQ, No 2 District
52/53	HQ, No 3 District
54/58	C.G., Rome Area Allied Command
59/60	HQ, Adriatic Base Command
61	Flag Officer, TARANTO & Adriatic
62	H.N. (FOTALI), ROME
63/64	Flag Officer, Northern Area Med.
65	SPEZIA/GENO, ITALY
66	C.S., TARANTO
67	COMNOB, PALERMO
68	NOIC, NAPLES
69	NOIC, ANCONA
70	NOIC, LEGHORN
71	SNO, EASTERN SICILY
72	M.W.T.B.
73	W.S.A.
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75	HQ, ALCOM
76	Vice-President, Economic Section
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APPX. A
22b

THE SUB-COMMITTEE OF THE LABOUR & WAGES CONTROL COMMITTEE

MINUTES

1. A meeting of the Wages Sub-Committee was held at 1000 hrs on 5 Jun 45 at HQ PENSAM SOUTH, NAPLES.

2. Present: Major J.R. CARSON, SC. G-4(A), AFHQ. Chairman

Representatives of:

AC	-	Mr. David C. SACHS
FBS	-	Major E.R. EATON
RN FONAM	-	Lieut (S) P.R. GRINDLE, RNVR
NAAF (RAF)	-	F/Lt L.A.I. BUILD
D. Lab	-	Lt. Col. F. OWEN WADE

In attendance:

Lt. Col. J.U. HALL	-	AFA(Im), AFHQ
Lt. Col. E.F.J. BRAUND	-	ADAMS, AFHQ
Lt. Col. R.M. CROSBY	-	MTOUSA
Major K.R. HAYWARD	-	DADL No. 5 District
Major W.P. McDONALD	-	No. 4 Clothing & Repair Factory, RADC

3. The minutes of the Sub-Committee Meeting held on 27 Apr 45 were approved.

4. New Grades & Rates of Pay

(a) Consideration was given to DEL EIGHTH Army letter R 101 LA dated 16 May 45 regarding rate of pay for the following grade:

Motor Launch Driver-Mech (VENICE) 120 - 150 lire per day

It was agreed and recommended that the grade and rate of pay be adopted on the understanding that it applied solely to the VENICE Area, and did not become the subject of a general publication.

(b) Consideration was given to DEL EIGHTH Army letter R 101 LA dated 16 May 45 regarding rate of pay for the following grade:

Shorthand Monitor 4500 - 6000 lire per month

In the absence of details of the duties of this class of employee, it was agreed that this matter be referred back to DEL EIGHTH Army requesting further information through Labour channels.

(c) Consideration was given to a request from 2911 CLU to establish a grade of:

Inspector of Finished Products (with Technical Qualifications) 3600 - 6800 lire per month

In view of Minute No. 7(c) of the meeting of the Wages Sub-Committee held on 27 Apr 45 which has been accepted by the Labour & Wages Control Committee and AFLR(It) Board at their subsequent meeting, it was decided that this matter be referred back to 2911 CLU through Labour channels.

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Lt. Col. E.P.F. BRAUND - ADMS, AMG
Lt. Col. R.M. CROSBY - KTCCMA
Major L.R. HARVARD - DADL No. 5 District
Major W.P. McDONALD - No. 4 Clothing & Repair Factory, RAOC

3. The minutes of the Sub-Committee Meeting held on 27 Apr 45 were approved.

4. New Grades & Rates of Pay

(a) Consideration was given to DDL EIGHTH Army letter R 101 LA dated 16 May 45 regarding rate of pay for the following grade:

Motor Launch Driver-Mech (VENICE) 120 - 150 lire per day

It was agreed and recommended that the grade and rate of pay be adopted on the understanding that it applied solely to the VENICE Area, and did not become the subject of a general publication.

(b) Consideration was given to DDL EIGHTH Army letter R 101 LA dated 16 May 45 regarding rate of pay for the following grade:

Shorthand Monitor 4,500 - 6000 lire per month

In the absence of details of the duties of this class of employee, it was agreed that this matter be referred back to DDL EIGHTH Army requesting further information through Labour channels.

(c) Consideration was given to a request from 2911 CLU to establish a grade of:

Inspector of Finished Products (with Technical Qualifications) 3600 - 6800 lire per month

In view of Minute No. 7(a) of the meeting of the Wages Sub-Committee held on 27 Apr 45 which has been accepted by the Labour & Wages Control Committee and ACLA(It) Board at their subsequent meeting, it was decided that this matter be referred back to 2911 CLU through Labour channels.

(d) Consideration was given to a request submitted by the Director of Army Welfare Services to establish rates of pay for performers (stars, speciality acts, dancers and singers) as follows:

Star	8000 lire per week
Speciality Acts	
1st Grade	6000 lire per week
2nd Grade	4000 " " "
Assistants	2000 - 2800 lire per week
Dancers	
1st Grade	4000 lire per week
2nd Grade	2800 " " "
Singers	
1st Grade	6000 lire per week
2nd Grade	4000 " " "

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The above rates...../

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The above rates to be inclusive of all bonuses and allowances.

The representative of DAWS stated that great difficulty was being experienced by the Central Pool of Artists in obtaining ATS performers, that the rates put forward were at present being paid by ENSA, and were the lowest for which suitable civilian talent could be engaged. Further, the matter could not be overcome by contract as the artists were required for tour, and it was desirable that all shows were produced on British lines. The AFA said that no authority could be given in this instance as a Star performer would be receiving over £1000 per year whereas the limit of the powers of authorisation held by the Supreme Allied Commander was £400 per year. It was agreed by the Committee that the rates quoted were reasonable and suitable if limited to employment of civilians within the British WE. It was agreed and recommended that DAWS cable War Office for authority, which, if received, should not be published as a Memorandum, but should be communicated to the Labour & Wages Control Committee in order that parallel Services in US Army, etc, should have the benefit of the information.

5. Incentive Bonus Scheme

Consideration was given to a proposal submitted by No. 4 Clothing & Repair Factory, RAOC, for the introduction of an Incentive Bonus Scheme for increasing the production of clothing. (See Appendix "A")

The scheme was discussed at some length, and it was apparent that, not only is intensive production necessary to clear present K.D. commitments, but that further rush jobs are to be expected in the near future.

It was agreed and recommended that the scheme be adopted.

6. Disbanding of Sub-Committee

The meeting was asked to consider whether this Wages Sub-Committee should be disbanded now that Local Sub-Committees of the Labour & Wages Control Committee have been formed in accordance with the terms of AFHQ Administrative Memorandum No. 25 of 18 Apr 45.

It was the general view that although the Local Sub-Committees have undertaken most of the functions of this Sub-Committee, it should not be disbanded entirely, as it could still perform a useful function in making recommendations on such subjects as new grades and rates of pay (when required to do so by the Labour & Wages Control Committee).

The recommendations of the Sub-Committee of the Labour & Wages Control Committee are:

(a) That this Sub-Committee cease to hold regular meetings, but remain available to meet when required by the Labour & Wages

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per year. It was agreed by the Committee that the rates quoted were reasonable and suitable if limited to employment of civilians within the British WE. It was agreed and recommended that DAWS cable War Office for authority, which, if received, should not be published as a Memorandum, but should be communicated to the Labour & Wages Control Committee in order that parallel Services in US Army, etc, should have the benefit of the information.

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The scheme was discussed at some length, and it was apparent that, not only is intensive production necessary to clear present M.D. commitments, but that further rush jobs are to be expected in the near future.

It was agreed and recommended that the scheme be adopted.

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The recommendations of the Sub-Committee of the Labour & Wages Control Committee are:

(a) That this Sub-Committee cease to hold regular meetings, but remain available to meet when required by the Labour & Wages Control Committee.

(b) That the terms of reference of the Local Sub-Committees be broadened to include the establishing of new grades and rates of pay, where necessary, if this is not already intended as being within their powers under the terms of AFHQ Administrative Memorandum No. 25 dated 18 Apr 45.

(c) That it is not desirable to continue to establish new grades indefinitely, but that, wherever possible, existing classifications be utilised to embrace new categories of workers.

7. C.O.L.P. Increase-Award of ROME Area Sub-Committee

Mr. SACHS (AC) proposed that a recommendation be made regarding the action taken by the ROME Area Sub-Committee at its 2nd Meeting on 22 May 45 (Minute No. 15) in differentiating between Male and Female employees.

It was agreed that.....1738

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It was agreed that it was beyond the powers of this Sub-Committee to make any recommendation since .C was represented on the P(M) Sub-Committee and could record a protest which would be automatically considered by the Labour & Wages Control Committee.

8. Hours of Work & Overtime

A decision was asked for by the representative of D. Lab. as to whether it was considered that any amendment should be made to paras 4(a), (b) and (c) of AFHQ Administrative Memorandum No. 47 of 16 Nov 44, owing to the fact that many installations were now working a 5½ day week, and that employees in these installations were receiving overtime pay, but were not completing a 6 day week.

It was suggested that 48 hrs should be considered the basis of a working week, and that overtime be paid for all hours worked in excess, but it was not thought that the matter came within the terms of reference of this Sub-Committee.

AF undertook to communicate certain recommendations departmentally to D. Lab. which could be presented to the next meeting of the Labour & Wages Control Committee.

9. In view of the proposals contained in Minute No. 6, no date was set for the next meeting.

(L. BOITEUX) Staff Capt LABOUR (Civil),
for Major J.R. CARSON, SC.,
G-4(A), A.F.H.Q.
CHAIRMAN.

6 Jun 45
AB/RH

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(A. BOITEUX) Staff Capt LABOUR (Civil),
for Major J.R. CARSON, SC.,
Gen.(A), A.F.H.Q.
CHAIRMAN.

6 Jun 45
AB/RH

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APPENDIX "A"

From: 4 Clothing & Repair Factory RAOC.
To: D.A.D.L., 2905 C.L.U.
Ref: MD5/27
Tel. 54077-50679
Date: 7 April, 45.

1. It is desired to offer the machine operators at this factory an inducement for increased production and the following Incentive Bonus Scheme is submitted for consideration in accordance with "Regs. for Employment of Civilian Labour 1945" para 11 (a).

2. The complete sewing machine plant is laid out in uniform benches of 10 machines each and it is proposed that bonus payment be made per bench thus ensuring a competitive spirit.

3. The weekly production of all items manufactured has been assessed in terms of Units (see Appendix "A"), based on present rate of production of one pair of Trousers K.D. which garment has been chosen to provide one Basic Unit.

