

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

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10000/109/746
(VOL. IV)

AFL
SEP

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

10000/109/746
(VOL. IV)

AFLR(I)B, LABOR & WAGES CONTROL COMMITTEE
SEPT. 1945 – OCT. 1946

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496.

CSO

E.C. may wish to see Minutes of 12th meeting of the AFLSC at 497.

There is nothing of special interest.

Clerk 6/12

E.C. has seen on Com Div. files.

H.S. 6/12.

There is nothing of special interest.

6/12

E.C. has seen on Com Dev. file

H.S. 6/12

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MINUTE No. 472

TO : Executive Commissioner 25 October 1946

1. Folio With reference to the second paragraph of Minute 470. number 471 is the letter referred to in para 1 (g) of the Minute of the Ninth Meeting. Para 1 (g) inadvertently referred to " a letter from AFHQ," whereas, in reality, it should have read "a letter from GHQ, CMF".

2. This subject matter was not raised at the 11th Meeting held 24 October 1946, but, is still considered an open matter for further discussion at a later meeting, if so desired.

3. Item 4 of the Agenda for the 11th Meeting is included here for your information "(i) - To consider the eligibility to dismissal by us of employees who terminate employment at their own request".

4. After consultation the Labour and Wages Committee agreed to submit to AFHQ for its decision a recommendation which is in conformity with the desires of the Chief Commissioner as outlined over the telephone by you to AFC's representative prior to the 11th Meeting.

H.M. Walker Col. 25/10

Minute No. 473.

TO: Chief Commissioner. 26/11

26th October 1946

With reference to Minute 1.(g) of Minutes of the Ninth meeting at Folio 459, a copy of the letter referred to is at Folio 471. It is to be noted that the Minutes are incorrect in that the letter came from CMF and not AFHQ. Headquarters MTOUSA had, however, been consulted.

... a letter from AFHQ," whereas, in reality, it should have read "a letter from GHQ C.O.T".

2. This subject matter was not raised at the 11th Meeting held 24 October 1946, but, is still considered an open matter for further discussion at a later meeting, if so desired.

3. Item 4 of the Agenda for the 11th Meeting is included here for your information "(4) - To consider the eligibility to dismissal benefits of employees who terminate employment at their own request".

4. After consultation the Labour and Wages Committee agreed to submit to ANZAM for its decision a recommendation which is in conformity with the desires of the Chief Commissioner as outlined over the telephone by you to AC's representative prior to the 11th Meeting.

H.M. Chalmers Col.

Minute No. 473.

TO: Chief Commissioner. 26th October 1946

With reference to Minute 1.(g) of Minutes of the Ninth meeting at Folio 459, a copy of the letter referred to is at Folio 471. It is to be noted that the Minutes are incorrect in that the letter came from GHQ and not AFHQ. Headquarters MTOUSA had, however, been consulted.

A copy of your memoranda on the subject is at Folio 445.

M. CARR, Brigadier.
Executive Commissioner.

OCT 28 1948

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441.

Ex Comm. MC 2-47

1) See m 437 from HQ Comdt.

2) See f's 438-440 for info.

H.S. 24/7

~~C.S.O.~~ Ex Comm. 444.

Please see folio 443 for info.

Adk 29/5

D.C.Tod 29/5

30/5/46

460

~~C.S.O.~~ Ex Comm

Please see folios 456-459 for info-approval.

Adk 7/9

W.J.C 7/9

7/9/46

469.

Ex Comm.

Minutes of Lights meeting are at f's 448-451. You asked to see these. H.S. 22/10

Minute No. 470

23rd October 1946

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460

C.S.O. Ex Comm } Minutes folios 456-459 for info - Adl 7/9 WW-C

approval.

469.

Ex Comm.

Minutes of 8th meeting are at f/s 448-451. You asked to see these. H.S. 22/10

Minute No. 470

TO: Director of Economic Division. 23rd October, 1946

With reference to paragraph 2 (f) of the Minutes of the 10th meeting at Folio 468, the Chief Commissioner requires some information which I have raised with you on one of your files.

What the Chief Commissioner wishes to see is a copy of the AFHQ letter which turned down the Chief Commissioner's proposal. This letter is referred to at para 1 (g) of the Minutes of the 9th meeting, and we should be able to obtain a copy from RAAC.

I should be glad if this matter could be treated as urgent.

If this subject is raised at the next meeting, our representative should request that the matter be held in abeyance as it is still under consideration at AC.

M. CARR, Brigadier.
Executive Commissioner.

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423.

Ex Comm.

Ex 422 for info. H.P. 2416.

434.

Ex Comm.

Ex 433 for info. H.P. 2017

435

H.P. Commandant

To see Item 2 of Minutes at 432.

This H.P. was 2nd repeatedly but the NFLW Committee appear to have solved the question which I think is quite wrong. There should be uniform treatment throughout. No one seems to have drawn attention to the peculiar situation under which many of these civilians are getting a far better ration than the average Britain and at the same time can buy as much as they can afford in the Black Market.

I gather the decision is that each authority

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N.S. 2017

435

H.P. Commandant

To see Item 2 of Minutes at 452.
This H.P. was left represented but the NFLW Committee appear to have solved the question which I think is quite wrong. There should be uniform treatment throughout. No one seems to have drawn attention to the scandalous situation under which many of these civilians are getting a far higher ration than the average Britain and at the same time can buy as much as they can afford in the Black Market.
I gather the decision is that each authority acts independently in the matter and that we can now take action. If you deal with Con Sec. in the matter will you discuss with Col. Walton who can bring the matter up at the earliest possible Ex. Council meeting

This only referred to Contract Labour 24/7 MLC

July 22. 1946

H Carr Bryarley
Act/Ex Comm.

See 429 para (1-2).

435.

Ex. Comm. I have seen Col Walton. This now seems to rest with A.F.H.Q.

A.G. Galvin Lt Col
Nd And.

Seen by A/E.C. 23.7.46.
24/7/46

40074 Executive Secretariat DEC 20 1946 565

ALLIED FORCE LABOUR AND WAGES COMMITTEE.
A.F.H.Q.

REF: AFLWC/M/X1

21st December 46

Postal Address:
c/o Labour Branch (Br),
H.Q., Rome Area Allied Command,
A.P.O. 794 - U.S. Army.

The THIRTEENTH Meeting of the Allied Force Labour and Wages Committee was held at 09.30 hours on 20th December 1946 in the Conference Room of Labour Branch (Br), Rome Area Allied Command, ROME.

PRESENT :

CHAIRMAN :
Lt. Col. Paul T. GRAVES - Allied Commission

REPRESENTATIVES OF :
Labour Directorate, G.H.Q., C.C.
H.Q., MEDITERRANEAN.
H.Q., N.A.T.O.
H.Q., Rome Area Allied Command.
H.Q., Allied Commission.

IN ATTENDANCE :

REPRESENTATIVES OF :
Allied Financial Agency.
No. 8 Base Command Pay Office.
C.C.I.L.
Italian Ministry of Labour.

1. It was proposed and unanimously agreed that Lt. Col. Paul T. GRAVES, H.Q. Allied Commission, should act as Chairman of the Meeting.

2. (a) The minutes of the TWELFTH Meeting of the Committee were received and approved.

(b) MINUTE 2 (c): APPLICATION OF SIMPLIFIED WAGE SCALE TO SICILY AND SARDINIA.

The Secretariat reported that the recommendations of the Committee had been approved and published in AFHQ Admin. Memo. 30/46.

(c) MINUTE 2 (d): APPLICATIONS FOR APPOINTMENT TO GRADE OF CHIEF EXECUTIVE.

Yves Gaston Pierre
Basle Bill Miller

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PRESENT :

CHAIRMAN :
Lt. Col. Paul T. GRAVES - Allied Commission

REPRESENTATIVES OF :
Labour Directorate, C.M.S., CCS.
H.Q., MTOUSA.
H.Q., P.B.S.
H.Q., Rear Area Allied Command.
H.Q., Allied Commission.

IN ATTENDANCE :

REPRESENTATIVES OF :
Allied Financial Agency.
No. 8 Base Command Pay Office.
C.C.I.L.
Italian Ministry of Labour.

1. It was proposed and unanimously agreed that Lt. Col. Paul T. GRAVES, H.Q. Allied Commission, should act as Chairman of the Meeting.

2. (a) The minutes of the TWELFTH Meeting of the Committee were received and approved.

(b) MINUTE 2 (c): APPLICATION OF SUPPLIED WAGE SCALE TO SICILY AND SARDINIA.

The Secretariat reported that the recommendations of the Committee had been approved and published in AFHQ Admin. Memo. 30/46.

(c) MINUTE 2 (d): APPLICATIONS FOR APPOINTMENT TO GRADE OF CHIEF EXECUTIVE.

Yves Gaston Pierre
Carlo Bill Willer
Michael Ricarelli
Antonio Palladino

The Secretariat reported that these appointments had been authorized by A.F.H.Q.

2027

(d) MINUTE 2 (e): CATEGORIZATION OF GRADES NOT ALREADY LISTED IN AFHQ ADMIN MEMO 14/46.

The Secretariat reported that a further letter had been sent to AFHQ on this subject.

(e) MINUTE 2 (f): REPUBLIC BONUS.

The Secretariat reported that arrangements for payment of this bonus were complete and that full details were being published in the press.

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Labour Directorate, G.H.Q., C.C.S.
H.Q., MTOUSA.
H.Q., P.B.S.
H.Q., Rome Area Allied Command.
H.Q., Allied Commission.

IN ATTENDANCE :

REPRESENTATIVES OF :
Allied Financial Agency.
No. 8 Rome Command Pay Office.
C.C.I.L.
Italian Ministry of Labour.

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Yves Gaston Pierre
Carlo Bill Willer
Michael Ricarelli
Antonio Palladino

The Secretariat reported that these appointments had been authorized by A.F.H.Q.

2027

(d) MINUTE 2 (e): CATEGORIZATION OF GRADES NOT ALREADY LISTED IN AFHQ ADMIN MEMO 10/46.

The Secretariat reported that a further letter had been sent to AFHQ on this subject.

(e) MINUTE 2 (f): RAILWAY BONUS.

The Secretariat reported that arrangements for payment of this bonus were complete and that full details were being published in the press.

Capt K

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(f) MINUTE 2 (i): STATUS OF VOLUNTARY ORGANIZATIONS.

The Secretariat reported that further information regarding UNRRA employees was awaited.

(g) MINUTE 2 (j): INCOME TAX.

The Secretariat reported that the recommendations of the Committee had been approved and published in AFHQ Admin Memo 29/46.

(h) MINUTE 2 (l): TERMINATION BONUS.

The Secretariat reported that the recommendations of the Committee had been approved and published in AFHQ Admin Memo 32/46.

(i) MINUTE 2 (n): METHOD OF DETERMINING A HEAD OF FAMILY.

The Secretariat reported that it had been recommended to AFHQ that Admin Memo 14/46 be amended in order to conform with Italian law on this subject.

(j) MINUTE 2 (n): APPOINTMENTS TO THE GRADE OF CHIEF SECRETARY.

Ida Bajardi
Alma Caudo
M. Romer.

The Secretariat reported that the appointment of BAJARDI had been authorised by AFHQ.

(k) MINUTE 5: THE ADOPTION OF THE ITALIAN SYSTEM OF COMPUTING OVERTIME.

The Secretariat presented a report on this subject (Annexure I) and pointed out that the suggestion contained in para 4 (b) amounted to double time and was therefore a dangerous practice to adopt. The Committee were of the opinion that Italian practice should be followed as closely as possible but that at the same time overtime should be reduced to a minimum. The Committee therefore recommended that the suggestion contained in para 4 (a) should be adopted, together with a stipulation that over a period of one month, the amount of overtime worked by any one employee shall not exceed 52 hours.

(l) MINUTE 6: REDUCTION OF THE TIMELAG BETWEEN RECOMMENDATIONS OF THE COMMITTEE AND THEIR IMPLEMENTATION.

The Secretariat reported that the recommendations contained [illegible] of the Committee had been approved

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Committee had been approved and published in AFHQ Admin Memo 32/46.

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(l) MINUTE 6: REDUCTION OF THE TIMELAG BETWEEN RECOMMENDATIONS OF THE COMMITTEE AND THEIR IMPLEMENTATION.

The Secretariat reported that the recommendations contained in minute 6 (b) of the TWELFTH Meeting of the Committee had been approved by AFHQ and would be adopted forthwith.

(m) MINUTE 7: POWERS OF VENEZIA GIULIA SUB-COMMITTEE.

The Secretariat reported that the recommendation that the Venezia Giulia Sub-Committee should be given the status of a full Committee had been disapproved by AFHQ on the grounds that the basic policy for the maximum coordination for the whole of Italy should not be violated. AFHQ had ruled, however, that should the Venezia Giulia Sub-Committee have a problem so urgent that it cannot await normal action, it is authorized through its Secretary to deal directly with AFHQ. Nevertheless all decisions should be based on the policy that Venezia Giulia must keep in general line with Italy proper.

In view of this ruling, the Committee recommended that a Meeting of the Venezia Giulia Sub-Committee should be called as soon as possible to consider the question of adopting AFHQ Admin Memo 14/46 in Venezia Giulia, Zone "B" rates to apply wherever considered advisable.

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The Committee considered this a matter of urgency and therefore recommended that the findings of the Sub-Committee should be forwarded direct to AFHQ for approval.

(n) MINUTE 8: APPLICATION OF TERMS OF AFHQ ADMIN MEMO 28/46 TO VENEZIA GIULIA.

The Secretariat reported that AFHQ had authorized that for the purpose of Chief Executive appointments, Venezia Giulia should be regarded as Zone "B".

(o) MINUTE 9: APPOINTMENT OF CHIEF EXECUTIVE George A. MARKOVIC.

The Secretariat reported that this application had been recommended and approved under the new procedure. AFHQ had now ruled that G5, and ECOUSA through their Labour and Financial Representatives, would be empowered to approve directly all appointments to the grade of Chief Executive and that applications should now be submitted direct to Labour Directorate (G5) in the case of British Units and Civilian Personnel Division in the case of American Units.

The question of the approving authority for employees on a joint British and American payroll was discussed. The Committee recommends that M.G. Allied Commission should be regarded as the approving authority and instructed that the Secretariat obtain a ruling on the matter from AFHQ.

(p) MINUTE 10: REGRADING OF WIRELESS MECHANIC.

The Secretariat reported that it had been established that the Italian practice in [illegible] was to pay the same wage to wireless mechanics as to wireless operators. The Committee therefore recommended that AFHQ should grant authority for wireless mechanic to be classified as grade 3 Appendix "B" to Admin Memo 14/46, such authority to apply specifically to Air Headquarters Italy, who had raised the question.

(q) MINUTE 12: APPOINTMENT OF CHAIRMAN OF THE COMMITTEE.

The Chairman stated that no appointment had yet been made.

3. WAGE SURVEY OF ITALIAN INDUSTRY.

The Secretariat presented a wage survey carried out in reputable industrial firms, the purpose of which was to assess the workers' actual "take home" wage. (Annexure II). It was explained that for the purpose of comparison, the minimum contract rates established by the agreement of 27th October 1946 had been used as a basic minimum, and that the average maximum rate reflected by the survey had been used as a maximum. It was pointed out that in the case of semi-skilled and Unskilled Workers, the Allied Force maximum rates were below the Italian minimum contract rates. Rates for Specialized and Qualified

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Personnel Division in the case of American Units.

The question of the approving authority for employees on a joint British and American payroll was discussed. The Committee recommends that M.G. Allied Commission should be regarded as the approving authority and instructed that the Secretariat obtain a ruling on the matter from AFHQ.

(p) MINUTE 10: REGRADING OF WIRELESS MECHANIC.

The Secretariat reported that it had been established that the Italian practice in EDIME was to pay the same wage to wireless mechanics as to wireless operators. The Committee therefore recommended that AFHQ should grant authority for wireless mechanic to be classified as grade 3 Appendix "B" to Admin Memo 14/46, such authority to apply specifically to Air Headquarters Italy, who had raised the question.

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The Committee were of the opinion that for all grades, Allied Force minimum rates should conform exactly to Italian minimum contract rates and in order to ensure uniformity throughout Italy, Zone 2 rates should be used for this purpose. The Wage Survey reflected that in Italian industry, the average maximum rate was approximately 25% above the minimum contract rate and the Committee were of the opinion that the same percentage should be applied in assessing Allied Force maximum rates.

The Committe therefore recommended that Allied Force Wage Scales should be revised in order that the minimum rates conform exactly to Italian contract rates for Zone 2, that the maximum rates show a 25% increase above the minimum, and that deductions for females and juveniles should be made exactly in accordance with the percentages fixed by Italian national contract. It was observed that this revised wage scale would incorporate the 35% increase in basic wage already recommended at the TWELFTH Meeting of the Committee (Minute 4 refers).

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The Committee recommended that these new scales should be effective from 1st December 1946.

4. REVISION OF THE COST OF LIVING BONUS. (See ANNEXURE III)

The Secretariat referred the Committee to Article 8 of the national contract between the CGIL and the Confederation of Employers, dated 27th October 1946, and to the new "contingenza" for 25 provinces of Italy effective from 1st December 1946. The figures produced reflected an average difference of approximately 45 Lire between Italian industry "contingenza" and Allied Force Cost of Living Bonus. Adhering to Italian industrial practice as closely as possible, the Committee recommended that the Allied Force Cost of Living Bonus in Zone "A" and Zone "B" be increased by 45 Lire per day, reduced scales to be established for females and juveniles in accordance with the percentages fixed by Italian national contract. The Committee recommended that these increases should be effective from 1st December 1946.

5. LANGUAGE TEACHERS : RATES OF PAY.

Representative GHQ reported that special rates for language teachers had been increased by the Financial Adviser GHQ without reference to the Committee. He proposed that rates as established, and already in issue, be authorized for all Allied Force Employees.

The Committee recommended that Note 2 of Appendix "B" to AFHQ Admin Memo 14/46 be amended by the addition of the following :-

" Part time language teachers, employed on an hourly basis, may be paid at a minimum rate of 100 Lire per hour and a maximum of 250 Lire per hour, provided that such employees do not work more than 16 hours in any one administrative work week. "

6. PUBLIC HOLIDAYS WITH PAY.

Representative GHQ pointed out that the provisions of para 9 (b) (v) of AFHQ Admin Memo 14/46 did not afford employees the benefit of a recognized public holiday if such a holiday falls on a Sunday and referred the Committee to Armistice Day 1946 as an example.

The Committee agreed that the accepted labour policy is to grant permanent employees a day off from duty with pay for all recognized public holidays. The Committee therefore recommended that para 9 (b) (v) of AFHQ Admin Memo 14/46 should be amended to provide that, in the case of a recognized public holiday falling on a Sunday, employees will be granted another holiday with pay in lieu and that this amendment be given retrospective effect to provide for those persons in the employment of the Allied Forces on Armistice Day 1946.

The Committee accepted that the

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The Committee agreed that the accepted labour policy is to grant permanent employees a day off from duty with pay for all recognized public holidays. The Committee therefore recommended that para 9 (b) (v) of AFHQ Admin Memo 14/46 should be amended to provide that, in the case of a recognized public holiday falling on a Sunday, employees will be granted another holiday with pay in lieu and that this amendment be given retrospective effect to provide for those persons in the employment of the Allied Forces on Armistice Day 1946.

7. Representative Allied Commission reported that the provisions of AFHQ Admin Memo 61/44 were not being strictly adhered to by employing officers and also that employees were being separated without payment of the full bonuses due. He reported that the Ministry of Labour had requested that necessary corrective action be taken.

8. DATE OF NEXT MEETING.

It was agreed that the next Meeting of the Committee would be held at 09.30 hours on 23rd January 1947.

(Sgd.) Curtis J. IVEY
Major,
Secretary (Am.)

(Sgd.) B.R. BADMAN
Major,
Secretary (Br.)

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ANNEXURE (I) 5-03

ALLIED FORCE LABOUR AND WAGES COMMITTEE.

14th December 1945.

MEMORANDUM FOR THIRTIETH MEETING OF COMMITTEE.

SUBJECT: Calculation of Overtime.

1. This subject was discussed at the TWENTIETH Meeting of the Committee (Minute 5 refers) when the Committee authorized the Chairman and Secretariat to make a study of Italian industrial practice regarding overtime and to make specific recommendations to bring Allied Force Regulations in line with Italian industrial practice.

2. Italian industrial practice varies from industry to industry. Also progressive rates are set for each completed hour. The average rate per hour in the building and engineering trades is as follows :-

Weekdays :- $\frac{\text{Basic Pay} + 25\%}{8}$ + $\frac{\text{Contingenza}}{8}$ (not including Family Allowance)

Sundays :- $\frac{\text{Basic Pay} + 50\%}{8}$ + $\frac{\text{Contingenza}}{8}$ (not including Family Allowance)

3. Present A.F.H.Q. Regulations authorise the following overtime rates :-

Weekdays :- $\frac{\text{Basic Pay} + 50\%}{8}$

Sundays (or seventh consecutive day) $\frac{\text{Basic Pay} + 50\%}{8}$ + $\frac{\text{C.L.B. (including Family Allowance)}}{8}$

4. Findings of the Study.

(a) To make AFHQ regulations identical with Italian industrial practice would present too many complications to the ordinary regimental employing officer. Regulations would have to read as follows :-

" Overtime may be paid at the rate of time and one quarter plus one eighth of the Cost of Living Bonus as for a non-head of Family for each completed hour in excess of forty-eight ..... Overtime rates may also be paid in any locality for the seventh consecutive day of working, whether a Sunday or a weekday in which case each completed hour will be paid at time and a half plus one eighth of the Cost of Living Bonus as for a Non Head of Family. "

The difficulty lies in the fact that Family Allowances are incorporated in the Allied Force Cost of Living Bonus.

to arrive at a simple method of

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progressive rates are set for each completed
hour in the building and engineering trades is as follows :-

Weekdays :- $\frac{\text{Basic Pay + 25\%}}{8}$ + $\frac{\text{Contingenza}}{8}$ (not including Family Allowance)

Sundays :- $\frac{\text{Basic Pay + 50\%}}{8}$ + $\frac{\text{Contingenza}}{8}$ (not including Family Allowance)

3. Present A.F.H.Q. Regulations authorize the following overtime rates :-

Weekdays :- $\frac{\text{Basic Pay + 50\%}}{8}$

Sundays (or seventh consecutive day) $\frac{\text{Basic Pay + 50\%}}{8}$ + $\frac{\text{C.L.B. (including Family Allowance)}}{8}$

4. Findings of the Study.

(a) To make AMG regulations identical with Italian industrial practice would present too many complications to the ordinary regimental employing officer. Regulations would have to read as follows :-

" Overtime may be paid at the rate of time and one quarter plus one eighth of the Cost of Living Bonus as for a non-Head of Family for each completed hour in excess of forty-eight ..... Overtime rates may also be paid in any locality for the seventh consecutive day of working, whether a Sunday or a weekday in which case each completed hour will be paid at time and a half plus one eighth of the Cost of Living Bonus as for a Non Head of Family. "

The difficulty lies in the fact that Family Allowances are incorporated in the Allied Force Cost of Living Bonus.