4. Normal efficiency standard (set very high) is considered to be reached by any one bench producing 90 prs. Trousers K.D. per day. Assessing 1 pr. Trousers as 1 Unit, this bench would produce 90 Units per day or 540 Units per 6 day week.

5. It is proposed that 540 Units per bench per 6 day week be considered normal efficiency standard; each bench (10 machine operatives plus one ganger) to be paid an incentive bonus of 110 lire for every 10 Units scored in excess of the standard figure of 540 Units.

6. Examples of how this proposed bonus scheme would have applied to this factory for week ending 31/3/45 are shown at Appendix "B".

(Sgd) W.P. McDONALD, Major,
4 Clothing & Repair Factory R.A.O.C.

WPM/PB

Appendix "A" to MD5/27 of 7 Apr 45

Basic Unit:- 1. Equivalent to 1 Pr. of Trousers K.D.

Designation	Units	No. Machined
Aprons Butchers	540	2,700
Aprons Cooks	"	2,160
Armbands	"	8,100
Bags Soiled Linen	"	2,700
Blouses B.D. ..T.S.	"	337
Blouses B.D.	"	337
Collars for Shirts A.D.	"	3,240
Covers Cap	"	6,480
Covers Mule White (3 sections)	"	180 (sets of 3)

machines each and it is proposed that bonus payment be made per bench thus ensuring a competitive spirit.

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5. It is proposed that 540 Units per bench per 6 day week be considered normal efficiency standard; each bench (10 machine operatives plus one gargar) to be paid an incentive bonus of 110 lire for every 10 Units scored in excess of the standard figure of 540 Units.

6. Examples of how this proposed bonus scheme would have applied to this factory for week ending 31/3/45 are shown at Appendix "B".

(Sgd) W.P. McDONALD, Major,
4 Clothing & Repair Factory R.A.O.C.

WPM/PB

Appendix "A" to MD5/27 of 7 Apr 45

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Blouses B.D.	"	337
Collars for Shirts A.D.	"	3,240
Covers Cap	"	6,480
Covers Mule White (3 sections)	"	180 (sets of 3)
Greatcoats D.M.	"	135
Headgear for Female Workers	"	5,400
Jackets Cooks	"	810
Labels Linen	"	23,760
Overalls Female	"	480
Overalls Cooks A.T.S.	"	480
Overalls Nursing Orderlies	"	480
Overalls Working A.T.S.	"	480
Pyjamas Complete (Thin or Cambric)	"	540
Skirts K.D. A.T.S.	"	1,350
Skirts Serge A.T.S.	"	480
Slacks K.D. A.T.S.	"	480
Slacks Serge A.T.S.	"	480
Ties O.R.s.	"	8,100
Trousers Cooks	"	540
Trousers B.D.	"	405
Trousers K.D.	"	540
Voucher Packs	"	8,100

Note: It is pointed out that the above figures are calculated up to one months continuous manufacture of any one garment.

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Appendix "B" to MD5/27 of 7 Apr 45

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Week Ending 31/3/45

1	2	3	4	5	6	7
Bench No.	Units Required	Units Obtained	Units over 540	Units to be paid at 110 lire per 10	Extra Payment per bench of 10 + 1 Ganger Lire	Extra Payment to each of 11 participants (1 Ganger, 10 m/c Operators) Lire
1	540	421				
2	540	425				
3	540	498				
4	540	508				
5	540	524				
6	540	458				
7	540	598	58	60	660	60
8	540	493				
9	540	584				
10	540	513				
11	540	541	1	NIL	-	-
12	540	571	31	30	330	30
13	540	490				
14	540	469				
15	540	533				
16	540	558	18	20	220	20
17	540	510				
18	540	484				
19	540	471				
20	540	484				
21	540	393				
22	540	369				
23	540	455				
24	540	446				
25	540	398				
26	540	416				
27	540	432				
28	540	355				
29	540	348				
30	540	370				
31	540	355				
32	540	236				
33	540	182				
34	540	272				
35	540	200				

Total Bonus Payments 1,210

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7	540	598	58	60	660	60
8	540	493				
9	540	524				
10	540	513				
11	540	541	1	NIL	-	-
12	540	571	31	30	330	30
13	540	490				
14	540	469				
15	540	533				
16	540	558	18	20	220	20
17	540	510				
18	540	484				
19	540	471				
20	540	484				
21	540	393				
22	540	369				
23	540	455				
24	540	446				
25	540	398				
26	540	416				
27	540	432				
28	540	355				
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34	540	272				
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Q44-x "B"
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Minutes of the First Meeting of the Local Sub-Committee of Labour and Wages Control Committee held at the U.S. Naval Operating Base, Palermo, 10.30 hours 5 May 1945

PRESENT:

Chairman:	Captain C.M. Campbell, R.N.	SNOESY
Vice-Chairman:	Commander A.A. Chappell, R.N.V.R.	B.S.O., Messina
Members:	Captain C.L. Nichols, U.S.N.	Commandant, NOB, Palermo
	Lieut.Col. E. Morton, U.S.A.	AC Liaison Off., E.Sqy.
	Major Barr	Rep O.C. Br.Troops, Sqy
	Lieut. L. Camarra	U.S.N.O.B.
	F/O R.S. Eckersley	RAF Rep W/Cdr C.L. Bagshaw
Secretary	Lieut. E. Boardman	No.1 Det. 2903 C.L.U.

IN ATTENDANCE:

	Lieut.Col. A.W.C. Major	AFLRS Sicilian Area

1. OPENING REMARKS BY CHAIRMAN

The Chairman in opening the meeting explained the principles governing the Sub-Committees and asked the Secretary to read the minutes of the 30th meeting of the AFLRS Board "Labour and Wages Control Committee" which dealt with the general wage policy of the Allied Forces.

The AFHQ Administrative Memorandum No 25 "Establishment of Local Sub-Committees of Labour & Wages Control Committees" was read and points arising therefrom discussed. A clear position of the powers and workings of the Sub-Committees was understood by all members.

2. ELECTION OF VICE-CHAIRMAN

The Chairman notified the Board that he might find it difficult to attend all future meetings of the Sub-Committee. He recommended that a Vice-Chairman be elected. The Chairman proposed Commander Chappell be elected Vice-Chairman. The proposal was seconded and Commander Chappell was elected Vice-Chairman.

3. LABOUR AND WAGES CONDITIONS IN PALERMO

The Chairman asked for a report on the conditions of labour and wages in Palermo, and a full and comprehensive report was presented by Lieutenant Camarra.

Sicilian firms in

Declassified E.O. 12356 Section 3.3/NND No. 785017

	F/O R.S. Bokenaley	RAF Rep W/Com C.L. Bagshaw
Secretary	Lieut. E. Boardman	No.1 Det. 2903 C.L.U.

IN ATTENDANCE:

Lieut.Col. A.W.C. Major	AFLRS Sicilian Area

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3. LABOUR AND WAGES CONDITIONS IN PALERMO

The Chairman asked for a report on the conditions of labour and wages in Palermo, and a full and comprehensive report was presented by Lieutenant Camarra.

It was stated that the "net take home wages" of employees of civilian firms in the Palermo Area had increased considerably in the past two months and great difficulty was being experienced in holding civilian employees at the U.S. Naval Operating Base on account of the lower rate being paid.

It was suggested that a general increment, though meeting the present situation would only tend to become a vicious circle and it would only be a matter of time before a further increment would be given by the civilian firms and the position would be once again as to-day.

If possible control of wages by the Italian Government over civilian firms could be enforced it would help to meet the situation but under present circumstances an increment either in the form of a bonus or in the basic rate seemed to be the only solution.

The Regional Labour Office of the Italian Government, Palermo, had been asked to prepare figures quoting the average daily pay of civilian firms of similar employees in the districts of Palermo, Catania and Messina. (Figures attached as Appendix "A").

/Para 1734.....

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4. PROPOSED HIGHER RATE BONUS

In view of the increased wages in the Palermo area, it was proposed that an immediate increase should be made in the "net take home wage" of employees of the Allied Forces in the form of a bonus to be known as the "Higher Rate Bonus".

A proposal was made that this bonus for all Skilled and Classified Labour; including Marine Grades, Domestic Employees (excluding Caretaker, Guards, Cleaners and Dishwashers) Hotel Employees (excluding Head Porters, Ass. Head Porters, Porters and Bell Boys) Laundry Hands (excluding Washers Hand Female) should be 100 lire per day.

Unskilled labour and the following grades as excluded in the above, Caretaker Guards, Cleaners, Dishwashers, Head Porters, Ass.Head Porters, Porters, Bell Boys, and Washers Hand Female should be 60 lire a day. Juveniles 40 Lire a day.

The proposal was put to the meeting and was carried by five votes to three in favour of the increase.

5. BACK-DATING RETROACTIVE DATE OF BONUS

The Committee recommends that under the particular conditions prevailing in Palermo for several months past, this bonus be back dated and should be made retroactive from 1 April 1945, to meet moral obligations made by the Commandant, U.S. Naval Operating Base, Palermo, made to ensure full working of that Base from this date.

This request is made in accordance with paragraph 127 of AFLRS Labour and Wages Control Committee Memorandum Reference LRB/214A dated 11 April 1945.

6. AREAS OUTSIDE PALERMO

A motion was carried that the "Higher Rate Bonus" is paid to employees of the Allied Forces throughout the remainder of the Island at a rate proportionate with the relationship of wage increases in civilian firms unless 3 District rules that the increase as laid down in paragraph 4 apply to the whole of Sicily.

The rates for Catania and Messina districts, including Syracuse and Augusta to be decided upon by the representatives from this area viz : Captain Campbell, Commander Chappell, Major Barr, W/C Scicersley and Lieutenant Boardman, and to be included in the minutes of this meeting.

The rates decided upon are :-
For all Skilled and Classified Labour, including Marine Grades and Domestic Employees (excluding Head Porters, Ass. Head Porters, Porters and Bell Boys) Laundry Hands, 60 Lire per day.

Unskilled Labour and the following grades as excluded in the above, Caretaker Guards, Cleaners, Dishwashers, Head Porters, Ass. Head Porters, Porters, Bell Boys, -

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5. BACK-DATING EFFECTIVE DATE OF BONUS

The Committee recommends that under the particular conditions prevailing in Palermo for several months past, this bonus be back dated and should be made retroactive from 1 April 1945, to meet moral obligations made by the Commandant, U.S. Naval Operating Base, Palermo, made to ensure full working of that Base from this date.

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The rates decided upon are :-
For all Skilled and Classified Labour, including Marine Grades and Domestic Employees (excluding Head Porters, Ass. Head Porters, Porters and Bell Boys) Laundry Hands, 60 Lire per day.

Unskilled Labour and the following grades as excluded in the above, Caretaker Guards, Cleaners, Dishwashers, Head Porters, Ass. Head Porters, Porters, Bell Boys, and Washers female hand, 30 Lire per day.
Juveniles 20 Lire per day.
This bonus to be payable as at Palermo and if made retroactive in that area the same to apply in these districts.

It was stressed that this bonus could be paid either in whole or in part, the amounts agreed upon being the maximum amounts.

7. OVERTIME RATES FOR DOMESTIC EMPLOYEES (CLASSIFIED MESS AND HOSPITAL.

It was the opinion of the Committee that Domestic Employees (Classified) Mess and Hospital under classification in Appendix "F" of AFHQ Regulations for the Employment of Civilian Labour should receive overtime rates, at the rate of one and half times the usual rate be paid as laid down in part VII, paragraph 35 of these regulations.

It is pointed out that overtime rates had always been paid by some units in Sicily.

/Para 8.....

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It has been found that no definite decision can be reached for Eastern Sicily until the rates of pay for civilian industry in Messina are fixed. Arrangements are in progress there to introduce an allowance known as the "Indennita di contingenza", the amount of which has not yet been determined.

Detail of this are expected to be published by the Ufficio del Lavoro of Messina in about a week's time, when the recommendation can be made to modify Allied rates accordingly.

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8. ANNUAL LEAVE WITH PAY

It is recommended by the Committee that Paragraph 43a of AFHQ Regulations dealing with annual leave with pay should be applicable to all similar grades (viz groups I and III) in Sicily irrespective of such grades being on monthly or daily rates of pay so bringing those grades into line with those similar grades on the Mainland.

There being no other business before the Committee, the meeting was closed.

(Signed) C. CAMPBELL.
Captain, R.N.
CHAIRMAN, SICILY Sub-Committee.
of Labour and Wages Control Committee.

DISTRIBUTION

ALCOM, ROME.	2	B.S.O. MESSINA	2
APLRS, ROME	4	Commandant, NOB, PALERMO	2
CAO, AFHQ	2	AC Liaison Officer East Sicily	1
"D" LAB., AFHQ	2	OC, Br. Troops, Sicily	1
"Q" Branch 3 District	2	Wing.Com.62 Staging Post, RAF	1
D.D.L. 3 District	3	APLRS Sicilian Area	1
SMOKSY, SICILY	2	DADL(Civil) 2903 C.L.U.	1
A.D.L. "E"Team (Labour)	1	Spare	5

REGIONAL LABOUR OFFICE REPORT

MARCH AND APRIL, 1945

AVERAGE DAILY PAY

	PALERMO (50 L. higher than Feb rate)		CATANIA (HCLB included)	MESSINA
1st Class	From L.205 to L.215	L.315+	From L.130 to L.150	From L.140 to L150
2nd Class	" L.185 to L.205	L.305+	" L.100 to L.130	" L.120 to L130
3rd Class	" L.175 to L.295	L.295+	" L. 90 to L.100	" L. 90 to L100
Labourer	" L.125 to L.135	L.205+	" L. 60 to L. 80	" L. 60 to L.80

TAKEN HOME WAGE

Declassified E.O. 12356 Section 3.3/NND No. 785017

(Signed) C. CAMPBELL.
Captain, R.N.
CHAIRMAN, SICILY Sub-Committee.
of Labour and Wages Control Committee.

DISTRIBUTION

ALCOM, ROME.	2	B.S.O. MESSINA	2
AFLAS, ROME	4	Commandant, NOB, PALERMO	2
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REGIONAL LABOUR OFFICE REPORT

MARCH AND APRIL. 1945

AVERAGE DAILY PAY

	PALERMO (50 L. higher than Feb rate)		CATANIA (NCLB included)		MESSINA	
1st Class	From L.205 to L.215	L.315+	From L.150 to L.150		From L.140 to L150	
2nd Class	" L.185 to L.205	L.305+	" L.100 to L.130		" L.120 to L130	
3rd Class	" L.175 to L.295	L.295+	" L. 90 to L.100		" L. 90 to L100	
Labourer	" L.125 to L.135	L.205+	" L. 60 to L. 80		" L. 60 to L.80	

TAKEN HOME WAGE

High cost of Bread Bonus not included

Add :-
L. 40 - family heads
L. 20 - non family heads
L. 10 - minors

+ Daily rate after agreements of April 17th.

1732

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Appx C
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THE LOCAL SUBCOMMITTEE OF THE LABOR AND WAGES
CONTROL COMMITTEE IN AN FOR PENINSULAR BASE SECTION
LESS SOUTHERN DISTRICT

MINUTES

1. The first meeting of the above named committee was held at 1900 hours on 15 May 1945 at Headquarters Peninsular Base Section.

Present: Major H. J. Reuper, Acting HEA, PBS (Chairman)
representing PBS

Members:

Royal Navy, Leghorn	Cmdr. Chapman
320th Service Group	Major W. D. Gottel
C.I.U., 60th Sub-Area	Capt. S. Andersen
AAFSC/MTO	1st Lt. M. G. Langhorne
Region VIII, Allied Military Government	S/Sgt Sorisi, acting for Major R. R. Small

In Attendance:

Provincial Labor Office	Dr. Del Fraro
Industrial Association	(Ing. Van Caubergh (Ing. Landini
Camera Del Lavoro	(Sig. Morelli (Sig. Gigli)

2. AFHQ Adm. Memo. No. 25, 18 April 1945, and the notice of organization and agenda of the committee were read by the Chairman.

3. The Committee examined into the wages being paid in private industry in the Leghorn-Pisa areas and found as follows:

a. Wage scales in private industry in Leghorn according to existing agreements are generally lower than the Allied Force's wage scales. However, after investigation it was found that the actual wages being paid by private industry are approximately 30% higher than those being paid by the Allied Forces.

b. Of the workers resident in the Commune of Leghorn, the Allied Forces are employing approximately 18,000 as against 6,000 employed by the Public Services and 9,000 employed by private industry.

c. There is relatively little private industry in Leghorn at present and it is not anticipated that industry will be rehabilitated very rapidly.

d. Wages being paid in private industry in Pisa are slightly lower than those being paid by the Allied Forces with the exception of unskilled labor. The rate for unskilled labor in private industry varies with the trade it is being used in and in effect, the classification of unskilled labor in some trades could be

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Royal Navy, Leghorn	Major W. D. Cottel
320th Service Group	Capt. S. Andersen
C.L.U., 60th Sub-Area	1st Lt. M. G. Langhorne
AAFSC/MTO	S/Sgt Sorisi, acting for
Region VIII, Allied Military Government	Major R. R. Small

In Attendance:

Provincial Labor Office	Dr. Del Fraro
Industrial Association	(Ing. Van Gaubergh
	(Ing. Landini
Camera Del Lavoro	(Sig. Morelli
	(Sig. Gigli)

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3. The Committee examined into the wages being paid in private industry in the Leghorn-Pisa areas and found as follows:

a. Wage scales in private industry in Leghorn according to existing agreements are generally lower than the Allied Force's wage scales. However, after investigation it was found that the actual wages being paid by private industry are approximately 30% higher than those being paid by the Allied Forces.

b. Of the workers resident in the Commune of Leghorn, the Allied Forces are employing approximately 18,000 as against 6,000 employed by the Public Services and 9,000 employed by private industry.

c. There is relatively little private industry in Leghorn at present and it is not anticipated that industry will be rehabilitated very rapidly.

d. Wages being paid in private industry in Pisa are slightly lower than those being paid by the Allied Forces with the exception of unskilled labor. The rate for unskilled labor in private industry varies with the trade it is being used in and in effect, the classification of unskilled labor in some trades could be compared to the Allied Force classification of artisans mate or helper.

e. In neither of the two localities have there been any pressing demands for increased wages.

/Para 4.....

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4. It was therefore recommended that:

a. No action be taken at this time to increase the wages being paid civilian employees of the Allied Forces in the Leghorn-Pisa area.

b. Representation be made to the Allied Military Government to disapprove wage agreements which are being submitted to them for approval and which would authorize payment of contingency indemnity.

c. Should these agreements be approved by the Allied Military Government, the Committee will reconvene at that time to re-examine and adjust, if necessary the wages being paid civilian employees of the Allied Forces in the Leghorn-Pisa area.

5. The Committee then adjourned to meet again at the call of the Chairman.

(Sgd) H. J. REUTER
Major, AUS
Chairman.