(b) Endeavours have been made to arrive at a simple method of calculation which, while not based on the Cost of Living Bonus, would arrive at approximately the same figure as would result from the Italian method of calculation. The most appropriate fractions to use are :-

Weekdays :- $\frac{1}{4}$ of the daily basic pay.
Sundays :- $\frac{1}{3}$ of the daily basic pay.

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Comparison tables based on these fractions are shown at Appendices "A" and "B". It is pointed out, however, that :-

(a) The result is not always identical with the figure arrived at by using the Italian method of calculation.

(b) Such a system would be out of date should there be a further revision of the Cost of Living Bonus.

5. Should the suggestions in (a) and (b) above be considered impracticable it would appear that the only alternative would be to make no change in existing regulations.

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APPENDIX "A".

CALCULATION OF OVERTIME RATES.

(1) Weekdays. HEADS OF FAMILY.

ZONE "A"				ZONE "B"			
Daily Basic Pay	Hourly rate based on present A.F.H.Q. regulations.	Hourly rate based on Italian method of computation	Hourly rate based on one quarter of basic pay.	Basic Pay	Hourly rate based on present A.F.H.Q. regulations.	Hourly rate based on Italian method of computation	Hourly rate based on one quarter of basic pay.
270	51	64	67	270	51	69	67
230	43	58	57	230	43	63	57
189	35	52	47	189	35	56	47
169	32	49	42	169	32	53	42
135	25	43	34	135	25	48	34

(2) Seventh Consecutive Day. HEADS OF FAMILY.

ZONE "A"				ZONE "B"			
Daily Basic pay	Hourly rate based on present A.F.H.Q. regulations.	Hourly rate based on Italian method of computation	Hourly rate based on one third of basic pay.	Basic Pay	Hourly rate based on present A.F.H.Q. regulations	Hourly rate based on Italian method of computation	Hourly rate based on one third of basic pay.
270	88	73	90	270	93	77	90
230	80	65	77	230	85	70	77
189	72	58	63	189	77	62	63
169	69	56	56	169	74	58	56
135	62	48	45	135	67	52	45

		Computation	pay.		regulations.	computation	pay.
270	51	64	67	270	51	69	67
230	43	58	57	230	43	63	57
189	35	52	47	189	35	56	47
169	32	49	42	169	32	53	42
135	25	43	34	135	25	48	34

(2) Seventh Consecutive Day. HEADS OF FAMILY.

ZONE "A"				ZONE "B"			
Daily Basic pay	Hourly rate based on present AFHQ regulations.	Hourly rate based on Italian method of computation	Hourly rate based on one third of basic pay.	Basic Pay	Hourly rate based on present A.F.H.Q. regulations	Hourly rate based on Italian method of computation	Hourly rate based on one third of basic pay.
270	88	73	90	270	93	77	90
230	80	65	77	230	85	70	77
189	72	58	63	189	77	62	63
169	69	56	56	169	74	58	56
135	62	48	45	135	67	52	45

NOTE : Calculations are based on newly proposed Allied Force Wage Scales (Minute 4 of TWELFTH Meeting refers).

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Gymnasium (Allied Tps)	55 Lungotevere Flaminio	7770
Metropolitania	35-39 Via Delle Terme	754677

CMTC A MED

Artistes Hotel	Albergo Universo, Via D'Azeglio	754673
Cinema/Theatre	"Fontane" Via Quattro Fontane	749675

MISC

HQ USFET Italian Mission	Istituto Nazionale delle Assicurazioni (G13)	7467
Foreign Office(It Archives Sec)	56 Via Vittorio Veneto	746579
ICED	15 Via Sicilia	749683
AAFI RS Wireless Transmitters	Stazione Radio, Via Aurelia Km8 Dl	6867
TDC Wireless Sta	Bellosguardo, Via Trolli	675698
Rome Area Car Park	Via Tiziano off Via Flaminia	734697
Allied Air Booking Centre	CMTC Bldg, Casa D'Alsedre	722676
British Air Booking Centre	Hotel Reale, 30 Via XX Settembre	7567
37 HQ/A.F.I	56 Rest Camp, Via Pietralata	798700
E.I Brewery	Via Mantova	757687
67 Booking Staff	Central Rly Sta	7567
British Ministry of Tpt	25 Corso D'Italia	718685
Allied Supply Accounting Agency (British Element)	Via Vittorio Veneto (G41)	7467
Chief Disposals Officer(Italy) Ministry of Supply	46 Via Delle Botteghe Oscure	738668
AFI Local Resources	183b Via Nazionale	750674
"Union Jack" Circulation Shop	61 Via Del Trifone	743617
Allied Forces Micro Filming Unit & Record Depot	Via Vittorio Veneto (G41)	7467
Missing Personnel Searcher Party	56 Rest Camp Caserma Pietralata	798700

RAF

119 Staging Post - Airport	Ciampino R. 7	8456
Air Forces Sub Commission	HQ Allied Commission (See HQs)	
Offrs Transit & Leave	Hotel Reale, 30 Via XX Settembre	7567
OR Transit & Leave	56 Rest Camp, Caserma Pietralata	798700
Air Booking Centre	Hotel Reale, 30 Via XX Settembre	7567

FRENCH MISSION

General C/S le C.M.F.I.	Palais Videni, Via Vittorio Emanuele	7366
Adjoint du General C.M.F.I.	" "	"
Chef de Cabinet	" "	"
Chef du Secretariat de Cabinet	" "	"
Major de Garnison	" "	"
Chef de la Section Renseignements	" "	"
C.C Bureau de la Place - Postes		

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[illegible] Wireless Transmitters	Stazione Radio, Via Aurelia Km8 M1	6867
[illegible] Wireless Stn	Belloguardo, Via Trolli	675658
Rome Area Cer Clerk	Via Tiziano off Via Flaminia	734697
Allied Air Booking Centre	CMT Bldg. Via D'Inghilterra	772675
British Air Booking Centre	Hotel Reale, 30 Via XX Settembre	7567
37 HQ/I I	56 Rest Camp, Via Pietralata	798700
[illegible] Brewery	Via Mantova	757687
67 Feeding Staff	Central Rly Stn	7567
British Ministry of Tpt	25 Corso D'Italia	718685
Allied Supply Accounting Agency (British Element)	Via Vittorio Veneto (G41)	7467
Chief Disposals Officer(Italy) Ministry of Supply	46 Via Delle Botteghe Oscure	738668
[illegible] Local Resources	183b Via Nazionale	750674
"Union Jack" Circulation Shop	61 Via Del Tritone	713677
Allied Forces Micro Filming Unit & Record Depot	Via Vittorio Veneto (G41)	7467
[illegible] Missing Personnel Searcher Party	56 Rest Camp Caserma Pietralata	798700

RAF

149 Staging Post = Airport	Ciampino N. 7	8456
Air Forces Sub Commission	HQ Allied Coordination (See HQs)	
Officr Transit & Leave	Hotel Reale, 30 Via XX Settembre	7567
OR Transit & Leave	56 Rest Camp, Caserma Pietralata	798700
Air Booking Centre	Hotel Reale, 30 Via XX Settembre	7567

PART IC — MISSION UNITS

General CdO le C.M.P.I.	Palais Vidoni, Via Vittorio Emanuele	7366
Adjoint du General C.M.P.I.	"	"
Chef de Cabinet	"	"
Chef du Secretariat de Cabinet	"	"
Major de Garnison	"	"
Chef de la Section Renseignements	"	"
E.C. Bureau de la Place - Officier de Service	"	"
Service Auto	"	"
Tresor et Bureau Postal	"	"
Securite Militaire	"	"
Chef Transmission et Poste radioreceptions	"	"
Transmission Courrier	"	"
Chef de la Mission Guerre	"	"
1er Bureau	"	"
2eme Bureau	"	"
Chef du Genie	"	"
Adjoint Chef du Genie	"	"
Chef de Intendance	"	"

SECRET

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APPENDIX "B".

CALCULATION OF OVERTIME RATES.

(1) Weekdays. NON-HEADS OF FAMILY.

ZONE "A"				ZONE "B"			
Daily Basic Pay	Hourly rate based on present A.F.H.Q. regulations.	Hourly rate based on Italian method of computation	Hourly rate based on one quarter of basic pay.	Basic Pay	Hourly rate based on present A.F.H.Q. regulations	Hourly rate based on Italian method of computation	Hourly rate based on one quarter of basic pay.
270	51	64	67	270	51	69	67
230	43	58	57	230	43	63	57
189	35	52	47	189	35	56	47
169	32	49	42	169	32	53	42
135	25	43	34	135	25	48	34

(2) Seventh Consecutive Day. NON-HEADS OF FAMILY.

ZONE "A"				ZONE "B"			
Daily Basic Pay	Hourly rate based on present A.F.H.Q. regulations.	Hourly rate based on Italian method of computation	Hourly rate based on one third of basic pay.	Basic Pay	Hourly rate based on present A.F.H.Q. regulations	Hourly rate based on Italian method of computation	Hourly rate based on one third of basic pay.
270	73	73	90	270	77	77	90
230	65	65	77	230	70	70	77
189	58	58	63	189	62	62	63
							56

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270	51	64	67	270	51	69	67
230	43	58	57	230	43	63	57
189	35	52	47	189	35	56	47
169	32	49	42	169	32	53	42
135	25	43	34	135	25	48	34

(2) Seventh Consecutive Day. NON-HEADS OF FAMILY.

ZONE "A"				ZONE "B"			
Daily Basic Pay	Hourly rate based on present AFHQ regulations.	Hourly rate based on Italian method of computation	Hourly rate based on one third of basic pay.	Basic Pay	Hourly rate based on present A.F.H.Q. regulations	Hourly rate based on Italian method of computation	Hourly rat based on one third of basic pay.
270	73	73	90	270	77	77	90
230	65	65	77	230	70	70	77
189	58	58	63	189	62	62	63
169	56	56	56	169	58	58	56
135	48	48	45	135	52	52	45

2023

NOTE : Calculations are based on newly proposed Allied Force Wage Scales (Minute 4 of TWELFTH Meeting refers).

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2022

ANNEXURE II

WAGE SURVEY

December 1946.

W A G E S U R V E Y

December 1946

2022

Conducted by:

Civilian Personnel Division, HQ, P.B.S.
2900 Civil Labour Unit.
2901 Civil Labour Unit.

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ALLIED FORCE LABOUR AND WAGES COMPARISON TABLES - DECEMB

DAILY PAID WORKERS (M. Not HF)

ZONE	CATEGORY	ITALIAN INDUSTRY				ALLIED FORCES				ZONE	CATEGORY	CLERICA	
		Rate	Basic Pay	Contin genze	Total Wage	Rate	Basic Pay	OLD	Total Wage			Rate	R
Z O N E "D"	SPECIALIZED WORKERS	Con	227	200	427	Min	230	215	445	Z O N E "B"	EXECUTIVE PROFESSIONAL	Con	1
		Min	234	200	434	Max	270	215	485			Min	1
		Max	285	200	485							Max	1
	QUALIFIED WORKERS	Con	205	200	405	Min	189	215	404		SENIOR SUPERVISORY SUB-PROFESSIONAL	Con	1
		Min	216	200	416	Max	230	215	445			Min	1
		Max	253	200	453							Max	1
	SEMI-SKILLED WORKERS	Con	194	200	394	Min	169	215	384		JUNIOR SUPERVISORY SPECIALIZED	Con	
		Min	199	200	399	Max	189	215	404			Min	
		Max	226	200	426							Max	
	UNSKILLED WORKERS	Con	178	200	378	Min	135	215	350		QUALIFIED	Con	
		Min	186	200	386	Max	169	215	384			Min	
		Max	204	200	404							Max	
Z O N E "A"	SPECIALIZED WORKERS	Con	214	185	399	Min	230	179	409	Z O N E "A"	EXECUTIVES PROFESSIONAL	Con	1
		Min	234	185	419	Max	270	179	449			Min	1
		Max	285	185	470							Max	1
	QUALIFIED WORKERS	Con	193	185	378	Min	189	179	368		SENIOR SUPERVISORY SUB-PROFESSIONAL	Con	1
		Min	216	185	401	Max	230	179	409			Min	1
		Max	253	185	438							Max	1
	SEMI-SKILLED WORKERS	Con	182	185	367	Min	169	179	348		JUNIOR SUPERVISORY SPECIALIZED	Con	
		Min	199	185	384	Max	189	179	368			Min	
		Max	226	185	411							Max	
	UNSKILLED WORKERS	Con	168	185	353	Min	135	179	314		QUALIFIED	Con	
		Min	186	185	371	Max	169	179	348			Min	
		Max	204	185	389							Max	

NOTES: (1) For Italian Industry rates "Con"= Minimum rates stipulated by contract of 27th Octob reflected by survey, "Max" = Maximum rates reflected by survey.

(2) Italian rates do not include the new "Contingenza" effective from 1st December 46.

(3) Allied Force rates are based on rates recommended at TWELFTH Meeting A.F.L.W.C.

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...D FORCE LABOUR AND WAGES COMPARISON TABLES - DECEMBER 1946.

...RKERS (M. Not HP)

...SARY			ALLIED FORCES			
...tin	Total Wage	Rate	Basic Pay	CLB	Total Wage
...0	427	Min	230	215	445
...0	434	Max	270	215	485
...0	485				
...0	405	Min	189	215	404
...0	416	Max	230	215	445
...0	453				
...0	394	Min	169	215	384
...0	399	Max	189	215	404
...0	426				
...0	378	Min	135	215	350
...0	386	Max	169	215	384
...0	404				

CLERICAL WORKERS (M. Not HP)

CATEGORY		ITALIAN INDUSTRY			ALLIED FORCES			
	Rate	Basic Pay	Cost -nan	Total Wage	Rate	Basic Pay	CLB	Total Wage
EXECUTIVE PROFESSIONAL	Con	13100	5000	18100				
	Min	13742	5000	18742	Min	11596	5590	17186
	Max	18879	5000	23879	Max	15106	5590	20696
SENIOR SUPERVISORY SUB-PROFESSIONAL	Con	10550	5000	15550				
	Min	10931	5000	15931	Min	8086	5590	1367[illegible]
	Max	14000	5000	19000	Max	11596	5590	171[illegible]
JUNIOR SUPERVISORY SPECIALIZED	Con	7700	5000	12700				
	Min	8027	5000	13027	Min	5980	5590	11570
	Max	9803	5000	14803	Max	8086	5590	13676
QUALIFIED	Con	6500	5000	11500				
	Min	6812	5000	11812	Min	4914	5590	10504
	Max	7681	5000	12681	Max	5980	5590	11570

85	399	Min	230	179	409
85	419	Max	270	179	449
85	470				
85	378	Min	189	179	368
85	401	Max	230	179	409
85	438				
85	367	Min	169	179	348
85	384	Max	189	179	368
85	411				
85	353	Min	135	179	314
85	371	Max	169	179	348
85	489				

EXECUTIVE PROFESSIONAL	Con	12500	4625	17125				
	Min	13742	4625	18367	Min	11596	4654	16250
	Max	18879	4625	23504	Max	15106	4654	19760
SENIOR SUPERVISORY SUB-PROFESSIONAL	Con	10050	4625	14675				
	Min	10931	4625	15556	Min	8086	4654	12740
	Max	14000	4625	18625	Max	11596	4654	162[illegible]
JUNIOR SUPERVISORY SPECIALIZED	Con	7350	4625	11975				
	Min	8027	4625	12652	Min	5980	4654	10634
	Max	9803	4625	14428	Max	8086	4654	12740
QUALIFIED	Con	6150	4625	10775				
	Min	6812	4625	11437	Min	4914	4654	9568
	Max	7681	4625	12306	Max	5980	4654	10634

...tes "Con" = Minimum rates stipulated by contract of 27th October 46, "Min" = Minimum rates
..., "Max" = Maximum rates reflected by survey.
...include the new "Contingenza" effective from 1st December 46.
...are based on rates recommended at TWELFTH Meeting A.F.L.W.C.

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ALLIED FORCE LABOUR AND WAGES COMMITTEE - WAGE SURVEY DECEMBER 46

(1) Daily Paid Workers - Basic Pay (M Non HF)

Location	Type of Industry	Ope.Spec. Min	Ope.Spec. Max	Ope.Qual. Min	Ope.Qual. Max	Man.Spec. Min	Man.Spec. Max	Man.Comm. Min	Man.Comm. Max
Rome	Paper	280	309	252	327	232	262	208	224
Rome	Chemical	255	290	235	268	223	253	205	233
Rome	Engineering	227	246	205	228	194	215	178	198
Rome	Artificial Silk	255	257	235	237	223	224	205	206
Rome	Rubber	258	332	234	234	223	223	205	205
Rimini	Metal Work	202	202	183	183	172	172	159	159
Rimini	Engineering	202	240	185	224	160	200	155	184
Forli	Engineering	202	228	183	196	172	172	159	163
Forli	Artificial Silk	227	227	210	210	198	198	183	183
Bologna	Radio Manuf.	213	304	197	249	182	221	169	196
Bologna	Engineering	218	236	197	228	187	199	175	182
Bologna	Electrical	214	256	197	232	168	194	182	182
Bologna	Transport	214	280	197	217	182	206	168	192
Marghera	Engineering	214	276	211	233	194	226	184	195
Marghera	Steel Works	214	276	211	233	194	226	184	195
Marghera	Chemical	240	261	221	225	209	209	193	193
Marghera	Glass	240	493	221	504	210	291	193	268
Padua	Engineering (1)	214	276	211	233	194	226	184	195
Padua	Engineering (2)	214	276	211	233	194	226	184	195
Padua	Bicycles	214	276	211	233	194	226	184	195
Padua	Chemical	214	276	211	233	194	226	184	195
Livorno	Shipyards	270	288	230	248	213	234	194	228
Livorno	Glass	272	342	240	309	219	291	200	268
Naples	Engineering	277	355	251	320	198	235	195	195
Bagnoli	Steel	310	333	264	298	245	301	219	267
Average	ALL INDUSTRIES	234	285	216	253	199	226	186	204

(2) Clerical Workers - Basic Pay (M Non HF)

2020

Location	Type of Industry	Grade 1 Min	Grade 1 Max	Grade 2 Min	Grade 2 Max	Grade 3A Min	Grade 3A Max	Grade 3B Min	Grade 3B Max
Rome	Chemical	15100	28000	12150	19000	8900	13000	7500	11000
Rome	Artif.Silk	15100	26000	12150	16000	8900	10000	7500	7500
Rome	Rubber	15100	25326	12150	15835	8900	12125	7500	7500

Forli	Engineering	202	228	183	196	172	172	159	163
Forli	Artificial Silk	227	227	210	210	198	198	183	183
Bologna	Radio Manuf.	213	304	197	249	182	221	169	196
Bologna	Engineering	218	236	197	228	187	199	175	182
Bologna	Electrical	214	256	197	232	168	194	182	182
Bologna	Transport	214	280	197	217	182	206	168	192
Marghera	Engineering	214	276	211	233	194	226	184	195
Marghera	Steel Works	214	276	211	233	194	226	184	195
Marghera	Chemical	240	261	221	225	209	209	193	193
Marghera	Glass	240	493	221	504	210	291	193	268
Padua	Engineering (1)	214	276	211	233	194	226	184	195
Padua	Engineering (2)	214	276	211	233	194	226	184	195
Padua	Bicycles	214	276	211	233	194	226	184	195
Padua	Chemical	214	276	211	233	194	226	184	195
Livorno	Shipyards	270	288	230	248	213	234	194	228
Livorno	Glass	272	342	240	309	219	291	200	268
Naples	Engineering	277	359	251	320	198	235	195	195
Bagnoli	Steel	310	333	264	298	245	301	219	267
Average	ALL INDUSTRIES	234	285	216	253	199	226	186	204

(2) Clerical Workers - Basic Pay (M Mon HP)

2020

Location	Type of Industry	Grade 1		Grade 2		Grade 3A		Grade 3B	
		Min	Max	Min	Max	Min	Max	Min	Max
Rome	Chemical	15100	28000	12150	19000	8900	13000	7500	11000
Rome	Artif.Silk	15100	26000	12150	16000	8900	10000	7500	7500
Rome	Rubber	15100	25335	12150	15835	8900	12125	7500	7500
Rome	Paper	14650	17445	11800	14465	8600	10527	7250	7250
Marghera	Engineer.	12500	19250	10050	14610	7350	11015	6150	6535
Marghera	Steel	12500	19250	10050	14610	7350	11015	6150	6535
Marghera	Chemical	12500	23150	10050	16200	7350	9500	6150	7850
Marghera	Glass	14400	23660	11600	19600	8500	12150	7100	10630
Bologna	Radio Manuf	12500	18250	12000	13700	8760	9910	-	-
Bologna	Engineer.	12500	14850	10050	11935	7350	8730	-	-
Bologna	Electrical	14320	18115	10050	12790	7725	8924	-	-
Bologna	Transport	12500	16000	10050	12500	7350	7715	-	-
Forli	Engineer.	12000	13025	9650	11810	7050	7050	5850	5850
Forli	Artif.Silk	13800	13800	11100	11100	8150	8150	6750	6750
Rimini	Metal Work	11975	11975	9639	9639	7040	7040	5825	5825
Rimini	Engineer.	11975	11975	9639	9639	7040	7040	5825	5825
Naples	Engineer.	16550	18850	11000	13114	8575	10260	-	-
Bagnoli	Steel	17400	20900	13580	15450	9600	12300	9000	10800
Average	ALL INDUSTRY	13742	18879	10931	14000	8027	9803	6812	7681

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ANNEXURE III.