3 Incls:
Exhibit A. Private Industry Wage Scales actually being paid - Leghorn
B. Private Industry Wage Scales according to existing agreements - Leghorn
C. Private Industry Wage Scales actually being paid according to existing agreements - Pisa

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6	MFA, So. Dist., P.B.S.	13	Br Labor Adviser, AFHQ
7	CPC, II District	14	Extra

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A-2

IRAQ

Exhibit "A"

PRIVATE INDUSTRY WAGE SCALES

Amount Actually Being Paid (not under agreement)

ARMED FORCE WAGE SCALES

OCCUPATION	Basic Wage Rate	Total All Regular Ind.	Family Allowance	Gross Wage	Workers Contrib. for Soc. Ins. & Inc. Tax	Net "Take Home" Wage Approx.	Basic Wage Rate	High Cost of Living Bonus	Net "Take Home" Wage
Unskilled Labor	57	163	28	248	20.85	227.15	85	75	160
Mason	87	163	28	278	24.11	253.89	135	67	202
Machinist	87	165	28	278	24.11	253.89	135	67	202
Carpenter	82	163	28	273	23.56	249.44	120	75	195
Plumber	82	163	28	273	23.56	249.44	120	75	195
Electrician	87	163	28	278	24.11	253.89	135	67	202
Driver	97	163	28	288	25.21	262.79	115	75	190
Welder	92	163	28	283	24.66	258.34	135	67	202
Painter	82	163	28	273	23.56	249.44	120	75	195
Mason	97	163	28	288	25.21	262.79	125	72	197
CLERK 1st	3927	5658	884	10669	1620	9049	3600	1690	5290
CLERK 2nd	2227	5958	884	8969	1288	7681			
CLERK 3rd	1437	5498	884	7819	1049	6770			

Exhibit "B"

LEBANON

PRIVATE INDUSTRY WAGE SCALES

Based on Existing Agreements

ARMED FORCE WAGE SCALE

OCCUPATION	Basic Wage Rate	Total All Regular Ind.	Family Allowance	Gross Wage	Workers Contrib. for Soc. Ins. & Inc. Tax	Net "Take" Home Wage Approx.	Basic Wage Rate	High Cost of Living Bonus	Net "Take" Home Wage
Unskilled Labor	38.00	63.20	28	129.28	8.67	120.61	85	75	1[illegible]
Mechanic	45.56	63.20	28	136.76	9.37	127.39	135	67	202
Machinist	45.56	63.20	28	136.76	9.37	127.39	135	67	202
Carpenter	52.76	63.20	28	143.96	10.04	133.92	120	75	195
Plumber	45.56	63.20	28	136.76	9.37	127.39	120	75	195
Electrician	46.25	63.20	28	137.45	9.44	128.01	135	67	202
Driver	45.50	63.20	28	136.50	9.34	127.16	115	75	190
Welder	58.40	63.20	28	149.68	10.58	139.10	135	67	202
Painter	45.56	63.20	28	136.76	9.37	127.39	120	75	[illegible]
Mason	53.20	63.20	28	144.40	10.08	134.32	125	72	197

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Exhibit "C" (Page-1)

PRIVATE INDUSTRY WAGE SCALE
Normally being Paid on Existing Assignments

Trades	Basic Wage Rate	Total All Regular Hrs.	Paid All Other Hrs.	Gross Wage	Statutory Contrib. for Soc. Ins & Pol Tax	Net "Take Home" Wage Amount	Comparable	Basic Wage Rate	Adjusted Cost of Living Bonus	Net "Take Home" Wage
Building Construction Class										
Specilized	53.60	168	28	189.60	14.04	175.6	Unsk Labor	85	75	160
Qualified	47.60	168	28	183.60	13.45	170.15	Mechanic	135	67	202
Common	44.16	168	28	180.15	13.11	167.05	Machinist	135	67	202
Unsk Labor	40.80	168	28	176.80	12.78	164.02	Carpenter	120	75	195
Specilized	46.85	158	28	252.65	15.15	214.70	Plumber	120	75	195
Qualified	45.56	158	28	231.56	18.00	213.56	Electrician	135	67	202
Common	43.60	158	28	229.60	17.80	211.80	Driver	115	75	190
Unsk. Labor	41.65	158	28	227.65	17.59	210.06	Welder	135	67	202
Qualified	39.28	160	28	227.28	17.51	209.77	Painter	120	75	195
Common	37.72	160	28	225.72	17.18	208.54	Mason	125	72	197
Unsk. Labor	31.92	160	28	219.92	16.75	203.17	Clerk	3600	1690	5290
Qualified	42.64	138	28	208.64	16.10	192.54				
Common.	37.20	128	28	193.20	14.71	178.49				
Unsk. Labor	31.76	118	28	177.76	12.66	165.10				

Average "Take Home Wage" by degree of Skill is as follows:

Specilist	195.39
Qualified	199.26
Common	184.28
Unskilled	179.62

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Exhibit "C" (Page-2)

PRIVATE INDUSTRY WAGE SCALE
Actually Being Paid on Existing Agreement

PISA

		Basic Wage Rate	Total All Regular Ind	Family Allowance	Gross Wage	Workers Contrib. for Soc. Ins & Inc Tax	Net "Take" Home Wage Approx
Mills	Specilised	66.93	108	28	202.93	16.16	186.77
	Qualified	44.08	108	28	180.08	13.11	166.97
	Common	39.79	108	28	175.79	12.69	163.10
	Unsk. Labor	35.41	108	28	171.41	12.25	159.16
Ceramic	Specilised	63.20	148	28	239.20	19.01	220.19
	Qualified	45.68	148	28	221.68	17.20	204.48
	Common	44.16	148	28	220.16	17.05	203.11
	Unsk. Labor	38.08	148	28	214.08	16.42	197.66
Pharmaceutics	Specilized	51.68	136	28	215.68	16.85	198.83
	Qualified	44.88	136	28	208.88	16.15	192.73
	Common	42.16	128	28	198.16	15.22	182.94
	Unsk. Labor	39.44	128	28	195.44	14.94	180.50
Mechanic	Specilized	55.20	108	28	191.20	14.95	176.25
	Qualified	40.64	108	28	176.64	12.77	163.87
	Common	37.36	108	28	173.36	12.45	160.91
	Unsk. Labor	33.36	108	28	169.36	12.05	157.31

Appendix "J"
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THE LOCAL SUBCOMMITTEE OF THE LABOUR AND WAGES CONTROL COMMITTEE IN AND FOR SOUTHERN DISTRICT PENINSULAR BASE SECTION

M I N U T E S

1. The second meeting of the above named committee was begun at 0930 hrs on 25 May 1945 at Hq. Southern District PBS.

2. The following members and their indicated advisers were present:

Representatives of:

Southern District PBS 56 Area	Major R. B. Eaton, Chairman Major J. H. Harding-Gill Lt.Col. J. S. Pope-Smith Major W.N. Watson Major S. A. Clark
Naples Area, RN AAFSC/MTO MAAF/RAF	Lt. (s) P. R. Grinalo, RNVR Lt. Henry Herah P/Lt. David Langlands Grp/Capt. A. Bowden
US Naval Det, Naples Commune of Naples AMG	Lt. Peter Harris, USNR Lt. Col. Guy I. Warren Mr. Joseph di Pede (of Labor Subcommission AC)

3. The following were in attendance:

Major Allan	RBMS
Major Moss	RBME
Lt. Osler	AFHQ Press
Sig. Spireto	Rep. of Prefect of Naples
Sig. Colasanti	Camera del Lavoro
Sig. Fusco	Camera del Lavoro

4. Labor Subcommission AC stated that disparity between private wages and Armed Force wages had produced demonstrations at the Palazzo Viminale and numerous protests, including several from Naples. It was pointed out that the monthly cost of living for an average family was 10,175 lire.

5. The committee considered themselves obliged, under their existing terms of reference (AFHQ Adm Memo 25) and under instructions from the Labor and Wages Control Committee (paragraph 158, Minutes of 23 May 1945 refers) to adjust to a basis of approximate equality the compensations received by employees of private industry and of the Armed Forces in the Naples area.

6. RBME stated that the higher wage now being paid to daily paid employees in [illegible] of their employees produced general dissatisfaction in their other establishments

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Representatives of:

Southern District PMS 56 Area	Major R. B. Eaton, Chairman Major J. H. Harding-Gill Lt.Col. J. S. Pope-Smith Major W.N. Watson Major S. A. Clark
Naples Area, RN AAFSC/MTO NAAF/NAF	Lt. (s) P. R. Grindle, RNVR Lt. Henry Hersh F/Lt. David Langlands Grp/Capt. A. Bowden
US Naval Det, Naples Commune of Naples AMG	Lt. Peter Harris, USNR Lt. Col. Guy I. Warren Mr. Joseph di Fede (of Labor Subcommission AC)

3. The following were in attendance:

Major Allen	REME
Major Moss	REME
Lt. Osler	AFHQ Press
Sig. Spireto	Rep. of Prefect of Naples
Sig. Colasanti	Camera del Lavoro
Sig. Fusco	Camera del Lavoro

4. Labor Subcommission AC stated that disparity between private wages and Armed Force wages had produced demonstrations at the Palazzo Viminale and numerous protests, including several from Naples. It was pointed out that the monthly cost of living for an average family was 10,175 lire.

5. The committee considered themselves obliged, under their existing terms of reference (AFHQ Adm Memo 25) and under instructions from the Labor and Wages Control Committee (paragraph 158, Minutes of 23 May 1945 refers) to adjust to a basis of approximate equality the compensations received by employees of private industry and of the Armed Forces in the Naples area.

6. REME stated that the higher wage now being paid to daily paid employees in two of their workshops produced general dissatisfaction in their other establishments and among clerical employees, and was resulting in loss of skilled labor. The problem was accentuated by loss of overtime pay as result of a 48 hour work week recently adopted. It was desired that compensation be increased generally by 80 lire per day for skilled workers, 60 for semi-skilled, 50 for common, and 16 for juveniles. It was believed these rates would be satisfactory at the two workshops previously authorized a general increase of 60 lire.

7. AFHQ Press stated that a wage increase of 40 lire per day was necessary to prevent the loss to private industry of skilled workers in the printing trade, whose rates of pay in private industry were now 281 lire per day (including family allowance).

8. The committee agreed that consideration of the special needs of REME and AFHQ Press should be merged in consideration of a general wage increase in the Naples area.

9. Camera del Lavoro presented a report of average wages paid in civilian industry (not including family allowance). The information contained in such report was obtained from Navalmeccanica and Alfa Romeo (5000 men in metallurgical trades), Cotoniere Meridionale (3000 men in textile industry) and the Association of Building Contractors (10,000 men in construction trades). Such report is attached, marked exhibit "A".

Declassified E.O. 12356 Section 3.3/NND No. 785017

MAAF/PAF	Lt. Henry Hersh F/Lt. David Langlands
	Grp/Capt. A. Bowden
US Naval Det, Naples	Lt. Peter Harris, USNR
Commune of Naples AMG	Lt. Col. Guy I. Warren
	Mr. Joseph di Pede
	(of Labor Subcommission AC)

3. The following were in attendance:

Major Allen	REME
Major Moss	REME
Lt. Osler	AFHQ Press
Sig. Spireto	Rep. of Prefect of Naples
Sig. Colasanti	Camera del Lavoro
Sig. Fusco	Camera del Lavoro

4. Labor Subcommission AC stated that disparity between private wages and Armed Force wages had produced demonstrations at the Palazzo Viminale and numerous protests, including several from Naples. It was pointed out that the monthly cost of living for an average family was 10,175 lire.

5. The committee considered themselves obliged, under their existing terms of reference (AFHQ Adm Memo 25) and under instructions from the Labor and Wages Control Committee (paragraph 156, Minutes of 23 May 1945 refers) to adjust to a basis of approximate equality the compensations received by employees of private industry and of the Armed Forces in the Naples area.