VARIATION OF EL CONTINGENZA IN ITALIAN INDUSTRY

(1) Article 8 of the national contract dated 27th October 1946 reads as follows :-

" The indemnity of Contingenza will be changed every two months. The first adjustment will be based on the difference between the provincial index figures for the period 15th September 1946 to 15th November 1946 and those for the period 15th June - 15th September 1946 and will be applied from 1st December 1946. The next adjustment will be effective from 1st February 1947 and will be based on the index figures for 15th November 1946 - 15th January 1947 as compared with those for the period 15th June - 15th September 1946, which have been used as the working basis, and so on, every two months. "

(2) A special Committee is set up in each province to carry out the revision of the contingenza as described in para 1 above. From information received to date, the following revisions have been made :-

PROVINCE	Contingenza OCT. & NOV.	Contingenza DEC. & JAN.
ALESSANDRIA	173	240
AVELLINO	175	183
BARI	200	248
BOLOGNA	186	230
BOLZANO	196	239
CAGLIARI	164	198
FORLI'	176	230
PERUGIA	190	235
FOGGIA	200	259
GENOA	197	259
GROSSETO	172	219
AQUILA	180	194
PIACENZA	185	241
MANTOVA	184	214

2019

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The Indemnity of Contingenza will be changed every two months. The first adjustment will be based on the difference between the provincial index figures for the period 15th September 1946 to 15th November 1946 and those for the period 15th June - 15th September 1946 and will be applied from 1st December 1946. The next adjustment will be effective from 1st February 1947 and will be based on the index figures for 15th November 1946 - 15th January 1947 as compared with those for the period 15th June - 15th September 1946, which have been used as the working basis, and so on, every two months. "

(2) A special Committee is set up in each province to carry out the revision of the contingenza as described in para 1 above. From information received to date, the following revisions have been made :-

PROVINCE	Contingenza OCT. & NOV.	Contingenza DEC. & JAN.
ALESSANDRIA	173	240
AVELLINO	175	183
BARI	200	248
BOLOGNA	186	230
BOLZANO	196	239
CAGLIARI	164	198
FORLI'	176	250
FERRARA	180	233
FOGGIA	200	255
GENOA	197	259
GROSSETO	172	219
AQUILA	180	194
MACERATA	185	241
MANTOVA	184	214
MILANO	199	255
PERUGIA	185	219
PESARO	180	218
PISTOIA	176	250
REGGIO EMILIA	181	232
ROME	200	279
ROVIGO	180	206
SALERNO	185	190
SAVONA	200	249
TORINO	200	267
VICENZA	194	224

19th December 1946.

2019

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Effective Communication

DEC 3 1946

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ALLIED FORCE LABOUR AND WAGES COMMITTEE.
A.F.H.Q.

REF: AFLWC/1/M

1st December 46

Postal Address:
c/o Labour Branch (Br),
HQ, Rome Area Allied Command,
A.P.O. 794 - U.S. Army.

The TWELFTH Meeting of the Allied Force Labour and Wages Committee was held at 14.00 hours on 29th November 1946 in the Conference Room of Labour Branch (Br), Rome Area Allied Command, ROME. After adjournment at 20.00 hours, the meeting ended at 13.00 hours on 30th November 1946.

PRESENT :

CHAIRMAN:
Lt. Col. Paul T. GRAVES - Allied Commission

REPRESENTATIVES OF:
Labour Directorate, G.H.Q., C.M.F.
H.Q., MTOUSA.
C.G., P.B.S.
H.Q., Rome Area Allied Command.
H.Q., Allied Commission.

IN ATTENDANCE:

REPRESENTATIVES OF:
Allied Financial Agency.
No. 8 Base Command Pay Office.
U.N.R.R.A.
C.G.I.L.
Italian Ministry of Labour.

1. It was proposed and unanimously agreed that Lt. Col. Paul T. GRAVES, Economic Section, H.Q. Allied Commission should act as Chairman of the Meeting.

2. (a) The minutes of the ELEVENTH Meeting of the Committee were received and approved.

(b) Minute 2 (b): PROPOSED AMENDMENT TO AFHQ ADMIN MEMO 17/46.

The Secretariat reported that the amendment to AFHQ Admin. Memo. 17/46 recommended at the TENTH Meeting of the Committee (minute 2(b) refers) had been approved and published in AFHQ Admin Memo 27/46.

(c) Minute 2 (c): APPLICATION OF SIMPLIFIED WAGE SCALE TO SICILY

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PRESENT :

CHAIRMAN:
Lt. Col. Paul T. GRAVES - Allied Commission

REPRESENTATIVES OF:
Labour Directorate, G.H.Q., C.C.F.
H.Q., MTOUSA.
C.G., P.B.S.
H.Q., Rome Area Allied Command.
H.Q., Allied Commission.

IN ATTENDANCE:

REPRESENTATIVES OF:
Allied Financial Agency.
No. 8 Base Command Pay Office.
U.N.R.R.A.
C.C.I.L.
Italian Ministry of Labour.

1. It was proposed and unanimously agreed that Lt. Col. Paul T. GRAVES, Economic Section, H.Q. Allied Commission should act as Chairman of the Meeting.

2. (a) The minutes of the ELEVENTH Meeting of the Committee were received and approved.

(b) Minute 2 (b): PROPOSED AMENDMENT TO AFHQ ADMIN MEMO 17/46.

The Secretariat reported that the amendment to AFHQ Admin. Memo. 17/46 recommended at the TENTH Meeting of the Committee (minute 2(b) refers) had been approved and published in AFHQ Admin Memo 27/46.

(c) Minute 2 (c): APPLICATION OF SIMPLIFIED WAGE SCALE TO SICILY AND SARDINIA.

The Secretariat reported that the application of AFHQ Admin Memo 14/46 to Sicily and Sardinia had not yet been authorized. 2018

(d) Minute 2 (e): APPLICATIONS FOR APPOINTMENT TO GRADE OF CHIEF EXECUTIVE.

Yves Gaston Pierre
Carlo Bill Willer
Michael Picarelli
Antonio Palladino

The Secretariat reported that authorization for these appointments was awaited from A.F.H.Q.

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(e) Minute 2 (f): CATEGORIZATION OF GRADES NOT ALREADY AGREED IN AFHQ ADMIN MEMO 14/46.

The Secretariat reported that the recommendations made at the NINTH Meeting of the Committee (Minute 9 refers) had not yet been approved by AFHQ. The Committee instructed the Secretariat to draw the attention of AFHQ to this.

(f) Minute 2 (g): REPUBLIC BONUS.

The Chairman said that payment of the Republic Bonus to Allied Force Employees in Italy, Sicily and Sardinia had been authorized and that an announcement regarding the date and method of payment was awaited. A winter bonus was to be paid in Venezia Giulia to those workers in employment on 1st September 1946. The Secretariat reported that the Italian Government Decree regarding the republic bonus had now been published in the official gazette No. 270 dated 27th November 1946.

(g) Minute 2 (h): LINOTYPE OPERATORS.

The Secretariat reported that the recommendations of the Committee had been approved and published in AFHQ Admin Memo 25/46.

(h) Minute 2 (i): AMENDMENT OF RATE OF PAY OF CHIEF EXECUTIVES.

The Secretariat reported that an amendment to AFHQ Admin Memo 14/46 had been authorized by AFHQ Admin Memo 28/46. (See Minute 7 below).

(i) Minute 2 (j): STATUS OF VOLUNTARY ORGANIZATIONS.

The Secretariat reported that no ruling on this subject had yet been received. The Committee felt that, in view of the imminent payment of the republic bonus, it was not desirable that a ruling should be given. Representative ALCON referred to higher wages paid to UNRRA employees and stated that they received a more substantial midshift meal and were able to purchase clothing at reduced rates. The Committee were of the opinion that this situation caused discontent and agitation amongst Allied Force Employees and instructed the Secretariat to draw the attention of AFHQ to the matter.

(j) Minute 2 (l): INCOME TAX.

The Secretariat reported that a decision was awaited from AFHQ on this subject.

(k) Minute 2 (n): APPOINTMENT OF CHIEF EXECUTIVES.

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employees in Italy, Sicily and Sardinia had been authorised and that an announcement regarding the date and method of payment was awaited. A winter bonus was to be paid in Venezia Giulia to those workers in employment on 1st September 1946. The Secretariat reported that the Italian Government Decree regarding the republic bonus had now been published in the official gazette No. 270 dated 27th November 1946.

(g) Minute 2 (h): LINOTYPE OPERATORS.

The Secretariat reported that the recommendations of the Committee had been approved and published in AFHQ Admin Memo 25/46.

(h) Minute 2 (i): AMENDMENT OF RATE OF PAY OF CHIEF EXECUTIVES.

The Secretariat reported that an amendment to AFHQ Admin Memo 14/46 had been authorised by AFHQ Admin Memo 23/46. (See Minute 7 below).

(i) Minute 2 (j): STATUS OF VOLUNTARY ORGANIZATIONS.

The Secretariat reported that no ruling on this subject had yet been received. The Committee felt that, in view of the imminent payment of the republic bonus, it was most desirable that a ruling should be given. Representative ALCOH referred to higher wages paid to UNRRA employees and stated that they received a more substantial midshift meal and were able to purchase clothing at reduced rates. The Committee were of the opinion that this situation caused discontent and agitation amongst Allied Force employees and instructed the Secretariat to draw the attention of AFHQ to the matter.

(j) Minute 2 (l): INCOME TAX.

The Secretariat reported that a decision was awaited from AFHQ on this subject.

(k) Minute 2 (n): APPOINTMENT OF CHIEF EXECUTIVES.

The Secretariat reported that the appointment of Victor A. BOSSI had been approved by AFHQ.

(l) Minute 5 : TERMINATION BONUS.

The Secretariat reported that the recommendations of the Committee had been passed to AFHQ.

(m) Minute 6 : METHOD OF DETERMINING A HEAD OF FAMILY.

The Committee were of the opinion that a definite ruling by higher authority as to eligibility to family allowance was desirable. It was felt that only permanent disability of the legal head of family should entitle some other member of the family to family allowance.

The Committee authorized the Secretariat to prepare a letter to AFHQ quoting the Italian law on this subject, with a recommendation that the same ruling should be applied to Allied Force Employees.

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(n) Minute 8 : APPOINTMENTS TO THE GRADE OF CHIEF EXECUTIVE.

Ida Bajardi) Finance office, 6686th Railhead
Elena Gaudo) Group (Prov), U.S. Army.

H. Rozner 77 C.R.E. Works, 86 Area.

The Secretariat reported that applications in respect of BAJARDI and ROZNER had been recommended and forwarded to AFHQ. Application in respect of GAUDO had been referred back for further information but would now be recommended and forwarded for authorisation.

(o) Minute 9: DATE AND PLACE OF NEXT MEETING.

The Chairman reported that AFHQ had ruled that Meetings of the Committee would be held at ROME.

3. MINUTES OF THE FIRST MEETING OF THE VENEZIA GIULIA SUB-COMMITTEE HELD ON 26TH NOVEMBER 1946.

The minutes of the first Meeting of the Venezia Giulia Sub-Committee held on 26th November 1946 were presented by representative GHQ (See Annexure I). It was explained that with the amalgamation of GHQ CMF and HQ XIII Corps on the 1st October 1946, the XIII Corps Labour and Wages Sub-Committee ceased to exist. A new Sub-Committee designated the "VENEZIA GIULIA ALLIED FORCE LABOUR AND WAGES SUB-COMMITTEE" had been convened in accordance with AFHQ Admin Memo 25/45.

The minutes of this Sub-Committee Meeting were received and approved with the provision that minutes 4, 5, 6, and 7 would be considered at a later stage in the Meeting (See Minutes 4, 5, 7 and 8 below).

4. REVISION OF ALLIED FORCE WAGE SCALES.

The Committee considered a national agreement dated 27th October 1946, reached between the "Confederazione Generale dell'Industria Italiana" and the "Confederazione Generale Italiana del Lavoro", which revised minimum wage scales of employees of Italian civilian industry.

The Chairman referred to the accepted policy of AFHQ of basing Allied Force Wage Scales on Italian industrial labour and wage agreements. The Committee observed from comparison tables produced by the Secretariat (Annexure II) that the present Allied Force basic wage is approximately 35% below and that the Cost of Living Bonus for Heads of Families is 28 Lire per day below the Italian Rates. The Committee therefore recommended that the Allied Force basic wage be increased by 35% and that the Cost of Living Bonus for Heads of Families be increased by 28 Lire per day, the effective date to be 1st December 1946.

Reference was then made to minute 6 of the First Meeting of [illegible] (Annexure I). Representative GHQ

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The minutes of the first Meeting of the Venezia Giulia Sub-Committee held on 26th November 1946 were presented by representative GHQ (See Annexure I). It was explained that with the amalgamation of GHQ CMF and HQ XIII Corps on the 1st October 1946, the XIII Corps Labour and Wages Sub-Committee ceased to exist. A new Sub-Committee designated the "VENEZIA GIULIA ALLIED FORCE LABOUR AND WAGES SUB-COMMITTEE" had been convened in accordance with AFHQ Admin Memo 25/45.

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Reference was then made to minute 6 of the First Meeting of the Venezia Giulia Sub-Committee (Annexure I). Representative GHQ produced comparison tables for the provinces of Trieste, Pola and Gorizia which showed an average discrepancy of 50 Lire per day between Allied Force Scales and wage scales of Italian civilian industry. The Committee recommended that the basic wage of Allied Force Employees in Venezia Giulia be increased by 50 Lire per day for daily paid workers and 1,300 Lire per month for monthly paid workers, such increases to be effective from 1st December 1946.

A lengthy discussion took place on the "Third Element", this being the residue of individual wage scales contracted by private industrial firms prior to the establishment of a national minimum wage scale on 23rd May 1946. The Italian Ministry of Labour representative explained that, due to this third element, the wage scales established by the contract of 27th October 1946 do not wholly represent the workers' final "take home" wage. The Committee agreed that if Allied Force minimum rates were brought in line with Italian minimum rates as recommended, that margin which exists between the minimum rate and the maximum rate could be regarded as the third element.

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The Committee however instructed the Secretariat to request the labour representatives of GHQ and MTOUSA to make accurate wage surveys of several reputable industrial firms in order to assess the employees' actual "take home" wage. On receipt of these surveys, the Secretariat was instructed to compile comparison tables, showing as a minimum the contract rates established by the agreement of 27th October 1946, and as a maximum those rates reflected by the survey. These comparison tables would then be presented at the next Meeting of the Committee for consideration.

5. THE ADOPTION OF THE ITALIAN SYSTEM OF COMPUTING OVERTIME.

Representative GHQ stated that dissatisfaction had been expressed by employees at the fact that Allied Force regulations regarding the computation of overtime did not conform to Italian industrial practice. It was recalled that this question had been dealt with by the Committee at its FIFTH Meeting (Minute 2 (1) refers), and that the solution reached had been arrived at in consultation with the C.G.I.L. However, the Committee felt that a further study should be made of overtime computation and specific recommendations should be made to bring Allied Force Regulations in line with Italian Industrial practice. The Committee authorized the Chairman and the Secretariat to make this study and recommend to AFHQ accordingly.

6. REDUCTION OF THE TIME LAG BETWEEN RECOMMENDATIONS OF THE COMMITTEE AND THEIR IMPLEMENTATION.

The Committee was of the opinion that the time lag between recommendations being forwarded to AFHQ and their final implementation is so great that unnecessary agitation amongst labour circles results. The Committee felt that this situation should not exist and that the present procedure for channelling recommendations of the Committee should be revised to eliminate this delay as much as possible. The Committee therefore made the following recommendations :-

(a) That the Committee be strengthened so that it can take immediate decisions on behalf of GHQ and MTOUSA. The Committee should therefore include, as members, at all meetings, representatives of the following, empowered to make decisions on major problems :-

"Q" Branch, G.H.Q., CMF.
Financial Adviser, G.H.Q., CMF.
G-4, MTOUSA.
Fiscal Director, MTOUSA.

In cases where the strengthened Committee was in full agreement it could request its Secretariat to submit specific recommendations to G-5

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[illegible] of overtime and not conform to Italian industrial practice. It was recalled that this question had been dealt with by the Committee at its TENTH Meeting (Minute 2 (1) refers), and that the solution reached had been arrived at in consultation with the C.G.I.L. However, the Committee felt that a further study should be made of overtime computation and specific recommendations should be made to bring Allied Force Regulations in line with Italian Industrial practice. The Committee authorized the Chairman and the Secretariat to make this study and recommend to AFHQ accordingly.

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Fiscal Director, MTOUSA.

In cases where the strengthened Committee was in full agreement it could empower its Secretariat to submit specific recommendations to G-5 AFHQ for approval and publication.

The Committee were of the opinion that such a procedure would save up to a full month in time in decisions on major problems.

(b) That failing (a) above :-

I. Recommendations of the Committee be forwarded by the Secretariat direct to :-

(i) G-5, AFHQ
(ii) "Q", GHQ
(iii) Financial Adviser, GHQ
(iv) Labour Directorate, GHQ
(v) G-4, MTOUSA
(vi) Fiscal Director, MTOUSA
(vii) Civilian Personnel Div., MTOUSA
(viii) Allied Commission

II. [illegible]rials (ii) to (vii) take the following action on receipt of letters from the Secretariat :-

F.A., GHQ and Labour, GHQ forward replies to "Q", GHQ who coordinates them and forwards them to G-5, AFHQ. Fiscal Director MTOUSA and Civilian Personnel Division MTOUSA forward replies to G-4 MTOUSA who coordinates them and forwards them to G-5, AFHQ. G-5, AFHQ coordinates replies from G-4 MTOUSA and "Q" GHQ and takes appropriate action.

III. Serial (viii) on receipt of copies of letters from the Secretariat forwards comments, if any, direct to AFHQ.

IV. AFHQ Admin Memo 20/46 should be amended accordingly.

The Committee were of the opinion that this scheme, if adopted, would entail less time lag than the present procedure and would be advantageous should the recommendation contained in para (a) above be considered impracticable.

7. COMMANDS OF VENEZIA GIULIA SUB-COMMITTEE.

With reference to the recommendations contained in minute 6 above, the Committee were of the opinion that the time lag in Venezia Giulia was even greater, due to the fact that all recommendations of the Venezia Giulia Sub-Committee had to be submitted to the main Committee for approval, prior to onward transmission. The Committee therefore recommended that the Venezia Giulia Sub-Committee be regarded as a parallel Committee to the Rome Committee and should make recommendations direct to AFHQ in the same manner.

The Committee then considered Minute 7 of the first Meeting of the Venezia Giulia Sub-Committee (Annexure I). Having regard to the above recommendation and to the increases in pay recommended in minute 4 above, the Committee recommended that financial powers of 50 Lire per day for all grades be granted to the Venezia Giulia Sub-Committee, this to be regarded as an interim measure only, and such financial powers to be withdrawn on the adoption of the recommendation that Venezia Giulia Sub-Committee be given the status of a full Committee.

8. APPLICATION OF TERMS OF AFHQ ADMIN MEMO 20/46 TO VENEZIA GIULIA.

Representative GHQ pointed out that Minute 4 (c) (ii), of the TENTH Meeting of the Committee held on 25th September 1946 reads as follows :-

" That the rate of pay of Chief Executives in Zone "B" and Venezia Giulia should be increased proportionately in accordance with the C.L.B. increases authorized by AFHQ Admin Memo 17/46. This would bring the rate from 20,000 Lire per month to 22,000 Lire

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He therefore requested that, in accordance with this recommendation, authority should be sought from AFHQ to classify Venezia Giulia, for the purpose of Chief Executive Appointments, as Zone "B".

The Committee agreed and authorized the Secretariat to take the necessary executive action.

9. APPOINTMENT OF CHIEF EXECUTIVE: George A. MARKOVIC, AG Section AFHQ.

Representative MCOUS submitted an application, received from AFHQ Micro Filming Depot, for the appointment of GEORGE A. MARKOVIC to the grade of Chief Executive. The Committee authorized the Chairman and Secretariat to consider the application in accordance with existing procedure and recommend to AFHQ accordingly.

Representative MCOUS referred to the delay in obtaining approval of appointments to the grade of Chief Executive and said that in order to obtain the services of suitable key personnel it was imperative that these appointments should be authorized with minimum delay .

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The Committee concurred and were of the opinion that the procedure for the appointment of Chief Executives should be revised. The Committee therefore recommended that GHQ and MTOUSA, though their labour and financial representatives, should be empowered to approve directly all appointments to the grade of Chief Executive and that applications for such appointments, should therefore be referred direct to Labour Directorate GHQ in the case of British Units, and Civilian Personnel Division in the case of American Units and should not be referred to this Committee.

In order to avoid further delay in the case of applications now outstanding, the Committee recommended that the approval of an appointment be notified by AFHQ direct to the appropriate labour representatives at GHQ or MTOUSA.

5. REGRADING OF WIRELESS MECHANIC.

A letter was received from Air Headquarters Italy drawing attention to the fact that a wireless operator (Grade 3 Appendix "B" to Admin Memo 14/46) was in receipt of a higher rate of pay than a wireless mechanic (Grade 2 Appendix "A"). The Committee agreed that this appeared to be unfair and authorized the Secretariat to investigate further and make specific recommendations.

6. RESIGNATION OF MR. W.H. BRAINE.

The Committee learned with great regret of the resignation of Mr. W.H. BRAINE, Labour Attache, British Embassy, as Chairman of the Committee, and desired to place on record the invaluable advice and assistance he had given throughout his term of office. The Secretariat was instructed to send a letter to Mr. BRAINE expressing the Committee's appreciation for his guidance in the past and the hope that, whilst his duties will not permit him to continue as Chairman, he will be able to continue to assist as an adviser.

7. APPOINTMENT OF CHAIRMAN OF THE COMMITTEE.

A letter was received from AFHQ requesting that consideration be given to the appointment of a new Chairman in succession to Mr. W.H. BRAINE.

Representatives GHQ and MTOUSA stated that it would be necessary to consult their respective Headquarters on a matter of this importance. The Committee therefore agreed that the matter be left in abeyance.

8. DATE OF NEXT MEETING.

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representatives at GHQ or MTOUSA.

4. RECORDING OF WIRELESS MECHANIC.

A letter was received from Air Headquarters Italy drawing attention to the fact that a wireless operator (Grade 3 Appendix "B" to Admin Memo 14/46) was in receipt of a higher rate of pay than a wireless mechanic (Grade 2 Appendix "A"). The Committee agreed that this appeared to be unfair and authorized the Secretariat to investigate further and make specific recommendations.

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6. APPOINTMENT OF CHAIRMAN OF THIS COMMITTEE.

A letter was received from AFHQ requesting that consideration be given to the appointment of a new Chairman in succession to Mr. W.H. BRAINE.

Representatives GHQ and MTOUSA stated that it would be necessary to consult their respective Headquarters on a matter of this importance. The Committee therefore agreed that the matter be left in abeyance.

7. DATE OF NEXT MEETING.

It was agreed that the next Meeting of the Committee would be held at 09.30 hours on 20th December 1946.

(Sgd.) Curtis J. IVEY
Major,
Secretary (Am.)

(Sgd.) E.R. BADMAN
Major,
Secretary (Br.)

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ANNEXURE I 492

Copy No. _____

1 Armd Div

26 Nov 46

ALLIED FORCE LABOUR AND WAGES SUB COMMITTEE - VENEZIA GIULIA

The FIRST Meeting of the Venezia Giulia Sub Committee of the Allied Force Labour and Wages Committee was held at MIRAMARE CASTLE - TRIESTE, Hq 1 ARMD DIV, on 26 November 46.

PRESENT: CHAIRMAN: : Major D.H. DUKE
D/QMG 1 ARMD DIV

REPRESENTATIVES OF:

G.H.Q. C.M.F.	:	Major	H.J. OUTBUSH
88 (US) Div	:	Major	R.M. FLAK
AMG Venezia Giulia	:	Capt.	N.A. HOLSTEN
13 Inf Bde	:	Capt.	A.W.R. CURRIE
2/Armd Bde	:	Capt.	B.C. CURRIE
2920 C.L.U.	:	Capt.	J. SCHWIMMER
61 Inf Bde	:	Lieut.	C.B. WOOD

IN ATTENDANCE

1 Armd Div	:	Lieut.	L.J. COLE
24 Gds Bde	:	Lieut.	J. HEATH

SECRETARY : Major F.K. WAGNER
S.L.C.O. 2920 C.L.U.

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1. The minutes of the XIIIth Corps Acting Local Sub Committee held on 6th September 46 were received and approved by the newly formed Venezia Giulia Sub Committee.

2. WINTER BONUS VENEZIA GIULIA.

A.M.G. representative explained that a WINTER BONUS on the basis of the REPUBLIC BONUS in Italian Territory was about to be approved and issued as an AMG Order for Italian employees in Venezia Giulia.

Representative G.H.Q. stated that the authority for payment to Allied

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PRESENT:	CHAIRMAN:	:	Major	D.H. DUKE D/QMG 1 ARMD DIV
	REPRESENTATIVES OF:			
	G.H.Q. C.M.F.	:	Major	H.J. OUTBUSH
	88 (US) Div	:	Major	R.M. KILK
	XIII Venezia Giulia	:	Capt.	M.A. HOLSTEN
	13 Inf Bde	:	Capt.	A.W.H. CURRIE
	2/Armd Bde	:	Capt.	B.C. CURRAN
	2920 C.L.U.	:	Capt.	J. SOUTHMOOR
	61 Inf Bde	:	Lieut.	C.B. WOOD
	IN ATTENDANCE			
	1 Armd Div	:	Lieut.	L.J. COLE
	24 Gds Bde	:	Lieut.	J. HEATON
	SECRETARY	:	Major	F.K. WALKER S.L.C.O. 2920 C.L.U.

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Representative G.H.Q. stated that the authority for payment to Allied Force employees was awaited from A.F.H.Q.

The Committee recommended that Allied Force representatives coordinate the press announcements and date of payment with A.M.G. Venezia Giulia.

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3. DEFINITION OF PAID HOLIDAYS.

Representative G.H.Q. stated that a definition of Paid Holidays was contained in the minutes of the NINTH meeting of the Allied Force Labour and Wages Committee, Minute 3 (e) which reads as follows.

The Chairman explained that leave with pay had been introduced for the benefit of the employees as a period of rest and recreation and not as a right to additional wages. Normally leave should be taken during the current year and every facilities should be granted by the employing unit to enable employees to take such leave. Leave should only be allowed to accrue in exceptional circumstances. The Sub Committee accepted this definition and recommended that it be given wide publication in Venezia Giulia together with proviso that units should discourage the accumulation of paid leave by an employee, beyond 10 days.

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4. RATES OF PAY CHIEF EXECUTIVE

The Sub Committee received a letter from Labour Division A.M.G. Venezia Giulia (attached as Appendix "A") requesting that the conditions of the rates of pay for Chief Executive as laid down by A.F.H.Q. Admin Memo 14/46 be reviewed.

It was pointed out that this point had been raised on behalf of Venezia Giulia at the TENTH meeting of the A.F.L.W.C. (minute 4 refers) and that the new Committee had recommended that the rate of pay of Chief Executive in Zone "B" Italian Territory and Venezia Giulia should be increased proportionately in accordance with the C.L.B. increase authorized by AFHQ Admin Memo 17/46. This would bring the rate from 20,000 Lire per month to 22,000 Lire per month inclusive of Cost of Living Bonus.

That in the event of future increases in the Cost of Living Bonus being authorised such increases should apply to Chief Executive as well as other categories.

The above recommendation was received by AFHQ and issued as Admin Memo 28/46, Venezia Giulia however was excluded from the terms of this Admin Memo.

G.H.Q. Representative stated that the main A.F.L.W.C. would be requested at the TWELFTH meeting to ask A.F.H.Q. to include Venezia Giulia in the terms of Admin Memo 28/46.

5. FORMULA FOR COMPILING OVERTIME RATES.

The formula for overtime pay had been discussed by the main A.F.L.W.C. at its TENTH meeting and had been reported on as follows.

The Secretariat reported that this subject had been studied by the Chairman and Secretariat. Overtime rates in Italian industry are determined by a Collective Contract dated 8th November 1939. This contract rules that overtime work on weekdays will be calculated on basic pay, plus 15%, plus Cost of Living Bonus, less family allowance. Overtime on Sundays or holidays is calculated on basic pay, plus 25%, plus Cost of Living Bonus, less family allowance. Family allowances are payable in Italian industry only on six days a week and consequently whilst Allied Force overtime rates for weekdays are considerably less than those paid in Italian industry, rates for the seventh consecutive day are considerably in excess. After consultation with the CCIL, it was considered that a revision of the Allied Force practice would be inadvisable at the present time as it might lead to discontent.

The V.C. Sub Committee accepted this definition.

Labour Directorate G5 representative stated that in spite of this report from the Secretariat A.F.L.W.C. the matter would be again discussed at the TWELFTH meeting of the A.F.L.W.C. to be held on the 29th November.

6. INCREASE IN BASIC RATES AND C.L.B. FOR ALLIED FORCE EMPLOYEES - VENEZIA GIULIA.

A letter was received from Finance Division A.M.G. Venezia Giulia (Appendix "B") requesting a revision of Basic Rates of Pay and Cost of Living Bonus for Allied Force Employees in Venezia Giulia.

The Sub Committee recommended that the matter be referred to the main Committee who were to discuss general increases in Allied Force Rates at its TWELFTH meeting together with the request that the same percentage of increases be granted to Allied Force employees in Venezia Giulia as being granted to such employees in Italian territory.

A.F.H.Q. Representative stated that [illegible] TWELFTH meeting to ask A.F.H.Q. to include Venezia Giulia in the terms of Admin Memo 25/45.

5. FORMULA FOR COMPILING OVERTIME RATES.

The formula for overtime pay had been discussed by the main A.F.L.W.C. at its TENTH meeting and had been reported on as follows.

The Secretariat reported that this subject had been studied by the Chairman and Secretariat. Overtime rates in Italian industry are determined by a Collective Contract dated 8th November 1939. This contract rules that overtime work on weekdays will be calculated on basic pay, plus 15%, plus Cost of Living Bonus, less family allowance. Overtime on Sundays or holidays is calculated on basic pay, plus 25%, plus Cost of Living Bonus, less family allowance. Family allowances are payable in Italian industry only on six days a week and consequently whilst Allied Force overtime rates for weekdays are considerably less than those paid in Italian industry, rates for the seventh consecutive day are considerably in excess. After consultation with the OCHL, it was considered that a revision of the Allied Force practice would be inadvisable at the present time as it might lead to discontent.

The V.C. Sub Committee accepted this definition.

Labour Directorate GHQ representative stated that in spite of this report from the Secretariat A.F.L.W.C. the matter would be again discussed at the TWELFTH meeting of the A.F.L.W.C. to be held on the 29th November.

6. INCREASE IN BASIC RATES AND C.L.B. FOR ALLIED FORCE EMPLOYEES VENEZIA GIULIA.

A letter was received from Finance Division A.M.G. Venezia Giulia (Appendix "B") requesting a revision of Basic Rates of Pay and Cost of Living Bonus for Allied Force Employees in Venezia Giulia.

The Sub Committee recommended that the matter be referred to the main Committee who were to discuss general increases in Allied Force Rates at its TWELFTH meeting together with the request that the same percentage of increases be granted to Allied Force employees in Venezia Giulia as being granted to such employees in Italian territory.

7. FINANCIAL POWERS

The Sub Committee recommended (Representative GHQ dissenting) that Financial Powers similar to those granted to the old XIIIth Corps Sub Committee under Admin Memo 25/45 be granted to the Venezia Giulia Sub Committee by A.F.H.Q. to deal speedily with any local changes in wage structions.

Representative GHQ stated that the question of speeding up the machinery for putting A.F.L.W.C. recommendations into practice would be discussed at the next A.F.L.W. meeting to be held in ROME on the 29th Nov and that it might be possible to so speed up this machinery that it would make financial powers for the Sub Committee V.C. unnecessary.

8. RETROACTIVITY OF C.L.B. - POLA PROVINCE.

A letter from the CAMERA DEL LAVORO di POLA was received by the Sub Committee requesting that the increase in C.L.B. granted w.e.f. 16 Oct 46 for POLA Province be backdated and paid retrospectively from 1 May 46 when TRIESTE Province received a similar increase (See Appendix C)

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The Committee agreed that no case existed for the back payment and that the CAMERA DEL LAVORO di POLA be informed by A.M.G. Venezia Giulia Labour Division that their request could not be entertained by the Sub Committee.

9. LONG SERVICE INCREASE.

A letter was received from A.M.G. POLA requesting the Sub Committee to consider the payment of an increase for Allied Force Workers because of length of Service (See Appendix D).

The Committee agreed that the present sliding scale in Allied Force Basic rates and the practice of regrading employees should meet this exigency and that AMG POLA be informed accordingly.

10. FAMILY ALLOWANCE - VENEZIA GIULIA.

The Committee received a further letter from CAMERA DEL LAVORO di POLA. (see Appendix E) requesting that Family Allowance be paid to Allied Force Employees in Venezia Giulia. Representative GHQ explained that the element of Family Allowance was already included in the Cost of Living Bonus to Allied Force employees.

Representative AMG Labour Division undertook to explain this point to the C.D.L. POLA and requested that any future letters received from this organisation be passed through AMG for screening and presentation to the Sub Committee.

11. A.M.G. EMPLOYEES PRIVILEGES.

Representative GHQ asked the Committee if AMG employees were in any way placed in a favourable position regarding emoluments by gifts of clothes or food from AMG stocks or by facilities to obtain such commodities at privileged prices.

The Sub Committee authorized S.L.C.O. 2920 C.L.U. to investigate and present a report at the next meeting of the Sub Committee.

12. POLICY ON EMPLOYMENT OF CIVIL LABOUR AND GERMAN SRP.

GHQ CCP letter 2310/Q2 dated 24 Sept 46 (Appendix F) was explained to the Committee by representative GHQ with special emphasis to para 5 concerning the discharge of civilian labour in favour of German SRP. The explanation of this letter was necessitated by a request from representative AMG (Labour Division) for the Allied Forces in Venezia Giulia to employ as much civil labour as possible owing to the large percentage unemployed. The Sub Committee agreed that the terms of this letter should be strictly adhered to.

13. The date for the next meeting of the Sub Committee will be notified to all addressees by the Secretary.

(F.K. WALKER) Major

VENEZIA GIULIA

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The Committee received a further letter from CAMERA DEL LAVORO di PORA (see Appendix E) requesting that Family Allowance be paid to Allied Force Employees in Venezia Giulia. Representative GHQ explained that the element of Family Allowance was already included in the Cost of Living Bonus to Allied Force employees.

Representative AMG Labour Division undertook to explain this point to the C.D.L. PORA and requested that any future letters received from this organisation be passed through AMG for screening and presentation to the Sub Committee.

11. A.M.G. EMPLOYEES EARNINGS.

Representative GHQ asked the Committee if AMG employees were in any way placed in a favourable position regarding emoluments by gifts of clothes or food from AMG stocks or by facilities to obtain such commodities at privileged prices.

The Sub Committee authorised S.L.C.O. 2920 C.L.U. to investigate and present a report at the next meeting of the Sub Committee.

12. POLICY ON EMPLOYMENT OF CIVIL LABOUR AND GERMAN SEP.

GHQ CAW letter 2310/Q2 dated 24 Sept 46 (Appendix F) was explained to the Committee by representative GHQ with special emphasis to para 5 concerning the discharge of civilian labour in favour of German SEP. The explanation of this letter was necessitated by a request from representative AMG (Labour Division) for the Allied Forces in Venezia Giulia to employ as much civil labour as possible owing to the large percentage unemployed. The Sub Committee agreed that the terms of this letter should be strictly adhered to.

13. The date for the next meeting of the Sub Committee will be notified to all addressees by the Secretary.

(F.K. WALKER) Major
SECRETARY

VENEZIA GIULIA
C.M.F.

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APPENDIX 'A'

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C O P Y

H E A D Q U A R T E R S
ALLIED MILITARY GOVERNMENT
VENEZIA GIULIA
LABOR DIVISION

Tel. : 4969 15 Nov 46
Ref. : VG/AMG/LAB/[illegible]00/1351

Subject : Salary of Chief Executive Civilian.

To : A.D.L. G.H.Q. PADOVA

1. Reference is made to the attached correspondence on above subject, which raises the more general question of the advisability or otherwise of placing a "ceiling" on the net salary of the new grade, "Chief Executive".

2. It is submitted that

(a) this particular grade has been created in order to enable A.M.G. to retain the services of highly qualified professional personnel performing duties involving unusual responsibilities and calling for more than average ability - functions, in fact would normally be performed by high ranking officers;

(b) the present system of placing a 20,000 Lire ceiling on the net monthly salary, only provides for a differential of approx. 600 Lire per month in respect of the net salaries of the two grades and, moreover exposes the "Chief Executive" grade to the probability of being remunerated at a lower net salary, when eventually an increase is granted on the 'cost of living bonus' to all other grades of the A.F.H.Q. "Wage and Salary Schedule";

(c) the salary for a "Chief Executive" grade should be expressed in terms of "Base Pay" plus "cost of living bonus" in exactly the same way as other grades, so that any eventual increases allowed on the A.F.H.Q. "Wage and Salary Schedule" would automatically apply to this grade; and

(d) the Base Wage should be 14,000 Lire, while the cost of liv-

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above subject, which raises the more general question of the advisability or otherwise of placing a "ceiling" on the net salary of the new grade, "Chief Executive".

2. It is submitted that

(a) this particular grade has been created in order to enable A.M.G. to retain the services of highly qualified professional personnel performing duties involving unusual responsibilities and calling for more than average ability - functions, in fact would normally be performed by high ranking officers;

(b) the present system of placing a 20,000 Lire ceiling on the net monthly salary, only provides for a differential of approx. 600 Lire per month in respect of the net salaries of the two grades and, moreover exposes the "Chief Executive" grade to the probability of being remunerated at a lower net salary, when eventually an increase is granted on the 'cost of living bonus' to all other grades of the A.F.H.Q. "Wage and Salary Schedule";

(c) the salary for a "Chief Executive" grade should be expressed in terms of "Base Pay" plus "cost of living bonus" in exactly the same way as other grades, so that any eventual increases allowed on the A.F.H.Q. "Wage and Salary Schedule" would automatically apply to this grade; and

(d) the Base Wage should be 14,000 Lire, while the cost of living bonus should be that payable to the "Executive" or "Professional" grade. 2011

3. May arrangements please be made to put this subject on the agenda of the next meeting of the "Allied Force Labour and Wages Committee" and to notify this Division of the date of this meeting in order that a representative be detailed to attend.

(Sgd) E.J. SCICLUNA Major
Chief Labor Officer

Copy to: Economic Section
Legal Division
Finance Division
2920 C.L.U.
File
Reading File

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APPENDIX 'B'

COPY

HEADQUARTERS
ALLIED MILITARY GOVERNMENT
FINANCE DIVISION
VENEZIA GIULIA

Tel. 29702 ext. 60
Ref. VG/LAG/FIN/2/2

17 Oct 46

To: Chief Labor Division
A.M.G. VENEZIA GIULIA
(Attn. Capt. HOLSTEN)

Subject: Emoluments of Civilian Employees of the Allied Forces.

1. Ref your LAB/403/1230 dated 10 Oct 46.

2. It is requested that the following two proposals be also brought before the Local Wages Sub-Committee:

(a) that there should be a general increase in the basic wage rates applicable to civilian employees of the Allied Forces in Venezia Giulia;

(b) that, since state employees in Venezia Giulia now receive a cost of living bonus equal to that of state employees in ROAE, Allied Forces employees in Venezia Giulia should receive a higher rate of C.L.B., the increase to be based on the difference between C.L.B. granted to Allied Forces employees in ROAE Province before the application of A.F.H.Q. Admin Memo 14/46,

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

V.M.G.I.L. Giulia.

17 Oct 46

Tel. 29701 ext. 60
Ref. VG/LAB/FIN/4/2

To: Chief Labor Division
A.A.F. V.M.G.I.L. GIULIA.
(Attn. Capt. HOLSTEN)

Subject: Emoluments of Civilian Employees of the Allied Forces.

1. Ref your LAB/403/1230 dated 10 Oct 46.

2. It is requested that the following two proposals be also brought before the Local Wages Sub-Committee:

(a) that there should be a general increase in the basic wage rates applicable to civilian employees of the Allied Forces in Venezia Giulia;

(b) that, since state employees in Venezia Giulia now receive a cost of living bonus equal to that of state employees in ROME, Allied Forces employees in Venezia Giulia should receive a higher rate of C.L.B., the increase to be based on the difference between C.L.B. granted to Allied Forces employees in ROME Province before the application of A.F.H.Q. Admin Memo 14/46, and that payable at the same time in other parts of Italy.

2010

(Sgd) N.T. BEARD, Lt.Col.
Chief Finance Officer

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CONFEDERAZIONE GENERALE ITALIANA DEL LAVORO

CAMERA CONFEDERALE DEL LAVORO DI POLA

Prot. No. 1531/Soc.I
Riferimento nota n.

POLA 5 Ottobre 1946
Via Giorgio da Pola
Telefono No. 134

Oggetto: Indennita' carovita agli operai dipendenti dai reparti militari alleati.

LOCAL SUBCOMMITTEE
ALLIED FORCES LABOR AND WAGES COMMITTEE
(Labour Branch HQ 13 Corps)
P A D O V A

e per conoscenza

220 Field Company
Royal Engineers
P O L A
(ex Casa GIL)

1. Con decorrenza 1.5.1946 agli operai dipendenti dai reparti militari alleati in servizio nella zona di Trieste venne aumentato il 'cost of living bonus' senza che tale aumento venisse esteso anche agli operai pure in servizio presso i Reparti Militari Alleati nella zona di POLA.

2. In seguito a pratiche svolte da questa Camera Confederale del Lavoro e' stato possibile ottenere il detto aumento anche per gli operai di Pola con decorrenza però dal 16 settembre 1946, cioè 4 mesi e mezzo dopo quelli di Trieste.

3. Preghiamo codesto Superiore Ufficio voler esaminare la possibilità che il disposto aumento per gli operai dipendenti dai reparti militari alleati di Pola sia effettuato colla stessa decorrenza di

dai reparti militari alleati.

LOCAL SUBCOMMITTEE
ALLIED FORCES LABOR AND WAGES COMMITTEE
(Labour Branch HQ 13 Corps)
P A D O V A

e per conoscenza

220 Field Company
Royal Engeneers
P O L A
(ex Casa GIL)

1. Con decorrenza 1.5.1946 agli operai dipendenti dai reparti militari alleati in servizio nella zona di Trieste venne aumentato il 'cost of living bonus' senza che tale aumento venisse esteso anche agli operai pure in servizio presso i Reparti Militari Alleati nella zona di POLA.