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8. The committee agreed that consideration of the special needs of REME and AFHQ Press should be merged in consideration of a general wage increase in the Naples area.

9. Camera del Lavoro presented a report of average wages paid in civilian industry (not including family allowance). The information contained in such report was obtained from Navalmeccanica and Alfa Rosco (5000 men in metallurgical trades), Cotoniere Meridionale (3000 men in textile industry) and the Association of Building Contractors (10,000 men in construction trades). Such report is attached, marked exhibit "A".

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10. The Prefect of Naples through his representative presented a report of wages paid in civilian industry. Such report was based on average earnings in the larger factories of the types named. The figures given were base pay only, and did not include caravita allowances (legal and agreed, 36 and 90 lire per day respectively) nor family allowances (28 lire per day for a family of four). Such report is attached, marked exhibit "B".

11. 2907 CLU presented a report of average wages paid in private industry. Such report was based on wages of several different firms. The figures given did not include family allowance. Such report is attached, marked exhibit "C".

12. AAFSC/MTO presented a report of wages paid by particular named private firms. The figures given did not include family allowance. Such report is here attached, marked Exhibit "D".

13. The Committee considered at length the reports submitted, the record of their first meeting, and other information in possession of the members, and concluded that private and Armed Forces Wage scales in Naples were not on a basis of equality. The Committee therefore unanimously resolved that an increase in Armed Forces Cost of Living Bonus was required.

14. In determining the quantitative measure of such increase, the attached reports were considered comparatively (excluding industries and occupations appearing on one report only) and averages taken. From these computations, it appeared that common labor received in money 80 to 85 lire per day more from private industry than from the Armed Forces; that skilled or specialized labor received in money 110 to 115 lire per day more from private industry than from the Armed Forces; and that semiskilled labor of the artizans mate type received in money 75 to 85 lire per day more from private industry than from the Armed Forces. The amounts shown did not include family allowances. The committee took into account, however, that Armed Force employees received various substantial benefits not paid in money - namely, free transportation, midshift meal as now improved, supplemental rations, privilege of buying clothing, etc, and considered that the value of such benefits, while difficult to evalue precisely, should be held to diminish the differences above shown. Various particular wage increases were then suggested.

15. The Committee resolved, by the votes respectively shown below, that the cost of living bonus of employees of the Allied Armed Forces should be increased as specified below.

a. Extent of Increase:

(1) Common adult manual laborers, apprentices, artizan's mates, assistants in all trades when named as such (e.g. compositor's assistant, mechanic's assistant, etc.) - 35 lire per day - approved 5 votes to 2, 56 Area and RN dissenting.

(2) Skilled adult manual laborers (excepting apprentices, artizan's mates

Declassified E.O. 12356 Section 3.3/NND No. 785017

employees given did not include family allowance. Such report is here attached, marked Exhibit "D".

13. The Committee considered at length the reports submitted, the record of their first meeting, and other information in possession of the members, and concluded that private and Armed Forces Wage scales in Naples were not on a basis of equality. The Committee therefore unanimously resolved that an increase in Armed Forces Cost of Living Bonus was required.

14. In determining the quantitative measure of such increase, the attached reports were considered comparatively (excluding industries and occupations appearing on one report only) and averages taken. From these computations, it appeared that common labor received in money 80 to 85 lire per day more from private industry than from the Armed Forces; that skilled or specialized labor received in money 110 to 115 lire per day more from private industry than from the Armed Forces; and that semiskilled labor of the artisans mate type received in money 75 to 85 lire per day more from private industry than from the Armed Forces. The amounts shown did not include family allowances. The committee took into account, however, that Armed Force employees received various substantial benefits not paid in money - namely, free transportation, midshift meal as now improved, supplemental rations, privilege of buying clothing, etc; and considered that the value of such benefits, while difficult to evalue precisely, should be held to diminish the differences above shown. Various particular wage increases were then suggested.

15. The Committee resolved, by the votes respectively shown below, that the cost of living bonus of employees of the Allied Armed Forces should be increased as specified below.

a. Extent of Increase:

(1) Common adult manual laborers, apprentices, artisan's mates, assistants in all trades when named as such (e.g. compositor's assistant, mechanic's assistant, etc.) - 35 lire per day - approved 5 votes to 2, 56 Area and RM dissenting.

(2) Skilled adult manual laborers (excepting apprentices, artisan's mates and assistants but including all marine grades) - 65 lire per day - approved 5 votes to 2, 56 Area and RM dissenting.

(3) Juvenile laborers under 18 years of age - 21 lire per day - approved unanimously.

(4) Clerical, administrative or supervisory employees - 910 lire per month - approved unanimously.

(5) Adult hotel, club and mess employees - 910 lire per month - approved unanimously.

(6) Juvenile hotel, club and mess employees under 18 years of age - 390 lire per month - approved 5 votes to 2, 56 Area and AMG dissenting.

(7) Females - The same as males of corresponding ages and classifications - approved 5 votes to 2, 56 Area and PBS dissenting.

b. Effective date of increase - In each unit, the first day of the first pay period beginning after 31 May 1945.

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c. Effective area of increase - All territory of Southern District PBS, excepting Paestum and Torre Annunziata exclaves, but including AFHQ and Replacement Command MTOUSA exclaves, the small exclaves of Air Corps, III District, and RN in Naples, and the islands of Capri, Ischia, Procida, and Nisida.

16. The foregoing resolution was taken in compliance with the existing terms of reference of the Committee. The Committee however, by a vote of 6 to 1 (AMC dissenting) resolved to recommend that the terms of reference be amended so that the criterion may be whether an increase in Allied Forces Wage Scales is necessary to retain civilian labor and not merely whether it is necessary to adjust the Allied Forces Wage Scales to those paid by civilian industry.

17. The Committee then adjourned to meet again at the call of the Chairman.

(Sgd.) R. B. EATON
Major
Base Purchasing Agent
Southern District PBS
Chairman

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27-32	2907 CLU, CMP
33-38	CG, [illegible]/MTO
39-41	NOIC, Naples Area, RN
42-47	C in C, MAAF, RAF
48-51	Commander, US Naval Forces, NA Waters
52-57	Commissioner, Commune of Naples, AMG
58	US Labor Adviser, AFHQ
59	Br Labor Adviser, AFHQ
60-66	Fin Adv RAF, AFHQ
66-75	Extra

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(Sgd.) R. B. EATON
Major
Base Purchasing Agent
Southern District PBS
Chairman

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3	AFLRS (ABHQ) Rome
4	CAO, AFHQ
5	HPA, Penbase
6	HPA, Pensouth
7-26	CC, 56 Area
27-32	2907 CLU, CMF
33-38	CG, [illegible]/MTO
39-41	NOIC, Naples Area, R5
42-47	C in C, MAAF, RAF
48-51	Commander, US Naval Forces, NA Waters
52-57	Commissioner, Commune of Naples, AMG
58	US Labor Adviser, AFHQ
59	Br Labor Adviser, AFHQ
60-66	Fin Adv RAF, AFHQ
66-75	Extra

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(EXHIBIT "A")
Camera del Lavoro
Report

CONFEDERAL CHAMBER OF LABOR FOR NAPLES & PROVINCE

AVERAGE DAILY WAGE

Classification	Building	Textile	Metallurgical
Skilled	320	364	364
Qualified	285	324	325
Common	-	-	292
Manual	225	272	250
Juveniles	210	-	-
Women	200	-	227
Apprentices	-	-	170

(EXHIBIT "B")
Prefect's
Report

AVERAGE DAILY PAY FOR THE EMPLOYEES OF SOME OF THE
INDUSTRIAL SECTION OF THE NAPLES PROVINCE

Classification	Building	Mechanical	Metallurgical
Skilled	246.88	131.36	165.76
Qualified	205.44	113.60	153.52
Common	226.40	101.52	128.72
Manual	160.80	129.28	135.12

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Juveniles	210	-	227
Women	200	-	170
Apprentices	-	-	

(EXHIBIT "B")
Prefect's
Report

AVERAGE DAILY PAY FOR THE EMPLOYEES OF SOME OF THE
INDUSTRIAL SECTION OF THE NAPLES PROVINCE

Classification	Building	Mechanical	Metallurgical
Skilled	246.88	131.36	148.76
Qualified	209.48	113.60	153.52
Common	226.40	101.52	126.72
Manual	160.80	129.28	135.12

Classification	Milling	Baking	Chemical
Skilled	73.20	74.08	133.64
Qualified	57.04	67.20	122.88
Common	56.96	63.28	113.28
Manual	55.36	62.32	114.72

In original report, hourly rates stated; but have converted
to daily rates (multiplied by 8) for convenience of comparison

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(EXHIBIT "C")
2907 CIU Report

UNOFFICIAL AVERAGE RATES PAID IN NAPLES AREA

Tool Maker	336.96
Carpenters	300 per 8 hour day
Masons	300
Concreter	350
Fitters M.T. & Diesel	350 - 500
Grinder (precision)	400
Turner	400
Moulder	5[illegible] - 650
Welder	500
Artisan's Mate	2[illegible]
Electrician	400
Printers	314
Engineering	
Specialized	241) Silurificio
Qualified	240) current rates
Specialized	312) Navalmeccanica
Qualified	266 current rates
	Invoices to R.N.
Cook	300
U/S Laborer	240
Typist	6000 per month
Clerical 1st Grade	9000
2nd "	6000
Fitter	334.56
Artisan's Mate	336.92

(EXHIBIT "D")
LAFSC/MTO Report

AVERAGE WAGES PAID TO EMPLOYEES OF MAIN CIVILIAN FIRMS

S.A. NAVALMECCANICA

Blacksmith	236.84
Plumbers	218.92
Laborers	196.84

INDUSTRIE MECCANICHE I. ...