2. In seguito a pratica svolta da questo Ufficio Centrale del Lavoro e' stato possibile ottenere il detto aumento anche per gli operai di Pola con decorrenza però dal 16 settembre 1946, cioè 4 mesi e mezzo dopo quelli di Trieste.

3. Preghiamo codesto Superiore Ufficio voler esaminare la possibilità che il disposto aumento per gli operai dipendenti dei reparti militari alleati di Pola sia effettuato colla stessa decorrenza di quelli di Trieste (I° maggio 1946) e ciò ad evitare una differenza notevole di trattamento economico tra gli stessi lavoratori al servizio dei Reparti Militari.

2089

UN SEGRETARIO:

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APPENDIX 'C'

T R A N S L A T I O N

To all the workers working with the Allied Units in Trieste the living bonus was increased wef 1.5.46.
The workers in Pola are without this increase.

As result of the letter from this Camera Confederale del Lavoro also the workers from Zone Pola got this increase but with wef 16 Sep, it is 4 and half months after workers in Trieste.

We ask kindly this Supreme Command to examine the possibility to work that this increase should be in effect in the same date as other one from Trieste (1 May 46) and so to avoid the different economical treatment between the same workers in service by Allied Units.

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APPENDIX 'D'

COPY

HEADQUARTERS
ALLIED MILITARY GOVERNMENT
POLA AREA

To : S.C.I.C. ANG 13 Corps
(Attn. C.F.C.)

Subject : Increase in Basic Wage Rates of pay for Long Service.

File : P/44/1

27 Sept 46

There are, at present time in this HQ, employees who have been employee with A.M.G. since June last year and are still employed on the same type of work as they were some 15 months ago, which work does not allow for them to be promoted to a higher grade. Whilst other employees have been promoted in accordance with their capabilities & duties the saturation point for promotions in accordance with the work being done has almost been reached.

It is felt that employees who give good and faithful service within their capabilities,- but who are not qualified for promotion to higher grades, should receive some financial recognition apart from the more or less automatic increase from minima to maxima scales in pay and grade.

It is therefore recommended that some sliding scale be introduced whereby all employees after, say, 18 months service receive an annual increment over and above the basic wage as laid down in AFHQ Admin Memos (so as to place them on a par with other Statal and para-Statal employees), provided that they had not received promotion to a higher grade during preceding year.

2007

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of pay for Long Service.

Ftl. : P/44/1 27 Sept 46

There are, at present that in this HQ, employees who have been employed with A.M.F. since June last year and are still employed on the same type of work as they were some 15 months ago, which work does not allow for them to be promoted to a higher grade. Whilst other employees have been promoted in accordance with their capabilities & duties the saturation point for promotions in accordance with the work being done has already been reached.

It is felt that employees who give good and faithful service within their capabilities,-but who are not qualified for promotion to higher grades, should receive some financial recognition apart from the more or less automatic increase from minima to maxima scales in pay and grade.

It is therefore recommended that some sliding scale be introduced whereby all employees after, say, 18 months service receive an annual increment over and above the basic wage as laid down in AFHQ Admin Memos (so as to place them on a par with other Statal and pre-Statal employees), provided that they had not received promotion to a higher grade during preceding year.

2007

B.S. CRIPWOOD, Lt. Col.
ADJ. GEN. DEPT.
POLL. AFFAIRS.

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CONFEDERAZIONE GENERALE ITALIANA DEL LAVORO

CAMERA CONFEDERALE DEL LAVORO DI POLA

Prot. N. 2760/Sez.I
Risposta alla nota _____

POLA 5 Ottobre 1946
Via Giuseppe de Petris
Telefono No. 134

Oggetto: Assegni supplementari per lavoratori a carico.

LOCAL SUBORDINATES
ALLIED FORCES LABOR AND WAGES COMMITTEE
(Labor Branch HQ 13 Corps)
P A D C V A

e per conoscenza

220 Field Company
Royal Engineers
P O L A
(ex Casa GIL)

1. Risulta che gli operai addetti ai reparti militari Alleati percepiscono tutti indistintamente gli stessi assegni del 'costo of living bonus' e ciò senza distinzione se uno ha o non ha a carico persone di famiglia.

2. Poichè per tutte le altre categorie di lavoratori, su disposizione del Governo Militare Alleato, vengono appunto riconosciuti agli stessi dal

Oggetto: Assegni supplementari per i salariati civili.

LOCAL SUBORDINATES
ALLIED FORCES LABOUR AND WAGES COMMITTEE
(Labor Branch HQ 15 Corps)
F. A. P. O. 4

a per conoscenza

220 Field Company
Royal Engineers
P. O. W. 4
(ex Casa 311)

1. Risulta che gli operai addetti ai reparti militari Alleati percepiscono tutti indistintamente gli stessi assegni del 'costo of living bonus' e ciò senza distinzione se uno ha o non ha a carico persone di famiglia.

2. Poichè per tutte le altre categorie di lavoratori, su disposizione del Governo Militare Alleato, vengono appunto riconosciuti agli stessi diritti economici i suddetti e richi di famiglia, interessiamo codesto Superiore Ufficio affinchè voglia compiacersi estendorli anche ai dipendenti dai propri reparti e ciò per riconoscere le maggiori necessità finanziarie relative al maggior carico di famiglia.

3. Il trattamento supplementare per tali carichi e per gli altri lavoratori è il seguente:

con una persona a carico	L. 20 giornaliere
con due persone a carico	L. 35 "
con tre persone a carico	L. 50 "
con quattro persone a carico ed oltre	L. 65 "

2006

IL SEGRETARIO

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APPENDIX 'B'

TRANSLATION

It appears that the workers working with Allied Forces Units, all receive, without difference, the same living bonus, and it makes no difference to they have one person or many to live with or not.

Because all the other workers, with the order of AMG, lost all this special bonuses, we kindly advise this Supreme Command to extend this order also to their units and so to give the biggest bonus to the person with the most persons to live with.

The supplementary treatment for these bonuses and for other workers are as follows :-

with one person to live with	Lire 20 - for day
with two " " " "	Lire 35 - for day
with three " " " "	Lire 50 - " "
with four or more persons to live with	Lire 65 - " "

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Appendix 'P'

G.H.Q., O.K.Z.

2310/Q2

24 Sept 40

Subject : Abuse in the employment of Civil and Military Labour.

TO: HQ BTA
HEAD HQ XIII CORPS
HQ 3 DISTRICT

1. Examination of the muster rolls for Civil Labour shows that a considerable amount of labour in now being paid from public funds for which there is no justification. In addition it is apparent that labour units are in many cases being used uneconomically and on duties for which they were not authorised.

2. The War Office has recently issued instructions calling for rigid economy in local expenditure including expenditure on local labour, which constitutes a large item in the overall expenditure of the Army overseas.

3. Energetic action must therefore be taken to review all existing employments, both by labour employing services at formation HQ and by individual unit commanders, and the necessary instructions should be issued to all concerned immediately to :

(a) Examine the necessity for all civilian labour employed and to discharge any labour that is not absolutely essential.

(b) Ensure that all civil labour retained is a proper charge against public funds, and in any case where it is desired to retain labour which is not a proper charge against public funds to ensure that wages of such labour are only paid from private funds.

(c) Examine to what extent economies can be effected by pooling certain types of labour between neighbouring units, e.g. washermen.

2003

that a considerable amount of labour is now being paid from public funds for which there is no justification. In addition it is apparent that labour units are in many cases being used uneconomically and on duties for which they were not authorised.

2. The War Office has recently issued instructions calling for rigid economy in local expenditure including expenditure on local labour, which constitutes a large item in the overall expenditure of the Army overseas.

3. Energetic action must therefore be taken to review all existing employments, both by labour employing services at formation HQ and by individual unit commanders, and the necessary instructions should be issued to all concerned immediately to :

(a) Examine the necessity for all civilian labour employed and to discharge any labour that is not absolutely essential.

(b) Ensure that all civil labour retained is a proper charge against public funds, and in any case where it is desired to retain labour which is not a proper charge against public funds to ensure that wages of such labour are only paid from private funds.

(c) Examine to what extent economies can be effected by pooling certain types of labour between neighbouring units, e.g. washerwomen.

2003

(d) Ensure that with reducing establishments, labour employed is kept constantly under review so that any has labour can be discharged immediately the need for it has passed.

(e) Examine the duties on which labour units or units are employed with a view to effecting economies.

4. The Services at 3M will take necessary action to implement the instructions in para 3 respect of labour at GHQ installations but will ensure that economies effected do not prejudice the phased rundown of installations. Officers in immediate charge of such establishment are however responsible for ensuring that authorities for the employment of labour are not abused and for notifying in writing to the Head of their Service any directions in which employment could be curtailed without prejudice to the efficient working of the installations;

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5. The need for economy in the employment of civil labour must not be construed as an excuse to use STP/PW labour in replacement of discharged civilians, the AFW policy on the employment of STP/PW remains unchanged.

6. There appears to be a general tendency to raise the rate of pay in the grade to the maximum as soon as possible. COs of units should be reminded that this is contrary to the spirit of the wages scheme. The range between minimum and maximum for any grade is intended to allow good work and ability to be rewarded by an increase in the wage, automatic promotion to the maximum removes the possibility of rewarding good workers and in consequence takes away the incentive to put forward extra effort or ability.

7. In connection with the foregoing it has been indicated that it may be necessary to establish a Labour Inspectorate which will visit units with a view to ascertain for what purposes civilian and military labour is being employed and to what extent economies should be effected.

8. The notes attached at Appendix "A" have been drawn up with a view to assisting Services and units in reviewing the employment of civil labour. Attention is drawn to the instructions contained therein regarding authorisation of employment and review of authorities relating thereto.

I.L.N.D. LAURIE, Brigadier,
for Brigadier,
i/c Admin.

JAJF/AG

Copy to: SACS
Brig i/c Adm
A
G (Plans)
P & SS
V & RS
Labour (10 copies)
Claims & Hirings

2002

pay in the air up to the maximum as much as possible. You must also should be reminded that this is contrary to the spirit of the wages schemes. The range between minimum and maximum for any grade is intended to allow good work and ability to be rewarded by an increase in the wage, automatic promotion to the maximum removes the possibility of rewarding good workers and in consequence takes away the incentive to put forward extra effort or ability.

7. In connection with the foregoing it has been indicated that it may be necessary to establish a Labour Inspectorate which will visit units with a view to ascertain for what purposes civilian and military labour is being employed and to what extent economies should be effected.

8. The notes attached at Appendix "A" have been drawn up with a view to assisting Services and units in reviewing the employment of civil labour. Attention is drawn to the instructions contained therein regarding authorisation of employment and review of authorities relating thereto.

I.L.N.D. LAURIE, Brigadier,
for Brigadier,
i/c Admin.

JAJF/AG

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ANNEXURE II

NOTES ON COMPARISON TABLES.

1. Tables are based on minimum Italian Industrial rates laid down by national collective agreement of 27th October 1946. This agreement is published by the Confederation of Employers (Confederazione Generale dell'Industria Italiana) in circular No. 225 dated 30th October 1946, and by the Workers Union (Confederazione Generale Italiana del Lavoro) in a booklet dated 31st October 1946.

2. The effect of this agreement is to increase basic pay by 30% (Article 1), to establish an average "contingenza" of 185 Lire per day with a minimum of 160 and a maximum of 200 (Article 6), and to increase the family allowance for children by 50% (Article 19).

3. Family allowances, in the tables, are based on an average family of a wife and two children, and are composed as follows:-

DAILY PAID WORKERS		MONTHLY PAID WORKERS	
Wife	: 34 Lire	Wife	: 36 Lire
1st child	: 42 Lire	1st child	: 45 Lire
2nd child	: 42 Lire	2nd child	: 45 Lire
TOTAL	: 118 Lire	TOTAL	: 126 Lire

4. For the purposes of comparison, an average contingenza of 185 Lire per day has been used for Zone 2. It will be appreciated, however, that in actual fact, this figure varies from province to province.

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COMPARISON TABLES - CLERICAL AND ADMIN GRADES

ITALIAN INDUSTRY (Zone 1) Minimum rates						ALLIED FORCES		
Category	M or F	Basic Pay	Contingenza	Family Allowance	Total Wage	Category	M or F	
EXECUTIVE PROFESSIONAL	M HF	13100(504)	5200(200)	3276(126)	21576(830)	EXECUTIVE PROFESSIONAL	M HF	8
SENIOR SUPERVISORY SUB PROFESSIONAL	M HF	10550(406)	5200(200)	3276(126)	19026(732)	SENIOR SUPERVISORY SUB PROFESSIONAL	M HF	5
JUNIOR SUPERVISORY SPECIALIZED	M HF	7700(296)	5200(200)	3276(126)	16176(622)	JUNIOR SUPERVISORY SPECIALIZED	M HF	4
QUALIFIED	M HF	6500(250)	5200(200)	3276(126)	14976(576)	QUALIFIED	M HF	3

ITALIAN INDUSTRY (Zone 2) Minimum rates						ALLIED FORCES		
Category	M or F	Basic Pay	Contingenza	Family Allowance	Total Wage	Category	M or F	
EXECUTIVE PROFESSIONAL	M HF	12500(481)	4810(185)	3276(126)	20586(792)	EXECUTIVE PROFESSIONAL	M HF	8
SENIOR SUPERVISORY SUB PROFESSIONAL	M HF	10050(387)	4810(185)	3276(126)	18136(698)	SENIOR SUPERVISORY SUB PROFESSIONAL	M HF	5
JUNIOR SUPERVISORY SPECIALIZED	M HF	7350(283)	4810(185)	3276(126)	15436(594)	JUNIOR SUPERVISORY SPECIALIZED	M HF	4
QUALIFIED	M HF	6150(237)	4810(185)	3276(126)	14236(548)	QUALIFIED	M HF	3

NOTE: Figures in parenthesis represent rate per day. In the case of Italian Industry these figures

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ANNEXURE II

COMPARISON TABLES - CLERICAL AND ADMIN GRADES

Minimum rates			ALLIED FORCES (Zone 'B') Minimum rates					
tin-uma	Family Allowance	Total Wage	Category	M or F	Basic Pay	C.L.B.	Family Allowance	Total Wage
(200)	3276(126)	21576(830)	EXECUTIVE PROFESSIONAL	M HF	8580(330)	5590(215)	2340(90)	16510(635)
(200)	3276(126)	19026(732)	SENIOR SUPERVISORY SUB PROFESSIONAL	M HF	5980(230)	5590(215)	2340(90)	13910(535)
(200)	3276(126)	16176(622)	JUNIOR SUPERVISORY SPECIALIZED	M HF	4420(170)	5590(215)	2340(90)	12350(475)
(200)	3276(126)	14976(576)	QUALIFIED	M HF	3640(140)	5590(215)	2340(90)	11570(445)

Minimum rates			ALLIED FORCES (Zone 'A') Minimum rates					
in-sa	Family Allowance	Total Wage	Category	M or F	Basic Pay	C.L.B.	Family Allowance	Total Wage
85)	3276(126)	20586(792)	EXECUTIVE PROFESSIONAL	M HF	8580(330)	4654(179)	2340(90)	15574(599)
85)	3276(126)	18136(698)	SENIOR SUPERVISORY SUB PROFESSIONAL	M HF	5980(230)	4654(179)	2340(90)	12974(499)
85)	3276(126)	15436(594)	JUNIOR SUPERVISORY SPECIALIZED	M HF	4420(170)	4654(179)	2340(90)	11414(439)
85)	3276(126)	14236(548)	QUALIFIED	M HF	3640(140)	4654(179)	2340(90)	10634(409)

per day. In the case of Italian Industry these figures are approximated to the nearest lira.

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COMPARISON TABLES - DAILY PAID WORKERS

ITALIAN INDUSTRY (Zone 1) Minimum rates						ALLIED FORCES
Category	M or F	Basic Pay	Contingenza	Family Allwc.	Total Wage	Category
SPECIALIZED WORKERS	M HF	227	200	118	545	SPECIALIZED WORKERS
QUALIFIED WORKERS	M HF	205	200	118	523	QUALIFIED WORKERS
SEMI SKILLED WORKERS	M HF	194	200	118	512	SEMI SKILLED WORKERS
UNSKILLED WORKERS	M HF	178	200	118	496	UNSKILLED WORKERS

ITALIAN INDUSTRY (Zone 2) Minimum rates						ALLIED FORCES
Category	M or F	Basic Pay	Contingenza	Family Allwc.	Total Wage	Category
SPECIALIZED WORKERS	M HF	214	185	118	517	SPECIALIZED WORKERS
QUALIFIED WORKERS	M HF	193	185	118	496	QUALIFIED WORKERS
SEMI SKILLED WORKERS	M HF	182	185	118	485	SEMI SKILLED WORKERS
UNSKILLED WORKERS	M HF	168	185	118	471	UNSKILLED WORKERS

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ANNEXURE II

COMPARISON TABLES - DAILY PAID WORKERS

(Zone 1) Minimum rates						ALLIED FORCES (Zone 'B') Minimum rates					
	M or F	Basic Pay	Contingenza	Family Allwc.	Total Wage	Category	M or F	Basic Pay	C.L.B.	Family Allwc.	Total Wage
	M HP	227	200	118	545	SPECIALIZED WORKERS	M HP	170	215	90	475
	M HP	205	200	118	523	QUALIFIED WORKERS	M HP	140	215	90	445
	M HP	194	200	118	512	SEMI SKILLED WORKERS	M HP	125	215	90	430
	M HP	178	200	118	496	UNSKILLED WORKERS	M HP	100	215	90	405

RY (Zone 2) Minimum rates						ALLIED FORCES (Zone 'A') Minimum rates					
	M or F	Basic Pay	Contingenza	Family Allwc.	Total Wage	Category	M or F	Basic Pay	C.L.B.	Family Allwc.	Total Wage
	M HP	214	185	118	517	SPECIALIZED WORKERS	M HP	170	179	90	439
	M HP	193	185	118	496	QUALIFIED WORKERS	M HP	140	179	90	409
	M HP	182	185	118	485	SEMI SKILLED WORKERS	M HP	125	179	90	394
	M HP	168	185	118	471	UNSKILLED WORKERS	M HP	100	179	90	369

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APPENDIX 'A' TO 4310/42 S to d Sept 46

NOTES ON THE EMPLOYMENT OF CIVIL LABOUR

GROUP I - PROFESSIONAL, ADMINISTRATIVE, SUPERVISORY AND CLERICAL STAFF.

Civilians in this group may only be employed against deficiencies in WE. Where it is not practicable to provide military personnel against a deficiency on a WE it is NOT justifiable then for the employment of civilians. Military necessity is the only justification and employing units must be prepared to justify on these grounds all civilians employed in this group.

GROUP II - MT Drivers and Mess Staff and Labourers (such as waiters, cooks & sanitary)

The same general rules apply as for Group I except that in the case of Mess Staff and Servants, the scales applicable are those in AGI 350/45.

Note: In certain areas units may be employing Group I and II civilians in excess of WE on the authority of a formation or Area Comd. Such authorities are valid for not more than two months and if the need is likely to exceed that period action must be taken to obtain an increase in WE before the period expires. When disposing of applications for employment in excess of WE formation and Area Comds will consider the application in relation to other similar units and will satisfy themselves that the need is real and not due to some fault in the administration of the unit.

GROUP III - Interpreters

These may only be employed on the authority of

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civilians. [illegible]
tion and employing units must be [illegible]
on these grounds all civilians employed in this group.

GROUP II - Key Industrial and Base Staff Civilians
(such as writers, cooks & specialists)

The same considerations apply as for Group I except that in the case of Base Staff and Servants, the scales applicable are those in AGI 350/45.

Note: In certain cases it may be necessary to employ Group I and II civilians in excess of WE on the authority of a formation or Area Comd. Such authorities are valid for not more than two months and it is need is likely to exceed that period action must be taken to obtain an increase in WE before the period expires. When disposing of applications for employment in excess of WE formation and Area Comds will consider the application in relation to other similar units and will satisfy themselves that the need is real and not due to some fault in the administration of the unit.

GROUP III - Interpreters

These may only be employed on the authority of Heads of Services at formation and Area HQ. It is thought that in most instances one or more interpreters being employed on a command, which is a natural interpreting duties do not justify the employment of an interpreter at all. The fact that more than one civilian unit requires the occasional services of an interpreter does not of itself justify the employment of a second interpreter. The whole of this grade are comparatively high and the employment of interpreters must be kept to the essential minimum. All the authorities for the employment of interpreters will in future be reviewed every two months.

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GROUP IV - Hotel Staff

The employment of civilians in this group is governed by Administrative Instructions No.3 and 15. It should not be necessary to employ any civilians in excess of those engaged and paid by the civilian manager. Economies can be effected by reducing the number of hotels occupied.

GROUPS V & VI - Marine Grades and Artisans

These grades are normally only employed on specific Service functions on the authority of the Head of The Service or his authorised delegates. In exceptional circumstances Grade of Formations and Areas may authorise non service units to employ civilians in these groups, these authorities will however be for a specific period and purpose and will only be issued after careful examination. All existing authorities should be reviewed forthwith.

Since many of the Service units employing Group V and VI civilians have now had their establishments substantially reduced, Service Heads should ensure that corresponding reductions have been made in civilian employees. In no circumstances should civilians be retained in employment against some possible future commitment.

GROUP VII - Unskilled labour

Unskilled labour will normally only be employed in Service Units and installations, and then on the authority of the Head of the Service or his authorised delegate. Heads of Services at Formation, Area and Sub Area will before the 15 Oct 46 review all existing authorities whether or not issued under delegated powers, and ensure that only the minimum essential labour is authorised after that date.

In present conditions all other units should be capable of performing all "Housekeeping" duties with unit military personnel (with the exception of [illegible]

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These grades are normally only employed on specific Service functions on the authority of the Head of the Service or his authorised delegates. In exceptional circumstances Heads of formations and Arms may authorise non service units to employ civilians in these groups, these authorities will however x for a specific period and purpose and will only x issued after careful examination. All existing authorities should be reviewed forthwith.

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In present conditions all other units should be capable of performing all "Housekeeping" duties with unit military personnel (with the exception of laundry women authorised under GRO 477/43). All existing authorities for the employment of unskilled labour in such units will be cancelled by 15 Oct, any unit which considers that its particular circumstances justify the retention of unskilled labour, must apply for a fresh authority before that date. All such applications will be most carefully scrutinised at Formation, Area or Sub Area HQ.

It is evident that in many cases the scale on which womenwomen are employed is grossly excessive, for all general purposes womenwomen should be employed with the following scales which will be regarded as maxima.

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For washing and Finishing complete

	Summer KD Season	Winter
Up to 25 mm	3	4
Up to 50 mm	5	5
Up to 75 mm	7	7
Up to 100 mm	9	10
Up to 200 mm	14	
For each additional increment up to 100 mm NOT MORE THAN	2	1

It is also evident that there is extravagance in the employment of clerical employees in HQ Buildings. Civil Labour will be used for this purpose when it cannot be undertaken by unit personnel, the minimum numbers will be employed and will be adequately supervised to ensure maximum efficiency.

LABOUR UNION IS NOT A PROPER CHARGE AGAINST ARMY FUNDS

The following cannot be employed as a charge against Army funds:

(a) Barbers
(b) Gardeners
(c) Mess Cooks, waiters and orderlies in excess of scale
(d) Any type of civil labour required by Voluntary Organisations e.g. CWW, SPCS.
(e) Any type of Civil Labour required by EFI
(f) Any type of Civil Labour required by Army Khadi Corporation
(g) Domestic Servants - Nurses etc. for Married Families
(h) Grooms for the care of horses used for recreational purposes
(j) Personnel employed in extra syncopic recognition e.g. Officers' Club.

CRITERIA FOR THE RETENTION O CIVIL LABOUR

1994-

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Per each additional
Labourer up to 100
and NOT MORE THAN

It is also evident that there is extravagance in the employment of clerical employed in HQ Buildings. Civil Labour will only be used for this purpose when it cannot be undertaken by unit personnel, the minimum numbers will be employed and will be adequately supervised to ensure maximum efficiency.

LABOUR WHICH IS NOT A PROPER CHARGE AGAINST ARMY FUNDS

The following cannot be employed as a charge against Army Funds.

(a) Barbers
(b) Gardeners
(c) Mess Cooks, waiters and orderlies in excess of scale
(d) Any type of civil labour required by Voluntary Organisations e.g. CVSW, SSAFA.
(e) Any type of Civil Labour required by EFI
(f) Any type of Civil Labour required by Army Kinema Corporation
(g) Domestic Servants - Nurses etc. for Married Families
(h) Grooms for the care of horses used for recreational purposes
(j) Personnel employed in extra mynepain recreation e.g. Officers' Club.

CRITERIA FOR THE RETENTION OF CIVIL LABOUR

1994

(1) That the duties on which the labour is to be employed are essential for the military task and efficiency of the unit, and cannot be eliminated without detriment to that task and efficiency.

(2) That the duties in question cannot be undertaken by any military personnel on the strength, if necessary by a reorganisation of administrative arrangements within the unit.

(3) That the duties in question will entail a full time work for each individual that is to be retained.

(4) That the necessary authority has been obtained.

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CC 4032

4 November 1946.

Dear Arch:

I have already discussed with you informally, following my letter of 19 July to you, my opposition to the decision taken by CMC CAF on the question of making the dismissal bonus payable to civilian employees of the Allied Forces calculable only as from 1 January 1946 for those employees who have been continuously employed by the Allies from a date prior to 1 January 1946.

It is understood that the basis for the ruling in question was that it would be administratively impossible to make the dismissal bonus payable as from an earlier date because of the view that, if adopted, my recommendation to comply with Italian law or labor agreements would require the back payment of an additional dismissal bonus to those employees discharged prior to the coming into effect of any new regulation designed to correct the present ruling.

In Brigadier Napier's ruling dated 23 August 1946, copy of which is enclosed, it was stated that failure to give increased benefits to the civilians already discharged would cause considerable discontent. I do not consider this a valid objection. Our policy should be designed to preserve the morale of those employees on our payrolls -- not those who have left our payrolls. In any case, Brigadier Napier's objection applies with equal force to all employees who were discharged before the present rule went into effect and they are far greater in number.

I know you are well aware of the high prestige which the Allies maintained in Italy during the functioning of the AFHQ, to which organization you personally contributed so much. Since its dissolution, the relations of the Allies with Italian labor have suffered several setbacks. First was the delay in bringing out the wage increases reflected in AFHQ Administrative Memorandum 14; second has been our failure to pay the "premio della republica"; and the third has been our arbitrary action in refusing to pay the dismissal bonus from the date of employment if the date of employment was prior to 1 January 1946.

As pointed out in my memorandum dated 25 July submitted to the Allied Force Labor and Wages Committee meeting held on that date, the financial effect of bringing our policy into line with Italian labor policy in this respect would not be considerable. My recommendation had the concurrence of the chairman of the Committee, Mr. Irwin. 1993

Colonel A. L. Wachter, U.S. Army,
Assistant Chief of Staff, G-5,
Allied Force Headquarters,
APO 512 - U.S. Army.

(Capt K)

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I do hope that this question may be favorably reconsidered at the earliest possible date. The early wind-up of many Allied agencies with resulting discharge of their civilian employees will before long bring this matter to a head and since the employees who entered our service in 1943, 1944, and 1945 will all be penalized by the present decision a very bad impression is going to be created.

Sincerely yours,

HARRY W. STOLL
Rear Admiral, USNR
Chief Commissioner

Inc.-1 Ltr CAF ltr 23 Aug 46 copy
1 John Stoll memo 25 July 46 copy

Copy to: Mr. Braine, Labor Attache, British Embassy
Economic Div.
Ex Comm
CC Files

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Copy.

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(471)

GENERAL HEADQUARTERS
CENTRAL MEDITERRANEAN FORCES
Office of the Brig i/c Administration

BA/207/15/1.

To:- The Secretary,
Allied Force Labour and Wages Committee, (2 Copies)

SUBJECT:- Dismissal Bonus Payable to Civilian Employees.

Reference your AFLWC/1/03 of 30 Jul 46.

It is considered by GHQ CMF and by HQ MTOUSA that no new argument has been produced which would make this proposal administratively possible.

It is still the opinion of G-4 and "Q" that it would be absolutely impossible to pay this bonus back to the date of original employment, while to apply it, as suggested by the Allied Commission only to those still in our employment would cause considerable discontent in the 200,000 civilians we have already discharged.

(Sgd.) ???? J.L.C. NAPIER,
Brigadier,
Brigadier i/c Administration,

23 Aug 46.

COPY TO: "Q" GHQ CMF (1)
G-4 MTOUSA (2)
Labour Directorate GHQ CMF (1)

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See m.472

(CAPT K)

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ALLIED FORCE LABOUR AND WAGES COMMITTEE.
A.P.O.

REF: AFLWC/M/P1

27 September 46

Postal Address:
c/o Labour Branch (Br),
HQ, Rome Area Allied Command,
A.P.O. 794 - U.S. Army.

The TENTH Meeting of the Allied Force Labour and Wages Committee was held at 09.30 hours on 26th September 1946 in the Conference Room of Labour Branch (Br), Rome Area Allied Command, ROME.

PRESENT:

CHAIRMAN:
Lt. Col. A.P. MILLS C.B.E., M.C. A.D.L., HQ 3 District

REPRESENTATIVES OF:
Labour Directorate, G.H.Q., C.M.F.
HQ, M.T.O.U.S.A.
C-G, P.B.S.
H.Q., No. 3 District.
H.Q., XIII Corps.
H.Q., Rome Area Allied Command.
H.Q., Allied Commission.

IN ATTENDANCE:

REPRESENTATIVES OF:
F.A., G.H.Q., CMF.
No. 8 Base Command Pay Office.
C.G.I.L.
Italian Ministry of Labour.

1. Owing to the absence of the appointed Chairman, Mr. W.H. BRAINE, British Embassy, it was proposed and unanimously agreed that Lt. Col. A.P. MILLS A.D.L., HQ 3 District, should act in his stead.

2. (a) The Minutes of the NINTH Meeting of the Committee held on 30th August were received. At the request of the Secretariat, the Committee agreed that Minute 3 (d) should be amended as follows :-

For "Minute 14 of these minutes refers"
Read "Minute 1(h) of these minutes refers" 1999

(b) MINUTE 1(c): QUARTERLY REVISION OF COST OF LIVING BONUS.

The Secretariat reported that the necessary amendments to AFHQ

CHAIRMAN:
Lt. Col. A.F. MILLS O.B.E., M.C. A.D.L., HQ.3 District

REPRESENTATIVES OF:
Labour Directorate, C.M.Q., C.M.F.
HQ, M.T.O.U.S.A.
C-G, P.B.S.
H.Q., No. 3 District.
H.Q., XIII Corps.
H.Q., Rome Area Allied Command.
H.Q., Allied Commission.

IN ATTENDANCE:

REPRESENTATIVES OF:
F...., G.H.Q., CMF.
No. 6 Base Command Pay Office.
C.G.I.L.
Italian Ministry of Labour.

1. Owing to the absence of the appointed Chairman, Mr. W.H. BRAINE, British Embassy, it was proposed and unanimously agreed that Lt. Col. A.F. MILLS A.D.L., HQ 3 District, should act in his stead.

2. (a) The Minutes of the NINTH Meeting of the Committee held on 30th August were received. At the request of the Secretariat, the Committee agreed that Minute 3 (d) should be amended as follows :-

For "Minute 14 of these minutes refers"
Read "Minute 1(h) of these minutes refers" 1999

(b) MINUTE 1(c): QUARTERLY REVISION OF COST OF LIVING BONUS.

The Secretariat reported that the necessary amendments to AFHQ Admin Memo 14/46 had been published in Admin Memo 17/46. Representative GHQ pointed out that the monthly Cost of Living Bonus for a male not Head of Family Zone "A" should read 4.654 Lire and not 4.645 Lire as given in the Admin Memo. The daily minimum basic wage of Unskilled Grades, 16/18, female not Head of Family, should read 50 Lire per day and not 60 Lire as stated. The Committee authorized the Secretariat to take the necessary action to secure an amendment.

(c) MINUTE 1(d): TRAVELLING ALLOWANCES.

Representative ALCOM stated there were no further developments on this subject.

(d) MINUTE 1(e): APPLICATION OF SIMPLIFIED WAGE SCALE TO SICILY AND SARDINIA.

The Secretariat reported that comparison tables had been received from HQ 3 District and that the proposal would now be submitted to AFHQ for consideration.

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(e) MINUTE 1(f): PROPOSED AMENDMENTS TO AFHQ ADMIN MEMO No 14/46.

The Secretariat reported that the amendments had been published in Admin Memo 21/46. Representative XIII Corps stated that the method of determining whether an employee should be classed as Head of Family or not laid too heavy a responsibility on the employing Officer. The Committee authorised the Chairman and Secretariat to examine the question and submit proposals for consideration at the next Meeting.

(f) MINUTE 1(g): DISCHARGE BONUS PAYABLE TO CIVILIAN EMPLOYEES.

Representative ALCOM stated that there was nothing further to add on this subject.

(g) MINUTE 1(a): SICKNESS BENEFITS FOR ADMINISTRATIVE AND CLERICAL EMPLOYEES.

The Secretariat reported that the discrimination between clerical employees and manual workers had again been represented to AFHQ. Representative XIII Corps announced that A.M.G. were considering a scheme for the Social Insurance of clerical employees within Venezia Giulia.

(h) MINUTE 1(i): MIDSHIFT AND OFFICE WORKERS MEAL.

Representative CMF stated that he understood a reduction in the bread element was likely to be made in the near future. This would affect employees within 3 District territory only.

(i) MINUTE 1(j): APPOINTMENT OF CHIEF EXECUTIVE Sig. Alberto CAMPANINI.

The Secretariat announced that application in respect of this civilian had been approved by AFHQ.

(j) MINUTE 1(k): CATEGORIZATION OF TELEPHONE OPERATORS.

The Secretariat reported that the necessary amendment had been published in Admin Memo 19/46.

(k) MINUTE 3(f): APPOINTMENT OF CHIEF EXECUTIVE Dott Manlio CECOVINI.

The Secretariat announced that the application in respect of this civilian had been approved by AFHQ.

(l) MINUTE 5: CALCULATION OF OVERTIME PAY.

The Secretariat reported that this subject had been studied by the Chairman and Secretariat. Overtime rates in Italian industry are determined by a Collective Contract dated 8th November 1939. This contract rules that overtime work on weekdays will be calculated on

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(g) MINUTE 1(g): SICKNESS BENEFITS FOR ADMINISTRATIVE AND CLERICAL EMPLOYEES.

The Secretariat reported that the discrimination between clerical employees and manual workers had again been represented to AFHQ. Representative XIII Corps announced that A.M.G. were considering a scheme for the Social Insurance of clerical employees within Venezia Giulia.

(h) MINUTE 1(i): NIGHTSHIFT AND OFFICE WORKERS MEAL.

Representative GB, stated that he understood a reduction in the bread element was likely to be made in the near future. This would affect employees within 5 District territory only.

(i) MINUTE 1(j): APPOINTMENT OF CHIEF EXECUTIVE Sig. Alberto CAMPALENG.

The Secretariat announced that application in respect of this civilian had been approved by AFHQ.

(j) MINUTE 1(k): CATEGORIZATION OF TELEPHONE OPERATORS.

The Secretariat reported that the necessary amendment had been published in Admin Memo 18/46.

(k) MINUTE 3(f): APPOINTMENT OF CHIEF EXECUTIVE Dott Manlio CECCOVINI.

The Secretariat announced that the application in respect of this civilian had been approved by AFHQ.

(l) MINUTE 5: CALCULATION OF OVERTIME PAY.

The Secretariat reported that this subject had been studied by the Chairman and Secretariat. Overtime rates in Italian industry are determined by a Collective Contract dated 8th November 1939. This contract rules that overtime work on weekdays will be calculated on basic pay, plus 15%, plus Cost of Living Bonus, less family allowance. Overtime on Sundays or holidays is calculated on basic pay, plus 25%, plus Cost of Living Bonus, less family allowance. Family allowances are payable in Italian industry only on six days a week and consequently whilst Allied Force overtime rates for weekdays are considerably less than those paid in Italian industry, rates for the seventh consecutive day are considerably in excess. After consultation with the CGIL, it was considered that a revision of the Allied Force practice would be inadvisable at the present time and might lead to discontent.

The Committee endorsed the policy adopted by the Chairman and Secretariat.

(m) MINUTE 6.: TRANSFER OF VENICE FROM ZONE "A" TO ZONE "B".

It was noted by the Committee that Representative XIII Corps was now in favour of the proposals and retracted his dissent. In

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view of labour agitation in Venice and Mestre, the Committee instructed the Secretariat to represent to AFHQ the necessity for a quick decision on the matter.

(n) [illegible]: APPLICATIONS FOR APPOINTMENT TO GRADE OF CHIEF EXECUTIVE.

The Secretariat reported that application in respect of LEPORE Rocco (R.A.A.F.) had been submitted to AFHQ for consideration. Applications from Quartermaster, 6686th Railhead Group U.S. Army, had been re-submitted for re-consideration by the Committee. Representative MEDUSA agreed to investigate and make recommendations accordingly.

(o) MINUTE 9: CLASSIFICATION OF GRADES NOT ALREADY LISTED IN AFHQ ADMIN MEMO No. 34/45.

The Secretariat reported that the proposals of the Committee had been submitted to AFHQ and were under consideration.

(p) MINUTE 11: [illegible].

The Chairman stated that he understood that decisions were still awaited.

(q) MINUTE 12: LINOTYPE OPERATORS.

The Secretariat reported that suitable proposals had been submitted to AFHQ and were now under consideration.

3. MINUTES OF THE MEETING OF THE XIII CORPS ACTING LOCAL SUB-COMMITTEE HELD ON 6TH SEPTEMBER 1946.

(a) The Minutes of the Meeting of the XIII Corps Acting Local Sub-Committee held on 6th September 1946 were received and approved.

(b) It was noted that the Sub-Committee's financial powers of 80 Lire per day would not be affected in the case of lower paid grades. The Cost of Living Bonus of higher paid grades however has been increased, in some cases, by as much as 20 Lire per day and financial powers would be reduced accordingly.

4. AMENDMENT OF RATES OF PAY OF CHIEF EXECUTIVES.

(a) Representative XIII Corps pointed out that the rate of pay for Chief Executives had been based on the wage Scale authorised by AFHQ Admin Memo 34/45. Under the present Allied Force Wage Scale, [illegible] there was a difference of only

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(p) MINUTE 11: [illegible].

The Chairman stated that he understood that decisions were still awaited.

(q) MINUTE 12: LENGTH OF OPERATORS.

The Secretariat reported that suitable proposals had been submitted to AFHQ and were now under consideration.

3. MINUTES OF THE MEETING OF THE XIII CORPS ACTING LOCAL SUB-COMMITTEE HELD ON 6TH SEPTEMBER 1946.

(a) The Minutes of the Meeting of the XIII Corps Acting Local Sub-Committee held on 6th September 1946 were received and approved.

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4. AMENDMENT OF RATES OF PAY OF CHIEF EXECUTIVES.

(a) Representative XIII Corps pointed out that the rate of pay for Chief Executives had been based on the wage Scale authorised by AFHQ Admin Memo 34/45. Under the present Allied Force Wage Scale, authorised by Admin Memo 17/46, there was a difference of only 890 Lire per month between the pay of a Chief Executive and that of the highest paid clerical and Supervisory grade.

(b) The Committee were of the opinion that the margin between the Chief Executive and the highest paid clerical and supervisory grade was too narrow. To make available suitably qualified personnel, and provide an incentive for continued efficiency, it was felt that the wage rates of Chief Executives should not be constant but should be subject to any variation in the Cost of Living Bonus which may be made from time to time.

(c) In view of the above the Committee recommended that :-

(i) The rate of pay of Chief Executives in Zone "A" should remain at 20,000 Lire per month inclusive of Cost of Living Bonus.

(ii) That the rate of pay of Chief Executives in Zone "B" and

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Venezia Giulia should be increased proportionately in accordance with the C.L.B. increases authorised by AFHQ Admin Memo 17/46. This would bring the rate from 20,000 Lire per month to 22,000 Lire per month inclusive of Cost of Living Bonus.

(iii) That in the event of future increases in the Cost of Living Bonus being authorised, such increases should apply to Chief Executives as well as other categories.

5. STATUS OF VOLUNTARY ORGANIZATIONS.

Representative R.A.A.C. raised the question of Voluntary Organizations such as Y.M.C.A., C.W.L. and Salvation Army who were not complying with Allied Force Labour Regulations regarding Christmas and Dismissal bonuses and Annual Leave with pay.

It was pointed out that these organizations are not under direct military control and that a ruling should be given by higher authority as to whether, when in a theatre of operations, they will comply with labour regulations prescribed by AFHQ.

The Committee authorised the Secretariat to prepare a letter to AFHQ requesting a clarification of the status of such organisations as far as labour regulations are affected.

6. DISMISSAL BONUS.

Representative R.A.A.C. asked for a clarification of the position regarding eligibility to dismissal bonus of employees who terminate employment at their own request.

Italian Ministry of Labour Representative stated that the practice in Italian industry in this respect was under revision.

The Committee referred the matter to the Secretariat for investigation findings to be discussed at the next Meeting.

7. ALLIED FORCE EMPLOYEES IN THE PROVINCE OF VENICE.

A letter from the Confederazione Generale Italiana del Lavoro (Appendix "A") was received by the Committee.

It was noted that this subject had been considered by the Committee at the NINTH Meeting (Minute 4 refers) when Representatives C.G.I.L. and Italian Ministry of Labour had agreed that no change in the effective date would be possible.

The Committee reaffirmed its opinion that an increase in the Cost of

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7. ALLIED FORCE EMPLOYEES IN THE PROVINCE OF VENICE.

A letter from the Confederazione Generale Italiana del Lavoro (Appendix "A") was received by the Committee.

It was noted that this subject had been considered by the Committee at the NINTH Meeting (Minute 4 refers) when Representatives C.G.I.L. and Italian Ministry of Labour had agreed that no change in the effective date would be possible.

The Committee reaffirmed its opinion that an increase in the Cost of Living Bonus retroactive to 1st May 46 would not be practicable and agreed that likewise, it would be impossible to grant a flat monthly bonus in lieu.

8. NATIONAL AGREEMENT FOR HOTEL EMPLOYEES.

A letter was received from the Confederazione Generale Italiana del Lavoro (Appendix "B"), informing the Committee of a national agreement for

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Hotel employees, made on 14th September 1946.

The Committee were of the opinion that the adoption of this agreement by the Allied Forces could not be discussed until the full agreement had been perused.

The Secretariat was directed to obtain copies of the agreement for study at the next Meeting of the Committee.

9. QUARTERLY REVISION OF COST OF LIVING BONUS.

The possibility of a revision of the "Contingenza" in Italian industry taking place on 1st October 1946 was discussed. To meet this eventuality, the Committee authorized the Chairman and Secretariat, to survey the situation and should any change in Allied Force wage rates be warranted, submit proposals to AFHQ accordingly.

Representative 3 District stated that comparison tables for all territory under command were in the course of preparation and it was recommended that these should be taken into consideration by the Chairman and Secretariat when the quraterly revision of the cost of living bonus took place.

10. SOCIAL INSURANCE CONTRIBUTIONS, PRIVATELY EMPLOYED DOMESTICS.

At the request of Representative XIII Corps the Committee directed the Secretariat to ascertain whether the amount of the weekly social insurance contribution was governed by the size of the Comune or by the rate of pay. (GRO 523/46 para 6 refers).