Electricians	232.84
Fitters	230.76
Laborers	223.96

SOCIETA' ANONIMA GIUSEPPE MAZZELLA E FRATELLI

Electricians	225.24
Fitters	228.88

Engineering		
Specialized	241)	Silurificio
Qualified	240)	current rates
Specialized	312)	Navalmeccanica
Qualified	266	current rates
		Invoices to U.N.
Cook	300	
W/S Laborer	240	
Typist	6000 per month	
Clerical 1st Grade	9000	
2nd "	6000	
Fitter	334.56	
Artisan's Mate	336.92	

(EXHIBIT "D")
AAFSC/MTO Report

AVERAGE WAGES PAID TO EMPLOYEES OF MAIN CIVILIAN FIRMS

S.A. NAVALMECCANICA	
Blacksmith	236.84
Plumbers	218.92
Laborers	196.84
INDUSTRIE MECCANICHE I. - -	
Electricians	272.84
Fitters	250.76
Laborers	223.96
SOCIETA' ANONIMA GIUSEPPE BANFIELD E FRATELLI	
Electricians	225.24
Fitters	228.88
Machinists	206.12
Warehousemen	200.04
SOCIETA' ANONIMA METALLURGICA GIACOMO CORRADINI	
Drivers, truck	233.40
Fitters	256.66
Laborers	231.88
FACCHINI E SCALE (NAVALMECCANICA)	
Foremen	289.40
Armature Winders	277.40
Blacksmiths	237.40
Carpenters	250.40
Electricians	235.40
Fitters	242.20
Timekeepers	242.20
Warehousemen	225.32
Welders, Electric	235.30
Welders, Gas	231.30
Laborers	210.00

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Appx 'E' 23

Minutes of the Second Meeting of the Local Sub-Committee of Labour and Wages Control Committee, Bari, held at H.Q., 54 Area on 23 May 1945 at 12.00 hours.

Present:

a) Chairman: Brigadier G.P. Clark, D.S.O., Commanding 54 Area.

b) Service Representatives:

E.	Capt. P.W. Babbs, No. 12 C.M.F. Works.	
Ord.	Capt. E.W. Manns, Ordnance Depot, Bari.	
S.T.	Major C.F.B. Gilman, 22 CRASC (Supply Units).	
E.M.E.	Major N.J. Driscoe, D.A.D.M.E., 54 Area.	
Lab.	Lt. Col. W.G.J. Harvey Coney,	66 Group P.C.

c) R.A.F. Representative:
P/Officer M.E. Holt, 141 M.U., R.A.F.

d) American Representative:
Civilian Personnel Officer, A.F.H.Q.D. No. 5 1st Lt. Roy S.Johnson.

e) In Attendance:

Lt. Col. H.A. Perry Evans.	66 Group P.C.
Major J. Saxon Mills	G. II, 54 Area
Capt. E. Goldsborough	S.C. '4' 54 Area
Capt. L.G. Williams.	A.F.H.Q. Rep. Local Resources (22 CRASC (Sup.)).
Lieut. T. Nuttall.	C.L.O., MEMF.

f) Secretary: Major W.E. Davy, M.B.E., D.A.D.L. 290 D.L.O.

1. The Chairman opened the meeting by referring to the minutes of the first meeting (held on 7th May 45) coupled with a communication received from H.Q. 5 District, with particular reference to the increase in rates of pay recommended in respect of certain grades detailed at app. 'A' of the a/m minutes.

2. Lieut. Col. Harvey Coney was then asked by the Chairman to make a proposition relative to the existing conditions of remuneration appertaining in civil industry throughout the area in comparison with rates of pay received by the employees of the Armed Forces.

3. A general comparison of rates of pay covering the three most important sections of civil industry in Bari and Barletta, and equivalent rates paid by the Armed Forces, (App. 'A') was produced by Lt. Col. Harvey Coney.

It was pointed out that generally speaking civil industry paid its employees appreciably higher rates of pay. Furthermore, due to phenomenal increases in the Barletta district, which were likely to be reciprocated in the Bari district there was a clear case for a general increase in the Armed Forces rates of pay.

After due consideration it was proposed that a general increase in the Cost of

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P/Officer H.E. Hole, 141 M.U., R.A.F.

d) American Representative:
Civilian Personnel Officer, A.M.C.D. No. 5, 1st Lt. Roy S.Johnson.

e) In Attendance:

Lt. Col. H.A. Parry Evans.	66 Group R.C.
Major J. Saxon Mills	G. II, 5th Army
Capt. E. Goldsborough	S.C. '4' 5th Area
Capt. L.E. Williams.	A.P.M.G. Rep. Local Resources (22 CMRS) (Sup.).
Lieut. T. Nuttall.	C.L.B., MMIL.

f) Secretary: Major W.E. Dent, M.B.E., D.A.D.L. 290 Sub.I.U.

1. The Chairman opened the meeting by referring to the minutes of the first meeting (held on 7th May 45) coupled with a communication received from H.Q. 3 District, with particular reference to the increase in rates of pay recommended in respect of certain grades detailed at app. 'A' of the a/m minutes.

2. Lieut. Col. Harvey Conoy was then asked by the Chairman to make a proposition relative to the existing conditions of remuneration appertaining in civil industry throughout the area in comparison with rates of pay received by the employees of the Armed Forces.

3. A general comparison of rates of pay covering the three most important sections of civil industry in Bari and Barletta, and equivalent rates paid by the Armed Forces, (App. 'A') was produced by Lt. Col. Harvey Coney.

It was pointed out that generally speaking civil industry paid its employees appreciably higher rates of pay. Furthermore, due to phenomenal increases in the Barletta district, which were likely to be reciprocated in the Bari district there was a clear case for a general increase in the Armed Forces rates of pay.

After due consideration it was proposed that a general increase in the Cost of Living Bonus would suitably counteract any rise in cost of living due to increased rates of pay, and would place the average employee of the Armed Forces on an equal basis with his counterpart in civil industry.

4. Therefore it was agreed that an increase be granted to all trades and grades employed by the Armed Forces, in that the C.L.B. whatever it is at present, be increased by 75 (seventy-five) lire per day in respect of adult males and females and 25 (twenty-five) lire per day in respect of male and female juveniles, to be paid in accordance with the conditions laid down in A.F.H.Q. Regulations for the Employment of Civilian Labour, 1945, and to be paid w.e.f. 1st June 1945. The basic rates stand. The increases authorised in the minutes of the first meeting of this committee held on the 7th May 1945, are cancelled.

5. This increase in C.L.B. will be officially published in A.R.Os.

/Para 1 1.2.....

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6. The Chairman emphasised that the committee would meet as and when desired, upon official application from any one member.

7. The meeting was then declared closed.

(Sgd) W.E. DRURY, Major,
Secretary.

C.M.F.
25rd May 1945

Distribution: -

Brigadier G.P. Clark, D.S.O., Commander 54 Area.
1st Lieut. Roy S. Johnson, Civilian Personnel Officer, A.F.G.D. No. 5.
F/Officer H.E. Holt, 141 M.U. RAF

Lt. Col. W.S.J. Harvey Corney, 66 Group P.C.
Lt. Col. H.A. Parry Evans, 66 Group P.C.
Major J. Saxon Mills G-2, 54 Area.
Major C.P.B. Gilman, 22 CRASC
Major N.J. Briscoe, D.AD.M.S., 54 Area
Capt. J.W. Babbs, No 12 CRE Works
Capt. E.W. Hanes, Ordnance Depot, Bari
Capt. E. Golsbrough, 'A' 54 Area
Capt. L.G. Williams, AFHQ rep., Local Resources, 22 CRASC (sup).
Lieut. T. Nuttall, C.L.O., REME
REME Area Allied Command
66 Group P.C. (6)
ALCOM Rome
AFLRS Rome
C.A.O. AFHQ

3 District (6)
PBS Naples
52 Area
56 Area
94 Sub-Area
OC Tps. Sicily
'A' 54 Area (3).

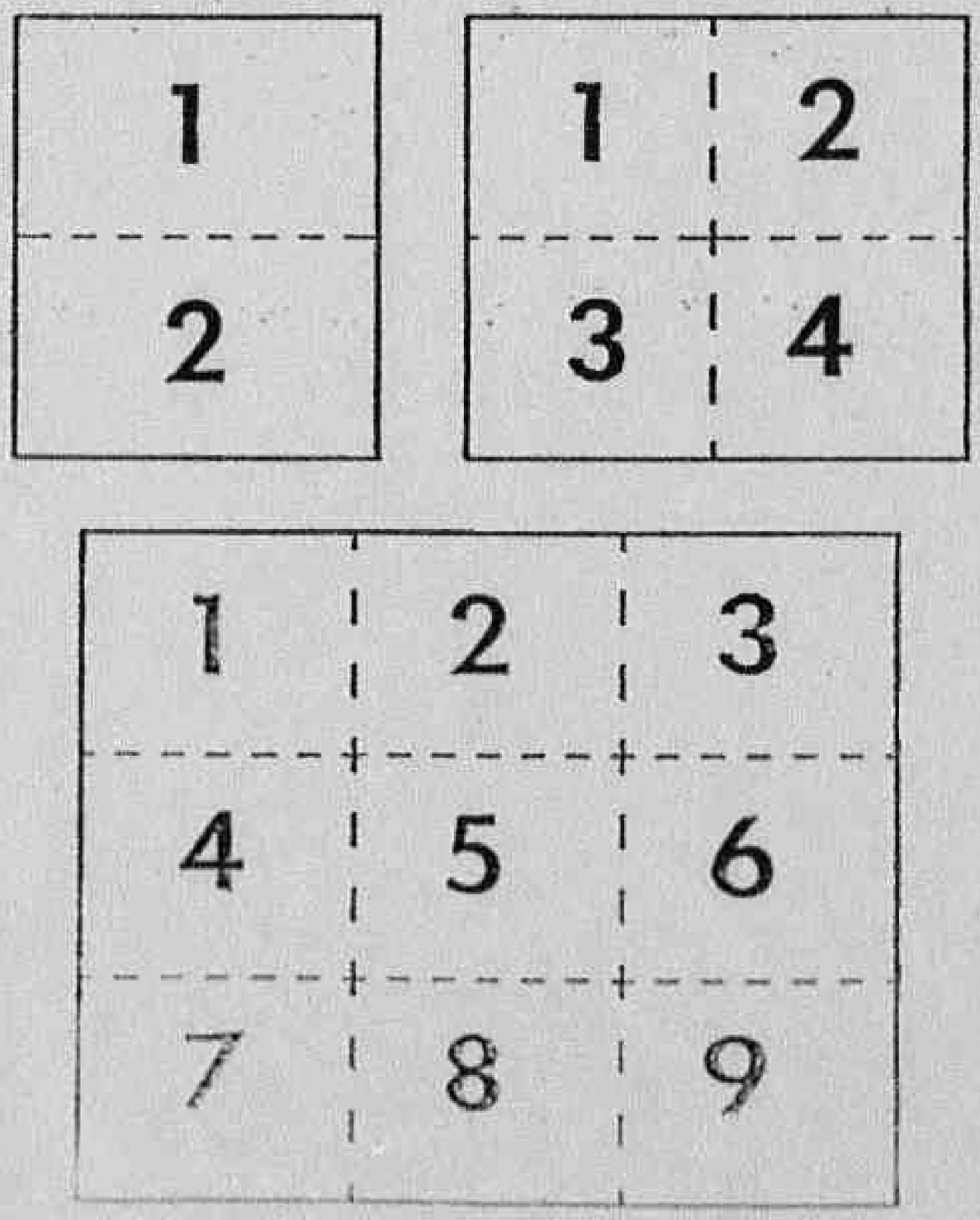
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MAPS AND CHARTS TOO LARGE TO FILM
ON ONE EXPOSURE ARE FILMED CLOCKWISE
BEGINNING IN THE UPPER LEFT CORNER,
LEFT TO RIGHT, AND TOP TO BOTTOM.