11. INCOME TAX.

The question of whether income tax should be taken into consideration when compiling comparison tables was discussed. The Secretariat reported that Allied Force employees were liable to pay income tax in the same way as employees in civilian industry and that to make a deduction in respect of income tax from civilian industry rates was to make an unfair comparison. The Committee authorised necessary action to be taken to secure an amendment to Appendix "A" to AFHQ Admin Memo 25/45.

12. EMPLOYMENT OF BRITISH CIVILIANS.

The administrative difficulties in obtaining specific authority from the War Office for the employment of British civilians were discussed and it

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12. EMPLOYMENT OF BRITISH CIVILIANS.

The administrative difficulties in obtaining specific authority from the War Office for the employment of British civilians were discussed and in order to avoid irregularities it was recommended that an overall authority for the whole theatre should be sought from the War Office, such authority to be delegated to Labour Branches at Formation Headquarters. Such authority should be exercised only in exceptional circumstances where it can be established that the post could not be filled by an Italian civilian.

13. APPOINTMENT OF CHIEF EXECUTIVES.

Dott. Maria BUONINCONTRI	:	Allied Financial Agency
Mario LIBERATO	:	61st QM Base Depot, P.B.S.
Victor A. BOSSI	:	Signal Liaison Office, HQ 6686th Railhead GP (Prov) Bagnoli Railhead, P.B.S.

The Chairman and Secretariat were authorised by the Committee to examine applications in respect of these employees and submit to AFHQ accordingly.

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14. In view of AFHQ Admin Memo 20/46 the Committee agreed that distribution lists of Sub-Committees etc. should be amended to include HQ Allied Commission, G-5 AFHQ, G-4 MTOUSA and "Q" Branch, GHQ.

15. DATE OF NEXT MEETING.

It was agreed that the Next Meeting of the Committee would be held at 09.30 hrs. on the 24th October 1946.

(Sgd.) Curtis J. IVEY,
Major,
Secretary (Am.)

(Sgd.) E.R. BARMAN,
Major,
Secretary (Br.)

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APPENDIX "A"

T R A N S L A T I O N

465

CONFEDERAZIONE GENERALE ITALIANA DEL LAVORO
Aderente Alla
Federazione Mondiale Sindacale

Ufficio Contratti e Vertenze

Rome, 21st September 1946.
Via Buonarroti, 19
Telefoni 480-151-2-3-4

Prot. N. 17836 FA/lo

SUBJECT: Workers in the Employ of the Allied Forces in Venezia Province.

SECRETARY ALLIED FORCES LABOUR AND WAGES COMMITTEE
c/o Labour Branch (Br),
Rome Area Allied Command
APO 794 U.S. Army

Receipt is acknowledged of your statement by which we were informed that the COST of LIVING BONUS is made retroactive from the 1st of August 1946.

May we ask you, to kindly examine the possibility of submitting to the Committee for favourable consideration the request contained in our note No. 14321.46 RB/m; p.b. of 13th August 1946, where ample justification was given for the reasons which suggest a special treatment for the workers in the employ of the Allied Forces in Venezia Province.

Should the Committee accept the above request, it is proposed that a flat monthly Bonus be allotted with effect from the 1st of May 1946 to the employees concerned.

However, in order to avoid technical difficulties, payment of this Bonus should only be made to the workers in employment at the present time.

1987

THE SECRETARIAT
(Signature Illegible)

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APPENDIX "B"

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TRANSLATION

CONFEDERAZIONE GENERALE ITALIANA DEL LAVORO
Aderente alla
Federazione Mondiale Sindacale

Roma, 20th September 1946.
Via Buonarroti, 19
Telefoni 490-151-2-3-4.

Ufficio Contratti e Vertenze

Prot. No. 17835 PA/lo

SUBJECT: Workers Employed in Hotels requisitioned by the Allied Forces.

SECRETARY ALLIED FORCE LABOUR AND WAGES COMMITTEE
c/o Labour Branch (Br),
Rome Area Allied Command
APO 794 U.S. ARMY.

We have the pleasure to inform the above named Committee, that a nation. agreement for hotel employees has been reached on the 14th September 1946.

In order to keep the Committee informed of national agreements regarding the treatment of the different categories of workers we beg to inform you that the conditions of employment of the workers concerned have been modified as follows :-

(a) An 8 hours working day has been established for cloak room attendants

(b) The working day for all other personnel is 9 hours.

One hour will be added to the above time-table to allow workers to take their meals.

Overtime is paid on the basis of an increase of 50% of the salary in case of work performed during the day, and in case of night work by an increase of 100%. Night work is the work performed between 24.00 hrs. and 6.00 hrs.

The above mentioned Committee is requested to take the present statement into consideration.

1985

THE SECRETARIAT.
(Signature Illegible)

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

A.G.3.

File.

Ref. : A807/456/HC / October 1946.

SUBJECT: Allied Force Labour & Wages Committee.

TO : Adjutant,
A.C.

A.55.

1. Reference memorandum No. 230 dated 27 Sept 46, the Executive Commissioner has agreed the minutes of the ninth meeting of the above named Committee.

BY COMMAND OF REAR ADMIRAL STUBBS

A. W. Knisely.

Chief Staff Officer
to Executive Commissioner

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HEADQUARTERS ALLIED COMMISSION
Office of the Adjutant
APO 794

SEP 27 1946

JRH/lam

File: 230.

27 September 1946

MEMORANDUM.

TO : Executive Commissioner, Allied Commission.

452 454

1. Attached hereto are AFHQ Administration Memo #20, dated 16 September 46, and Minutes of the Ninth Meeting of the Allied Force Labour and Wages Committee, AFHQ.

2. Request remark and/or concurrence in the Minutes of the Ninth Meeting and return to this office for forwarding to G-5, AFHQ. see attached

BY COMMAND OF REAR ADMIRAL STONE:

JOHN R HAYES
Major AGD
Adjutant

2 Incls:
- Administrative Memo #20, dtd 16 Sept 46
- Minutes of the Ninth Meeting, Allied Force Labour and Wages Committee, AFHQ. (in tripl)

1983

See 454.

(Copy K)

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R E S T R I C T E D

ALLIED FORCE HEADQUARTERS
APO 512

ADMINISTRATIVE MEMORANDUM)
:
NUMBER 20) 16 September 1946

PROCEDURE FOR HANDLING RECOMMENDATIONS OF THE ALLIED FORCE LABOUR AND WAGES.

1. Effective 15 September 1946, all minutes and recommendations emanating from the meetings of the Allied Force Labour and Wages Committee will be submitted in quadruplicate to the Chief Commissioner, Allied Commission for onward transmittal to AFHQ.

2. The Allied Commission will forward three copies to G-5 AFHQ by endorsement expressing where pertinent its views and recommendations.

3. G-5 AFHQ will forward copies to "Q", G&C, CMF, and G-4 MTO for their comments and recommendations and will consult such other Staff Sections as may be appropriate. If G-5 AFHQ is unable to secure agreement, the question together with the individual points of non-agreement will be submitted by G-5 to the Chief of Staff, AFHQ thru the Deputy Chief of Staff, AFHQ for decision. When either the agreement of the principal Staff Sections has been secured or the decision of the Chief of Staff, AFHQ has been received, G-5 AFHQ will cause the publication of the necessary AFHQ instructions.

BY COMMAND OF LIEUTENANT GENERAL MCNARNEY:

Ralph C. Tilley
RALPH C. TILLEY
Colonel, AGD
Adjutant General

DISTRIBUTION:
"O"
plus
2 - Secretary AF Labour and Wages Committee

R E S T R I C T E D

1982

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ALLIED FORCE LABOUR AND WAGES COMMITTEE.
A.P.H.Q.

SEP 9 1946

REF: AFLWC/M/21

Postal Address:
c/o Labour Branch (Br),
HQ, Rome Area Allied Command
A.P.O. 794 - U.S. Army.

1st September 1946

The NINTH Meeting of the Allied Force Labour and Wages Committee was held at 09,30 hours on 30th August 1946 in the Conference Room of Labour Branch (Br), Rome Area Allied Command, ROMA.

PRESENT:

CHAIRMAN:
Mr. W.H. BRAINE - Labour Attache, British Embassy

REPRESENTATIVES OF:
Labour Directorate, CHQ CMF
HQ, M.T.O.U.S.A.
HQ, No. 3 District
HQ, XIII Corps
HQ, Rome Area Allied Command
HQ, Allied Commission

IN ATTENDANCE:

REPRESENTATIVES OF:
P.A., CHQ CMF
British Embassy
No. 8 Base Command Pay Office
U.N.R.R.A.
C.G.I.L.
Italian Ministry of Labour

1. (a) The Minutes of the EIGHTH Meeting of the Committee held on 25th July 1946 were received and approved.

(b) Minute 1 (a): DEFINITION OF THE AREA OF NAPLES.

At the suggestion of Representative 3 District the Committee recommended that the Area of Naples continues to be defined as the Commune of Naples and Castellamare.

(c) Minute 1 (b)(i): QUARTERLY REVISION OF COST OF LIVING BONUS.

The Secretariat reported that the proposals for the revision

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Mr. W.H. BRAINE - Labour Attache, British Embassy

REPRESENTATIVES OF:
Labour Directorate, GHQ CMF
HQ, M.T.O.U.S.A.
HQ, No. 3 District
HQ, XIII Corps
HQ, Rome Area Allied Command
HQ, Allied Commission

IN ATTENDANCE:

REPRESENTATIVES OF:
F.A., GHQ CMF
British Embassy
No. 8 Base Command Pay Office
U.N.R.R.A.
C.G.I.L.
Italian Ministry of Labour

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(b) Minute 1 (a): DEFINITION OF THE AREA OF NAPLES.

At the suggestion of Representative 3 District the Committee recommended that the Area of Naples continues to be defined as the Commune of Naples and Castellamare.

(c) Minute 1 (b)(i): QUARTERLY REVISION OF COST OF LIVING BONUS.

The Secretariat reported that the proposals for the revision of the Cost of Living Bonus had been approved by A.F.H.Q. w.e.f. 1st August 1946 and the necessary amendments to Admin. Memo. No. 14/46 were awaiting publication.

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(d) Minute 1 (b)(ii): TRAVELLING ALLOWANCES.

Representatives Allied Commission reported that H.Q. Allied Commission had made further representations to A.F.H.Q. on this matter.

(e) Minute 1 (b)(iii): APPLICATION OF SIMPLIFIED WAGE SCALE TO SICILY AND SARDINIA.

Representative 3 District proposed that the terms of Admin. Memo. No. 14/46 be applied in full to Sicily and Sardinia. The Committee recommended that, subject to the provision of further statistical evidence by the Secretariat, the proposal be submitted to A.F.H.Q. for consideration.

P.A. 10/9/46

(DRFT K.)

See M-453 - for use.

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(f) Minute 1 (b)(iv): PROPOSED AMENDMENTS TO [illegible]

The Secretariat reported that the proposed amendments had been approved by A.F.H.Q. subject to the imposition of a time bar of one month. That is, if re-employed within one month, the employee may be paid at whichever rate is to his/her advantage, but if the break in Service is more than one month, their re-employment must be as for a new employee. The Chairman explained that some vagueness existed regarding the principle of continuity of service and as it had not been included in the previous proposals, this amendment would clarify the position. The Committee therefore recommend that the original proposals be reworded to incorporate this new principle and be resubmitted to A.F.H.Q. for final approval.

(g) Minute 1 (b)(v): DISMISSAL BONUS PAYABLE TO CIVILIAN EMPLOYEES

The Secretariat read a letter from A.F.H.Q. stating that the proposals submitted by Allied Commission produced no new argument which made them administratively possible. The Committee authorized the Secretariat to communicate this reply to Allied Commission. Representative ALCOM concurred but requested that the subject be held in abeyance by the Committee as it was still under discussion between HQ ALCOM and AFHQ.

(h) Minute 1 (b)(vi): SICKNESS BENEFITS FOR ADMINISTRATIVE AND CLERICAL EMPLOYEES.

The Secretariat read a letter from A.F.H.Q. stating that GHQ CMF and H.Q. MTOUSA are unaware of any discrimination in the application of Social Insurance benefits to various categories of civilians. The Chairman explained that the discrimination had always existed but that the Committee drew attention to it now, because an opportunity arose to correct the anomaly when financial arrangements between our countries are revised. As it would appear that the obligation to revise financial arrangements has still to be faced, the Committee recommended that the present position be restated to A.F.H.Q. stressing the necessity to extend the existing scheme to embrace clerical as well as manual workers.

(i) Minute 1 (b)(vii): MIDSHIFT AND OFFICE WORKERS MEAL.

Representative G.H.Q. stated there was nothing further to report on this matter.

(j) Minute 2: MINUTES OF NINTH MEETING OF THE XIII CORPS LOCAL SUB-COMMITTEE.

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(h) Minute 1 (b)(vi): SICKNESS BENEFITS FOR ADMINISTRATIVE AND CLERICAL EMPLOYEES.

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(i) Minute 1 (b)(vii): NIGHTSHIFT AND OFFICE WORKERS MEAL.

Representative G.H.Q. stated there was nothing further to report on this matter.

(j) Minute 2: MINUTES OF NINTH MEETING OF THE XIII CORPS LOCAL SUB-COMMITTEE.

Application for Grade of Chief Executive: Sig. Alberto CAMPELLONE.

The Secretariat reported that the application on behalf of this employee had been received and passed to A.F.H.Q. after consideration with the Chairman.

Application of the terms of A.F.H.Q.Admin. Memo. No.14/46 to VENEZIA GIULIA.
This matter is dealt with in Minute 3 of these Minutes.

(k) Minute 3.: CATEGORIZATION OF TELEPHONE OPERATORS.

The matter had been discussed between the Secretariat and P.B.S. and recommendations forwarded to A.F.H.Q. for publishing as an amendment to A.F.H.Q. Admin. Memo. No. 14/46.

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2. MINUTES OF EXTRAORDINARY MEETING OF THE COMMITTEE HELD ON 24th AUGUST 1946.

The Minutes of the above Meeting were received and approved.

3. MINUTES OF TENTH MEETING OF XIII CORPS LOCAL SUB-COMMITTEE.

(a) The Minutes of the above Meeting were received and approved by the Committee.

(b) Minute 1 (b): Signor CAMPELLONE. Minute 1 (3) of these Minutes refers.

(c) Minute 2: Cost of Living Bonus - Venezia Giulia. Representative XIII Corps reported that XIII Corps Sub-Committee had sufficient financial powers to deal with the situation. The acting Local Sub-Committee would meet as and when necessary.

(d) Minute 3: Sickness Benefits, Administrative and Clerical Grades.

Letter from Camera Confederale del Lavoro, TRIESTE was received, and the Committee recommended that reference be made to it in the report to be submitted to A.F.H.Q. (Minute 14 of these Minutes refers).

(e) Minute 4: Leave with Pay. The Chairman explained that leave with pay had been introduced for the benefit of the employee as a period of rest and recreation and not as a right to additional wages. Normally leave should be taken during the current year and every facility should be granted by the Employing Unit to enable employees to take such leave. Leave should only be allowed to accrue in exceptional circumstances. The Committee concurred with the Chairman's definition and recommended that it be submitted to A.F.H.Q. for approval and publication and that XIII Corps Sub-Committee be informed accordingly.

(f) Minute 5: Dott. Manlio CECCOVINI. The Committee agreed that application for the appointment to the Grade of Chief Executive should be approved only in respect of a job to be done and not as a method of increasing the emoluments of the employee. After consideration the Committee authorised the Chairman and Secretariat to peruse the above application and submit to A.F.H.Q. accordingly.

(b) Minute 1 (b): Signor CAMPELLI. Minute 1 (j) of these Minutes refers.

(c) Minute 2: Cost of Living Bonus - Venezia Giulia. Representative XIII Corps reported that XIII Corps Sub-Committee had sufficient financial powers to deal with the situation. The acting Local Sub-Committee would meet as and when necessary.

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(f) Minute 5: Dott. Manlio CROCOVINI. The Committee agreed that application for the appointment to the Grade of Chief Executive should be approved only in respect of a job to be done and not as a method of increasing the emoluments of the employee. After consideration the Committee authorized the Chairman and Secretariat to peruse the above application and submit to A.F.H.Q. accordingly.

4. RETROACTIVITY OF COST OF LIVING BONUS.

A letter from Confederazione Generale Italiana del Lavoro (appendix "A") and a letter from the Italian Ministry of Labour (appendix "B") were received by the Committee. After a lengthy discussion, in which the financial limitations and the administrative difficulties of the Allied Forces were explained to Representatives of the C.G.I.L. and Italian Ministry of Labour, the Committee agreed that the only practicable date for increasing the Cost of Living Bonus was 1st August 1946.

Representatives C.G.I.L. and Italian Ministry of Labour said that they appreciated the reasons put forward and that they agreed that no change in the effective date would be possible.

5. CALCULATION OF OVERTIME PAY.

The Chairman drew the attention of the Committee to the fact that since November 1945, the practice in Italian Industry had been to include the Cost of Living Bonus, less family allowance,

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when computing overtime pay. Details are shown in a Letter from the Ministry of Labour dated 27th August 1946 (Appendix "C"). After consideration, the Committee agreed the necessity to comply with Italian industrial practice, but were of the opinion that a more simplified method of calculation was desirable. The Chairman and Secretariat were therefore authorized to submit simplified proposals to A.F.H.Q. for approval.

6. TRANSFER OF VENICE FROM ZONE "A" TO ZONE "B".

Representative Italian Ministry of Labour produced an industrial agreement concluded on 1st July 1946 in Venice between the Federation of Employers and the Confederation of Employees granting a percentage increase in wages within the Commune of VENICE, bringing them in line with wages paid in MILAN and TURIN. Cost of Living Index Figures obtained from the Central Bureau of Statistics, Italian Government, confirmed that the cost of living in the Commune of VENICE was in line with that of Milan, TURIN, ROME, NAPLES and BARI. The Chairman stated that the question for the Committee to decide was whether, in view of the high Cost of Living within the Commune of VENICE, Italian industrial practice should be followed and whether VENICE, when determining the cost of living bonus for employees of the Allied Forces, should be classed as Zone "B" instead of Zone "A".

Representative XIII Corps produced comparison tables showing the Allied Force take home wage packet as from 1st August 1946 compared with what workers would receive in private industry. He pointed out that the figures varied a great deal but on the average, it would be fairer from the Allied Forces point of view to place VENICE in Zone "A" instead of Zone "B".

After consideration however, Representative XIII Corps dissenting, the Committee were of the opinion that Italian industrial practice should be followed and accordingly recommended that the definition of Zone "B" as stated in Admin. Memo. No. 14/46 be amended to include the Commune of Venice.

7. WITHDRAWAL OF BONUSES ETC. OTHER THAN DISMISSAL BONUS WHEN AN EMPLOYEE IS DISCHARGED FOR MISCONDUCT.

The Committee considered a recommendation from H.Q. MTOUSA that an employee dismissed for serious misconduct should be deprived of all bonuses, including accrued amounts for paid holidays not taken up to date, in addition to dismissal bonus.

The Chairman pointed out that this was a dangerous proposal as [illegible] as in fact part of an employee's wage and therefore

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The Chairman pointed out that this was a dangerous proposal as Christmas Bonus was in fact part of an employee's wage and therefore became a right, the fact that an employee is discharged for an alleged offence does not deprive him of his right under law.

The Committee recommended therefore that no change be made in the present disciplinary practice as laid down in Para 9 (b)(ii) Admin. Memo. No. 14/46 and requested the Secretariat to inform H.Q. MTOUSA accordingly.

8. APPLICATIONS FOR APPOINTMENT TO GRADE OF CHIEF EXECUTIVE.

The Committee received applications from H.Q. MTOUSA and RAAC regarding appointments to the grade of Chief Executive, and authorised the Chairman and Secretariat to examine the applications in accordance with Minute 3 (f) of these Minutes.

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9. CLASSIFICATION OF GRADES NOT ALREADY LISTED BY A.F.H.Q. ALLIED COMMISSION.

The Committee considered a list of grades (Appendix "D") submitted by R.A.A.C. Local Sub-Committee. Observations made were as follows:-

Serial 4. Hall Porter (Hotel) to be designated as Assistant Head Porter Hotel.

Serial 5. Messenger to be placed in Category 7 Appendix "B" and NOT Category 5 Appendix "B".

Serial 8. To be a dual Category 2 and 4 Appendix "B". "A"

Serial 9. To be deleted entirely. A payment for a Tailor's machine did not form part of his take home wage.

Remaining serials were agreed as proposed by R.A.A.C.

The Committee recommended that after the above mentioned alterations were made the proposals be forwarded to A.F.H.Q. for consideration.

10. The Committee received a memorandum from H.Q. Allied Commission (Appendix "E").

It was agreed that when the simplified Wage Scale was introduced, a considerable concession had been made in permitting non Heads of Family to retain their former rate of pay. One of the conditions made however, was that they should not benefit from any subsequent increases either in Basic Pay or Cost of Living Bonus until such time as the scales, which may be revised from time to time, exceed their existing remuneration. To adopt this proposal would merely perpetuate what was really an overpayment which would be contrary to the policy of the Committee and give cause for complaint to employees of Italian Industry. Therefore, whilst the argument was appreciated, it was felt that the proposal could not be accepted.

11. REPUBLIC BONUS.

The Secretariat reported that it was informed at the end of July that the Italian Government was about to make a Decree authorising the payment of a Republic Bonus to those people employed on the 25th July. The payment was to be made in two instalments. Altogether employees would receive Heads of Families 3,000 lire Non Heads of Families 1,500 lire. It was decided by the Secretariat

Serial 9. To be deleted entirely. A payment for a Tailor's machine did not form part of his take home wage.

Remaining serials were agreed as proposed by R.A.A.C.

The Committee recommended that after the above mentioned alterations were made the proposals be forwarded to A.F.H.Q. for consideration.

10. The Committee received a memorandum from H.Q. Allied Commission (Appendix "B").

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The Committee was informed by the Representative of the Italian Ministry of Labour that although the Decree had not as yet been published it had been formally agreed by the Italian Council of Ministers.