SEE DIAGRAMS BELOW.



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- B A R I -

TRADE	Basic Rate	Presence Indemnity	Carrvite	Special C.I.B.	Deductions		"Take Home" Wage
					Income Tax	Insurance	
BUILDING							
Unskilled	96,00	10,00	30,00	100,00	4,00	5,00	227,00
Qualified	108,00	10,00	30,00	100,00	4,25	5,00	238,75
Specialist	120,00	10,00	30,00	100,00	5,00	6,00	249,00
MECHANICAL							
Unskilled	66,80	10,00	30,00	90,00	2,75	3,50	190,55
Qualified	98,00	10,00	30,00	90,00	4,00	5,00	219,00
Specialist	110,00	10,00	30,00	90,00	4,50	5,50	230,00
FOOD							
Unskilled	72,00	10,00	30,00	80,00	3,00	3,50	185,50
Qualified	74,00	10,00	30,00	80,00	3,00	3,50	185,50
Specialist	72,00	10,00	30,00	80,00	3,00	3,50	185,50

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Regional Labour
rates as soon a
(submitted by
presumably app
rates.

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GENERAL COMPARISON OF RATES OF PAY - L A R I - B A R L E T T

All calculations based on 8 hour day.

- B A R L E T T A -

surance	"Take Home" Wage	TRADE	Basic Rate	Presence Indemnity	Carovita	Special C.L.D.	Temp. Increase wef 1/2/45	Deductions Income Tax	Insu
		BUILDING							
,00	227,00	Unskilled	32,40	6.00	30,00	30,00	100,00	1,50	1
,00	238,75	Qualified	43,10	6,00	30,00	30,00	132,00	2,00	2
,00	249,00	Specialist	65,70	6,00	30,00	30,00	138,00	2,50	3
		MECHANICAL							
,50	190,55	Unskilled	32,40	6,00	30,00	30,00	100,00	1,50	1
,00	219,00	Qualified	45,70	6,00	30,00	30,00	100,00	2,00	2
,50	230,00	Specialist	65,70	6,00	30,00	30,00	138,00	2,50	3
		FOOD							
,50	185,50	Unskilled	32,40	6,00	30,00	30,00	100,00	1,50	1
,50	185,50	Qualified	36,40	6,00	30,00	30,00	100,00	1,50	1
,50	185,50	Specialist	43,90	6,00	30,00	30,00	100,00	2,00	2

Regional Labour Office will supply correct basic rates as soon as possible. Basic rates shown here (submitted by civil industry in Barletta are presumably approximately 50% below actual basic rates.

(?) N.B. Latest information - add 1

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A R I - B A R L E T T A - W. D. -

8 hour day.

- B A R L E T T A - - W. D. -

ecial .L.B.	Temp. Increase wef 1/2/45	Deductions: Income Tax	Deductions: Insurance	"Take Home" Wage	T R A D E	Basic Rate	C.L.B.	"Take Home" Wage
				(?)				
0,00	100,00	1,50	1,75	195,15/305,15	Unskilled	85,00	75,00	160,00
0,00	132,00	2,00	2,50	236,60/346,60	Bricklayer	120,00	75,00	195,00
0,00	138,00	2,50	3,50	263,70/373,70	Joiner(Foreman)	150,00	65,00	215,00
0,00	100,00	1,50	1,75	194,15/304,15	Unskilled	85,00	75,00	160,00
0,00	100,00	2,00	2,50	207,20/317,20	Fitter (MT)	135,00	67,00	202,00
0,00	138,00	2,50	3,50	263,70/373,70	Gear Cutting Sp	165,00	65,00	230,00
0,00	100,00	1,50	1,75	195,15/305,15	Unskilled	85,00	75,00	160,00
0,00	100,00	1,50	1,75	199,15/309,15	Milling Hand(Flour Mill)	105,00	75,00	180,00
0,00	100,00	2,00	2,50	205,40/315,40	Baker	120,00	75,00	195,00
					Baker (Foreman)	164,00	65,00	229,00

(?) N.B. Latest information - add 110 lire to each grade (Increase - 9th May 45.)

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T T A - W. D. -

- W. D. - (MAXIMUM)

...uctions ...x	Insurance	"Take Home" Wage	T R A D E	Basic Rate	C.L.S.	"Take Home" Wage	Family Allowance excluded: 10 /- wife; 9 /- child; 7 /- parent
		(?)					
1,75		195,15/305,15	Unskilled	85,00	75,00	160,00	
2,50		236,60/346,60	Bricklayer	120,00	75,00	195,00	
3,50		263,70/373,70	Joiner(Foreman)	150,00	65,00	215,00	
1,75		194,15/304,15	Unskilled	85,00	75,00	160,00	
2,50		207,20/317,20	Fitter (MT)	135,00	67,00	202,00	
3,50		263,70/373,70	Gear Cutting Sp	165,00	65,00	230,00	
1,75		195,15/305,15	Unskilled	85,00	75,00	160,00	
1,75		199,15/309,15	Milling Hand(Flour Mill)	105,00	75,00	180,00	
2,50		205,40/315,40	Baker	120,00	75,00	195,00	
			Baker (Foreman)	164,00	65,00	229,00	

d 110 lire to each grade (Increase - 9th May 45.)

Appx 'F' (2)

COPY No.

ROME AREA ALLIED COMMAND

A.P.O. 794 U.S. ARMY.

LABOUR AND WAGES CONTROL COMMITTEE, A.F.L.R.S.

ROME AREA SUB-COMMITTEE.

18. The Third Meeting of the Rome Area Sub-Committee was held on Monday 4th June, 1945 in the Labour Information Room, Headquarters, Rome Area Allied Command, C.M.F.

Present.	Lt. Col. W.J. BOSTOCK,	Assistant Director of Labour representing British Army.
Members.	Captain J.N. MAXWELL	US Army.
	Lt. Mills-Gardner-Clark	US Navy.
	Lt. C.R. Maitland	Royal Navy.
	Flt. Lt. G.L. Travis	Royal Air Force.
	Lt. Col. N.W. Dragnoff	HQ Alcom.
	Lt. L.L. Wilkinson	HQ P.B.S.
	Lt. Guibert	French Army.
In attendance.	Captain R. Whatley	Catering, R.A.A.C.
	Sig. E. Signorini	Hotel Proprietors' Association.
	Mr G. Lovat	
	Sig. A. Pironi	
	Sig. G. Parra	
	Sig. B. Castelli	Hotel employees and Camera del Lavoro.
	Sig. de Dominicis	
	Sig. V.M. Le Salla	
	Sig. G. Zambra	
	Sig. P. Galloni	
	Sig. P. Salvati	

19. The Minutes of the thirty-fourth Meeting of the Labour and Wages Control Committee held on 23rd May 1945 having been previously circulated to members of the Sub-Committee were noted. The Chairman reported on matters arising therein with particular reference to Minute No. 159.

20. The Minutes of the SECOND Meeting of the Rome Sub-Committee having previously been circulated to members were accepted as a true record. The Chairman reported that the recommendations of the Sub-Committee had been approved by the Commanding-General and action had been taken to implement the recommendations.

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		representing British Army.
Members.	Captain J.N. MAXELL	US Army.
	Lt. Mills-Gardner-Clark	US Navy.
	Lt. C.H. Maitland	Royal Navy.
	Flt. Lt. G.L. Travis	Royal Air Force.
	Lt. Col. N.W. Dragnoff	HQ Aloom.
	Lt. L.L. Wilkinson	HQ P.B.S.
	Lt. Guibert	French Army.
In attendance.	Captain R. Whatley	Catering, R.A.A.C.
	Sig. E. Signorini Dr G. Lerat Sig. A. Pirani Sig. G. Parra	Hotel Proprietors' Association.
	Sig. B. Castelli Sig. de Dominicis Sig. V.M. La Salla Sig. G. Zambra Sig. P. Galloni Sig. F. Salvati	Hotel employees and Camera del Lavoro.

19. The Minutes of the thirty-fourth Meeting of the Labour and Wages Control Committee held on 25rd May 1945 having been previously circulated to members of the Sub-Committee were noted. The Chairman reported on matters arising therein with particular reference to Minute No. 159.

20. The Minutes of the SECOND Meeting of the Rome Sub-Committee having previously been circulated to members were accepted as a true record. The Chairman reported that the recommendations of the Sub-Committee had been approved by the Commanding-General and action had been taken to implement the recommendations.

21. An application was received from French Army Headquarters requesting representation on the Sub-Committee. The Commanding-General having given approval First Lieutenant Guibert was accepted as a member.

22. Hotel, Mess and Club Grades.
The Committee considered proposals to increase the rates of remuneration now authorised for Hotel, Mess and Club Grades in Rome. Representatives of the employees presented a case submitting that the present rates were insufficient to meet the increased cost of living and to support their dependants. The present rates were agreed prior to October 1st 1944 and since that date workers in other groups have received increased pay and allowances. Representatives of the Hotel owners submitted proposals to increase the pay of certain individual classifications within the Group. Discussion centred on the disparity of rates as between workers who are in direct contact with clients, and who receive additional remuneration by way of gratuities, and employees such as Cooks and Kitchen hands, whose services are indirect and remote from the client.

/ over

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As the majority of the Hotels in Rome are requisitioned and operated for the Allied Forces comparison between Allied Forces Rates and those prevailing in the few commercial operated Hotels is of no value, particularly as in normal commercial practice many hotel employees are paid low rates of pay which are augmented by the varying amounts of gratuities received from clients.

25. The representatives of the Owners considered the complete schedule of basic rates for the Hotel Group should be revised. They also considered the present system whereby certain Allied-controlled hotels levy service charges for the benfit of their employees whilst others do not, should either be made uniform or that service charges should not be permitted in any of the Allied-controlled hotels.

24. The Committee accepted the submission of the employees that in some classifications the remuneration is not adequate to maintain a reasonable standard of living for themselves and dependants, and that some increases appear to be warranted. If, however, the revisions are to be confined to certain grades, there should be adjustment of the maximum basic rates.

25. The Committee considered the owners and employees should submit mutually agreed proposals, and this having been agreed by the parties present, it was decided the Chairman should arrange a meeting during the next week, and present the proposals to the Sub-Committee as soon as practicable.

26. Annual Leave with Pay - Hotel Employees.
The Hotel Proprietors requested permission to grant paid annual holidays to employees on the grounds that it had formerly been the local standard practice to give employees such holidays, and they were anxious to restore the privilege.
It was noted that Allied regulations grant the privilege of Annual Leave with pay to monthly paid employees in the clerical and administrative grades who have served the Allied forces satisfactorily for six months, such leave to be accumulated at the rate of one half ($\frac{1}{2}$) day per month.

27. Recommendations.
The Committee decided to support the proposal of the Hotel proprietors and recommend the Commanding-General to apply to A.F.H.Q. for an amendment to AFHQ Administrative Memorandum No. 47, para. 5, to permit Annual Leave with pay to Hotel employees on terms similar to those laid down for other monthly paid employees.

The Committee further recommend to the Commanding-General that in the interests of uniformity and equity consideration should be given to the discontinuance of the service charge levied in some Allied-controlled Hotels, from which the employees benefit; or alternatively that the system of levying a service charge be operated universally on a common basis in all Allied-controlled Hotels.

28. It was agreed the Chairman will convene the next meeting as soon as the [illegible] of the Hotel proprietors and employees are received.

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~~Requisitioned Hotels.~~

24. The Committee accepted the submission of the employees that in some classifications the remuneration is not adequate to maintain a reasonable standard of living for themselves and dependents, and that some increases appear to be warranted. If, however, the revisions are to be confined to certain grades, there should be adjustment of the maximum basic rates.

25. The Committee considered the owners and employees should submit mutually agreed proposals, and this having been agreed by the parties present, it was decided the Chairman should arrange a meeting during the next week, and present the proposals to the Sub-Committee as soon as practicable.

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28. It was agreed the Chairman will convene the next meeting as soon as the agreed proposals of the Hotel proprietors and employees are received.

W.J. Bostock.
W.J. BOSTOCK,
Lt. Colonel,
Chairman,
Assistant Director of Labour,
Rome Area Allied Command.

C.M.P.
WJB/FF.

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5. Senior USN Liaison Officer (Italy) HQ A.C.
6. Senior British Naval Officer, H.Q., A.C.
7. Commander, No. 2 RAF Base Area. C.M.F.
8. Establishment Section, HQ Allied Commission.
9. C.A.O., A.F.H.Q.
10. Labour Directorate, A.F.H.Q.
11. ALCOM, Rome.
12/14. AFLRS, Rome.
15. G-4 (US) R.A.A.C.
16. G-4 (Br) R.A.A.C.
17. DADL (Civil) No. 2902 Civil Labour Unit.
18/20. Labour Sub-Commission, A.C.
21. DDL No. 1 District, C.M.F.
22. DDL No. 2 District, C.M.F.
23. DDL No. 3 District, C.M.F.
24. DDL 8th Army for Labour.
25. C-C 15 Army Group, (for Labour).
26. ADL 5 US Army.
27. ADL 'C' Team Pool of Area Staff Offrs (Lab).
28. ADL 'D' " " " " " " "
29. ADL 'E' " " " " " " "
30/35. HQ No. 3 District, C.M.F.
36. HQ No. 52 Area, C.M.F.
37. HQ No. 54 Area, C.M.F.
38. HQ No. 56 Area, C.M.F.
39. HQ No. 94 Sub-Area, C.M.F.
40. HQ No. 209 Sub-Area, C.M.F.
41. File.
42/45. Spares.

5. Senior USN Liaison Officer (Italy) HQ A.C.
6. Senior British Naval Officer, H.Q., A.C.
7. Commander, No. 2 RAF Base Area. C.M.P.
8. Establishment Section, HQ Allied Commission.
9. C.A.O., A.F.H.Q.
10. Labour Directorate, A.F.H.Q.
11. ALCOM, Rome.
12/14. AFLRS, Rome.
15. G-4 (US) R.A.A.C.
16. G-4 (Br) R.A.A.C.
17. DADL (Civil) No. 2902 Civil Labour Unit.
18/20. Labour Sub-Commission, A.C.
21. DDL No. 1 District, C.M.P.
22. DDL No. 2 District, C.M.P.
23. DDL No. 3 District, C.M.P.
24. DDL 8th Army for Labour.
25. C-G 15 Army Group, (for Labour).
26. ADL 5 US Army.
27. ADL 'C' Team Pool of Area Staff Offrs (Lab).
28. ADL 'D' " " " " " " "
29. ADL 'E' " " " " " " "
30/35. HQ No. 3 District, C.M.P.
36. HQ No. 52 Area, C.M.P.
37. HQ No. 54 Area, C.M.P.
38. HQ No. 56 Area, C.M.P.
39. HQ No. 94 Sub-Area, C.M.P.
40. HQ No. 209 Sub-Area, C.M.P.
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Copy Translation

APPENDIX "B"

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MINISTRY OF INDUSTRY, COMMERCE AND LABOUR.

General Labour Direction.

Division No. 1.

Prot. No. 1148 500/20

Enclosures No. 1.

TO : Allied Commission,
Labour Sub-Commission, Rome.

SUBJECT: Activity carried out by the Employees Commissions inside the industrial establishments.

1. By virtue of a syndical agreement, stipulated on 2 September 1943, by the national associations of both employers and employees in the field of industry, of which we are enclosing a copy, it was decided to establish an Internal Commission formed by workers in the employ of each industrial plant.

The above Commissions are charged with the duty of assuring, inside the respective industrial establishments "normal and peaceful relations between the Firms and the respective employees", and especially of controlling the exact enforcement of collective labour agreements, as well as of fostering the stipulation of new contracts, of expressing their own opinion and submitting proposals concerning the regulations to be enforced inside the plant, etc.

At present these Commissions have been established at the interior of almost all industrial plants, and their activity has shown itself practically useful for the normal development of industrial activity.

2. This Ministry does not know exactly whether the system of Internal Commissions has expanded also among the workers in the employ of Allied Forces, and whether the establishment of such Commissions is, as a rule, allowed by the Allied Commands.

Therefore we kindly ask the Allied Commission to secure us information on this matter, so as to enable this Ministry to gain a more exact notion of the task fulfilled by these Commissions representing the workers inside the plants, with the purpose of issuing - if this should be the case - a law governing the activity of the said Commissions.

3. In any way this Ministry believes that on the whole, the Workers Commissions - also inside the industrial plants placed under control of the Allied Commands - would be able to carry on useful activity, in a spirit of cooperation, and in agreement with the authorities in charge of the above mentioned plants, even if, for obvious reasons, the functions entrusted to the said Commissions, are to be more limited than those established by the above referred syndical agreement. They might perform a liaison role between the workers and the Allied authorities, with the purpose of making easier the carrying on of the work in the plant, both by revising and settling the requests of the employees and by performing a work of conciliation and persuasion among the same.

4. The utility of establishing the Internal Commissions, even in the industrial plants controlled by the Allies, is being confirmed by a few particular occurrences which have happened in the

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Commission formed by workers in the employ of each industrial plant.

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Therefore we kindly ask the Allied Commission to secure us information on this matter, so as to enable this Ministry to gain a more exact notion of the task fulfilled by those Commissions representing the workers inside the plants, with the purpose of issuing - if this should be the case - a law governing the activity of the said Commissions.

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4. The utility of establishing the Internal Commissions, even in the industrial plants controlled by the Allies, is being confirmed by a few particular occurrences which have happened in the preceding places. In fact, it would have been easy to clear up or avoid such incidents, through the action of Workers Commissions of the kind as we have described above.

We call especially your attention as a matter of information as well as in view of eventual measures to be taken by the Allied Commission, to the situation of discontent existing among the personnel of the Avis Plant of Castellammare di Stabia, actually controlled by the R.A.F. According to the reports received by this Ministry, the dissatisfaction in question is due to the treatment that the said workers are receiving by the Allied military men, most of whom are South Africans.

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5. We would like to know the point of view of the Allied Commission, both concerning the general problem of the establishment of Internal Commissions and the particular case as we have set forth under point 4.

THE MINISTER

Gronchi.

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APPENDIX "B".

ROME AREA ALLIED COMMAND
APO 794, US ARMY

TKB/IEC/rw
5 June 1945.

AG 230

SUBJECT: Civilian Employees.

TO : Commanding Officer, Allied Force Local Resources Section
AFHQ, APO 512, US ARMY.

1. The proprietors of the hotels requisitioned and operated by the Allied Forces in Rome have requested permission to grant annual leave with pay to their civilian employees on the ground that the grant of annual leave was formerly a condition of service and a privilege they are anxious to restore.

2. It is understood that the privilege of annual leave with pay has been a standard practice in the trade for a considerable number of years, and has only been discontinued since the Hotels have been requisitioned by the Allied Forces.

3. Allied Force Headquarters Administrative Memorandum Number 47, paragraph 5, authorises annual leave with pay to monthly-paid employees in the clerical and administrative grades and specifies the conditions under which such leave may be granted.

4. The proposal of the hotel proprietors having been supported by the Rome Area Sub-Committee, application is now submitted for an amendment to the Allied Force Headquarters Administrative Memorandum Number 47, paragraph 5, to be promulgated to authorize annual leave with pay to monthly-paid hotel employees, under similar conditions to those at present authorized in the case of monthly-paid employees in the clerical and administrative group.

THOBURN K. BROWN
Brigadier General, US Army
Commanding

COPIES: Labour Directorate AFHQ
Labour Sub Commission, HQ, A.C.
Labour Branch, HQ Rome Area.

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THOBURN K. BROWN
Brigadier General, US Army
Commanding

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