It was understood from the members present that agitation existed in various parts of the country owing to the absence of a statement by the Allied Forces of their policy regarding the payment of their Bonus.

The Chairman pointed out that the War Offices at Washington and London were involved and that one cannot hope to get short

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notice replies to these big questions. He emphasized that everything possible was being done. As we did not wish to [illegible] relationship with workers on our part therefore it was hoped that the workers would not do anything to impair this relationship on their part. The Committee therefore invited the CGIL to signal the Camere del Lavoro involved to refrain from doing anything to prejudice good relationship between employers and employees on this matter.

12. LINOTYPE OPERATORS.

Representative G.H.Q. reported that difficulty had been experienced in establishing an appropriate rate of pay for linotype operators employed by British Army Newspaper Unit. In view of the urgency of the matter, the Committee authorized the Chairman and Secretariat to consider the question and submit proposals to A.F.H.Q. for approval.

13. Representative G.H.Q. announced A.F.H.Q. were in the process of forming a board to deal with matters put up by the Allied Force Labour and Wages Committee.

14. DATE OF NEXT MEETING.

It was agreed that the next Meeting of the Committee would be held at 09,30 hours on 26th September 1946.

(Sgd.) Curtis J. IVEY
Major,
Secretary (AM.)

(Sgd.) H.J. CUTBUSH
Major,
Secretary (Br

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APPENDIX "A"

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COPY - TRANSLATION

FROM: Confederazione Generale Italiana del Lavoro.

REF : 14321/46 RE/mbp

SUBJECT: Employees of the Allied Forces - Venice.

TO : Allied Commission, ROME.

COPY TO: Ministry of Labour, ROME.

13th August 1946.

In view of the agitation amongst employees of the Allied Forces in the Province of Venice over the question of an adjustment of wages related to the real cost of living, this Secretariat takes the liberty of writing to the Allied Commiss to request a speedy solution of the dispute.

In order to avoid the existing discontent amongst the mass of the workers resulting in a stoppage of work already decided on for the 12th of this month, this Secretariat has called to Rome delegates of the workers to discuss the matter with us and representatives of the Allied Commission. The reasons (for the agitation) which this Secretariat enumerates can only be considered favourably by the Allied Commission.

May we point out that the workers in the Province of Venice are still pai on a Wage Scale which already existed on the 1st November 45, and that since this date, no increases have been granted to them, except that in some commands the stipulations of Admin.Memo. No.14 dated 29 June 46 have been applied, but this has not resulted in any substantial increase.

When comparing the salaries paid to workers of the Armed Forces with thos paid to employees of private firms, it will be found that the latter have received considerable increases bringing them nearer to the real cost of living. In fact, with the application of the increase provided for in the sliding scale for the fir and second quarter, industrial workers have received a percentage increase in the contingenza. Besides, an adjustment of the basic contingenza was made by virtue o an agreement dated 26 April 46. Finally, on the 1 July 46 an agreement between th parties was reached in Venice, which not only brought the Basic Pay in line with t of the big centres in Northern Italy (Milan, Turin, Genoa) but also gave the worke a further increase of 10% of the Basic Pay.

In view of what is stated above, this Secretariat requests that the Allie Commission not only gives immediate effect to the scales which have already been presented for consideration to the Allied Commission by this Secretariat and the Ministry of Labour, but also to make these scales applicable to Venice with retro-active effect from 1 May 46, so as to enable the workers to have at their disposal sum sufficient to pay the debts they have contracted during the period when they were in receipt of a salary not in line with the real cost of living.

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Owing to the high cost of living in Venice, brought about by the influx of refugees from Zone A and B of Venezia Giulia, this Secretariat also requests th workers of the Armed Forces in Venice be transferred from Zone "A" to Zone "B".

It is hoped that the Allied Commission will give due consideration to the above proposals in view of the urgent need to put an end to this serious agitation and it is stressed that the acceptance of these proposals would not constitute a precedent, because of the particular situation existing in that area.

1978

Signed: ? ? ?
Secretary.

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APPENDIX "B"

455

COPY - TRANSLATION.

FROM : Ministry of Labour and Social Insurance.

REF : 4493/Pg 17.

13th August 1946.

SUBJECT: Venice - Employees of the Allied Forces.

TO : Mr. William H. BRAINE,
Chairman of the Allied Force Labour & Wages Committee.

This Ministry has also received a copy of the letter Ref: 14321/46 dated 13th August 1946, addressed to the Allied Commission by the Confederazione Generale Italiana del Lavoro; which refers to the agitation which has taken place amongst employees of the Allied Forces in the Province of Venice with a view to obtaining increased wages related to the increasing cost of living.

This Ministry, whilst appreciating the views of the Confederazione Generale Italiana del Lavoro, requests the above mentioned Committee to consider favourably both the demand to backdate the new Cost of Living Bonus and the demand for the transfer of Venice from Zone "A" to Zone "B" in order to avoid the agitation resulting in a stoppage of work.

Signed: ? ? ?
The Minister

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TO : Mr. William H. BRAINE,
Chairman of the Allied Force Labour & Wages Committee.

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This Ministry, whilst appreciating the views of the Confederazione Generale Italiana del Lavoro, requests the above mentioned Committee to consider favourably both the demand to backdate the new Cost of Living Bonus and the demand for the transfer of Venice from Zone "A" to Zone "B" in order to avoid the agitation resulting in a stoppage of work.

Signed: ? ? ?
The Minister

1977

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APPENDIX "C".

Rome, 27th August 194

Ministry of Labour and Social Security
Direction General for Labour

Dear Mr. HIRD,

following your letter of 26th August I have the pleasure of sending you the following information:

1) The elements of the workers' remuneration to be taken into account for calculating the payment of overtime are (according to present agreement): the de facto basic pay, the contingency indemnity and the third element; the percentage increase must be applied only to the hourly de facto basic pay (including the minimum wages as per collective agreement, plus supplementary payment for efficiency, seniority, and the like);

2) The percentage increase to be added to the hourly de facto basic pay, for manual workers as well as for office workers, is represented by an average of 2% for overtime during the week days in the mechanical, metallurgical and building industry. This same percentage in the same industries is 50% for overtime worked during the night or holidays.

Dear Mr. HIRD,

following your letter of 26th August I have the pleasure of sending you the following informations

1) The elements of the workers' remuneration to be taken into account for calculating the payment of overtime are (according to present agreement): the de facto basic pay, the contingency indemnity and the third element; the percentage increase must be applied only to the hourly de facto basic pay (including the minimum wages as per collective agreement, plus supplementary payment for efficiency, seniority, and the like);

2) The percentage increase to be added to the hourly de facto basic pay, for manual workers as well as for office workers, is represented by an average of 25% for overtime during the week days in the mechanical, metallurgical and building industry. This same percentage in the same industries is 50% for overtime worked during the night or holidays.

Signed: Francesco SIMEONE.

1975

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APPENDIX "A".

SERIAL NO.	G R A D E	PROPOSED CATEGORY	RELATIVE ATTACHED
1.	Laundrymaid (Asst)	7	B
2.	Chambermaid (Asst)	7	B
3.	Hotel Boilerman	4	B
4.	Hall Porter (Hotel)	4	B
5.	Messenger	5	B
6.	Mess Orderly	6	B
7.	Batman	6	B
8.	Fire Fighter	4	A
9.	Tailor with Machine	1	A

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1.	Laundrymaid (Asst)	7	B
2.	Chambermaid (Asst)	7	B
3.	Hotel Boilerman	4	B
4.	Hall Porter (Hotel)	4	B
5.	Messenger	5	B
6.	Mess Orderly	6	B
7.	Batman	6	B
8.	Fire Fighter	4	A
9.	Tailor with Machine	1	A

1975

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APPENDIX "B".

HEADQUARTERS ALLIED COMMISSION

MEMORANDUM
BY THE CHIEF COMMISSIONER

1. This Memorandum refers to the proposed increased cost of living bonus for Allied Force civilian employees.

2. Paragraph 7 of Administrative Memorandum No.14 prescribes that a cost of living bonus at a flat rate may be paid in addition to the basic rate of pay. This bonus is varied according to differences in the cost of living as between geographical Zones, it is not a part of the basic wage, and it is intended that it shall be adjusted at intervals in accordance with official statistics or other evidence leading to variation in the bonus for Italian private industry. Such an adjustment is now under consideration and proposals of the Labour and Wages Committee that are at present under consideration at A.F.H.Q. recommend increases as from 1st August, 1946, of 80 lire per day for heads of families and 95 lire per day for non heads of families.

3. Under the terms of Paragraph 7(a) (ii) (c) of Administrative Memorandum No. 14 Allied Force employees who are in receipt of rates pay higher than those now prescribed by the Administrative Memorandum continue in receipt of their existing rate but do not benefit from subsequent increases in basic rates or in Cost of Living Bonus until such time as the new scales exceed their existing remuneration. This means that appreciable numbers of employees with long and valuable service to the Allied cause will receive no benefit from the proposal to increase the Cost of Living Bonus by 80 and 95 lire per day.

4. Variation in the rate of bonus has been recommended by the Labour and Wages Committee on clear and strong evidence that the cost of living in Italy has increased and that State and private industrial employers have already granted increases to meet the higher cost of living index. All employees of the Allied Forces are therefore faced with higher costs of living and those who have been accustomed to receive higher rates of remuneration than those laid down in the Appendices to Memorandum No. 14 have adjusted their scale of living to their former salaries, relying on the good reputation of the Allied Forces, as employers, in not forcing down standards of living. Failure to grant all or part of the increased bonus to this category of worker will cause hardship to the individuals and will be contrary to the principle of a cost of living bonus which is not to be considered as a part of basic wage but is calculated quite independently on a factual basis. If the cost of

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living bonus for Allied Force civilian employees.

2. Paragraph 7 of Administrative Memorandum No.14 prescribes that a cost of living bonus at a flat rate may be paid in addition to the basic rate of pay. This bonus is varied according to differences in the cost of living as between geographical Zones, it is not a part of the basic wage, and it is intended that it shall be adjusted at intervals in accordance with official statistics or other evidence leading to variation in the bonus for Italian private industry. Such an adjustment is now under consideration and proposals of the Labour and Wages Committee that are at present under consideration at A.F.H.Q. recommend increases as from 1st August, 1946, of 80 lire per day for heads of families and 95 lire per day for non heads of families.

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5. It is felt that the restriction in Paragraph 7 (a) (ii) (c) of Administrative Memorandum No. 14 should be limited to basic rates only. /

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ALLIED FORCE LABOUR AND WAGES COMMITTEE.
A.F.H.Q.

REF: AFLWC/M/D1

27th JULY 1946

Postal Address:
c/o Labour Branch (Br),
HQ, Rome Area Allied Command,
A.P.O. 794 - U.S. Army.

The EIGHTH Meeting of the Allied Force Labour and Wages Committee was held at 09.30 hours on the 25th July 1946, in the Conference Room of Labour Branch (Br), Rome Area Allied Command, APO.

PRESENT:

CHAIRMAN :
Mr. W.H. BRAIN - Labour Attache British Embassy.

REPRESENTATIVES OF :
Labour Directorate, GHQ, CMF
H.Q., M.T.O.U.S.A.
G-5, A.C.S.
H.Q., No. 3 District
H.Q., XIII Corps
H.Q., Rome Area Allied Command
H.Q., Allied Commission

IN ATTENDANCE:

REPRESENTATIVES OF :
F.A., GHQ, CMF
British Embassy
C.G.I.L.
Italian Ministry of Labour

1. (a) The Minutes of the SEVENTH Meeting of the Committee held on the 27th June 1946 were received.

Minute 1 (a) referring to Minute 1 (f) of the SIXTH Meeting.

A letter was received from the Labour Directorate G.H.Q. Ref.: DL/59 dated 11th July 1946 requesting that the words "if found necessary be added to this paragraph. The Committee accepted the letter and recommended that the paragraph be amended to read:- "Area of Naples was now shown as Commune of Naples and Castellamare. It was recommended by the Committee that a trial be given on this basis and the area being increased by inclusion of further Communes at a later date if found necessary".

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CHAIRMAN :
Mr. W.H. BRAIN - Labour Attache British Embassy.

REPRESENTATIVES OF :
Labour Directorate, G.H.Q. C.M.F.
H.Q., M.F.O.U.S.A.
C-G, P.B.S.
H.Q., No. 5 District
H.Q., XIII Corps
H.Q., Rome Area Allied Command
H.Q., Allied Commission

IN ATTENDANCE:

REPRESENTATIVES OF :
P.A., G.H.Q. C.M.F.
British Embassy
C.G.I.L.
Italian Ministry of Labour

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Minute 5.: SICKNESS BENEFITS FOR ADMINISTRATIVE & CLERICAL EMPLOYEES.

The Financial Adviser requested that the words "by the Finance Committee" at the end of this Minute be deleted as there was at the present no Financial Committee to which this matter could be referred. The Committee agreed to make a recommendation accordingly.

Apart from the above requested adjustments the Minutes were accepted and approved by the Committee.

1. (b) Business arising from the Minutes of SIXTH Meeting of the Committee.

(i) Minute 1 (b): SIMPLIFICATION OF THE ALLIED FORCE WAGE SCALE.

The Chairman pointed out that A.F.H.Q. Admin. Memo. No. 14 had now been published bringing into effect the new Allied Force

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Wage Scale, but as the Cost of Living Bonus figures contained therein were drafted early in the first quarter of this year and since that time there had been increases in these rates in Italian Industry, a revision of the Cost of Living Bonus figures shown in Admin. Memo. No. 14 was already due.

The Meeting was informed that proposals for an increase of the Cost of Living Bonus from the Italian Ministry of Labour and C.G.I.L. would be forthcoming almost immediately. These proposals if accepted would have the effect of raising the "Take Home" wage in the higher paid zones by approximately 95 lire per day for Non Heads of Family and 80 lire per day in the lower paid zones. As it was desirable to apply these increases as soon as possible and before the date of the next Meeting of the Committee, the Committee authorized the Chairman and Secretariat to obtain the proposed figures from the Italian authorities to comment and forward propoaition to A.P.M.G. for issue. Comments were to include a suggested effective date.

(ii) TRAVELLING ALLOWANCES.

The Chairman pointed out that the proposals originally submitted by the Committee (Minute 3 of the FIFTH Meeting of the Committee refers) were not accepted in full by A.F.H.Q. Allied Commission, having many employees who travel considerably, were not necessarily content with the rates shown in Admin. Memo. 14. Allied Commission represented by Colonel WALTON wished to reserve comments on the adequacy of the travelling allowance rates and proposed to raise the matter again at an appropriate time and in the appropriate place.

(iii) APPLICATION OF SIMPLIFIED WAGE SCALE TO SICILY AND SARDINIA.

The Secretariat read the report called for from 3 District which stated that in view of the small number of civilians now employed by the Allied Forces in Sicily and Sardinia which will be greatly reduced by the beginning of next month, and will continue to diminish, and as no complaints on existing rates have been registered, it was felt by 3 District that the application of the terms of Admin. Memo. No. 14 to these islands was not necessary. Similarly as civilians employed by the Allied Forces in Sicily and Sardinia are never required to travel it was not considered that the travelling allowances shown in A.F.H.Q. Admin. Memo. No. 14 need be applied.

The Committee recommended that the matter be left in abeyance at the moment, but should be raised again if A.F.H.Q. Admin. Memo. No. 14 be made universally acceptable, or if proposals for tidying up wage scales in these islands are requested from the Committee by A.P.M.G.

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(iv) PROPOSED AMENDMENTS TO A.F.H.Q. ADMIN. MEMO. NO. 14.

Proposed amendments to A.F.H.Q. Admin. Memo. No. 14 1979
(Appendix "A" herewith) were notified by Labour Directorate G.H.Q. The Chairman explained that the necessity for the proposed amendments was to cover certain contingencies that had arisen during the transitory period from the old to the new system of assessing the take home wage of Allied Force Employees.

The Committee was in general agreement with the proposals and recommended them for acceptance by A.F.H.Q.

(v) Minute 4.: DISMISSAL BONUS PAYABLE TO CIVILIAN EMPLOYEES.

This matter was reopened by representative of ALCOM who presented a memorandum (Appendix "B" herewith) from his Chief Commissioner .

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The Chairman stated that the memorandum shows clearly the point which Allied Commission wished to raise and that it was a fact that Italian Law provides for similar bonuses relative to the date of engagement.

The Committee expressed the opinion that it was in a certain difficulty in connection with this matter as it had already considered the question at the last Meeting. Now it had the benefit of representations of Chief Commissioner ALCOL and the agreement of the representatives of the Italian Government now present on the legality and propriety of these representations.

The Committee therefore decided to accept the memorandum as a correct statement of fact and principle and recommended that it be forwarded for consideration by A.F.H.Q.

(vi) SICKNESS BENEFITS FOR ADMINISTRATIVE AND CLERICAL EMPLOYEES.

Further to Minute 5 of the SIXTH Meeting of the Committee.

The Committee was reminded by the Chairman that Italian civilians employed by the Allies receive Social Insurance benefits under an agreement with the Italian Ministry of Labour which applies only to Industrial Workers. Clerical and Administrative Workers do not enjoy such Insurance benefits, but an opportunity will occur to correct this anomaly if and when financial arrangements between our countries are revised.

The Committee hoped that regard would be paid to this point by A.F.H.Q. and that it would be referred to the branch concerned for suitable action.

(vii) MIDSHIFT AND OFFICE WORKER MEAL.

Representative Labour Directorate G.H.Q. reported that the Committee's recommendations contained in Minute 2 of the SEVENTH Meeting were still under consideration by the appropriate branches at A.F.H.Q.

The above mentioned recommendations were explained to the Italian Representatives present by the Chairman. Italian Representatives agreed in principle to the opinions of the Committee upon this matter.

2. MINUTES OF THE NINTH MEETING OF THE XIII CORPS LOCAL SUB-COMMITTEE HELD ON 10TH JULY 1946.

The Minutes of the above mentioned Sub-Committee were received and approved by the Committee.

Minute 3 - APPLICATION FOR GRADE OF CHIEF EXECUTIVE:

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correct statement of fact and principle and recommended that it be forwarded for consideration by A.F.H.Q.

(vi) SICKNESS BENEFITS FOR ADMINISTRATIVE AND CLERICAL EMPLOYEES.

Further to Minute 5 of the SIXTH Meeting of the Committee. The Committee was reminded by the Chairman that Italian civilians employed by the Allies receive Social Insurance benefits under an agreement with the Italian Ministry of Labour which applies only to Industrial Workers. Clerical and Administrative Workers do not enjoy such Insurance benefits, but an opportunity will occur to correct this anomaly if and when financial arrangements between our countries are revised.

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2. MINUTES OF THE NINTH MEETING OF THE XIII CORPS LOCAL SUB-COMMITTEE HELD ON 10TH JULY 1946.

The Minutes of the above mentioned Sub-Committee were received and approved by the Committee.

Minute 2.: APPLICATION FOR GRADE OF CHIEF EXECUTIVE: Sig. Alberto CAMPALUNG.

1963

Representative XIII Corps reported that the special pro-forma for the Grade of Chief Executive (Ref. Appendix "B" to A.F.H.Q.Admin. Memo. No. 14 of 1946) was being prepared by A.M.G. XIII Corps this would in due course be forwarded to the Secretariat.

The Committee authorized the Chairman and Secretariat to consider this application when received and to forward it to A.F.H.Q. with appropriate recommendations.

Minute 4.: APPLICATION OF THE TERMS OF A.F.H.Q. ADMIN. MEMO. No. 14/46 TO VENEZIA GIULIA.

The Committee noted the recommendations made by the Local Sub-Committee of XIII Corps. The Chairman pointed out that shortly there will probably be an increase in the Cost of Living Bonus for Allied Force employees and that XIII Corps should ensure that sufficient

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financial powers under part 6 Admin. Memo. 25/46 remained with the Sub-Committee to deal with the situation in VENEZIA GIULIA.

3. CATEGORISATION OF TELEPHONE OPERATORS.

A report was received from P.B.S. that it had been found that in some cases Category No. 4 of Appendix "B" to A.F.H.Q. Admin. Memo. No. 14/46 was insufficient for the grade of English Speaking Telephone Operator. The Committee authorized the Secretariat and P.B.S. to discuss this point and to arrive at recommendations. Such recommendations to be forwarded to A.F.H.Q. for approval.

4. Secretariat reported that the appointment of C.A.O. A.F.H.Q. had been cancelled w.e.f. 15th July 1945 and that the duties previously performed by that Office would be carried on by Brigadier i/c Admin. G.H.Q. All distribution lists of Sub-Committees etc. should therefore be amended accordingly.

5. DATE OF NEXT MEETING.

It was agreed that the next Meeting of the Committee would be held at 09.30 hours on the 30th August 1946.

(sgd.) Curtis J. IVEY
Major,
Secretary (Am.)

(sgd.) H.J. CUTBUSH
Major,
Secretary (Br.)

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that in some cases Category No. 4 of Appendix "B" to A.F.H.Q. Memo. No. 14/46 was insufficient for the grade of English Speaking Telephone Operator. The Committee authorized the Secretariat and P.B.S. to discuss this point and to arrive at recommendations. Such recommendations to be forwarded to A.F.H.Q. for approval.

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(sgd.) Curtis J. IVEY
Major,
Secretary (Am.)

(sgd.) H.J. CUTBUSH
Major,
Secretary (Br.)

1967

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

APPENDIX "A".

Proposed Amendments to AFHQ Admin Memo No 14 of 1946.

1. Delete para 4 (d)
Substitute new para 4 (d) as follows:-

(d) Application of Rates.

(i) Employees engaged after the effective date of this Memorandum as established in para 4(a) above, who have never previously been employed by the Allied Forces:- will be paid at the minimum rate of pay laid down in Appendices "A" and "B" until trade-tested. Such trade-testing may be effected on engagement. After being trade-tested employees may receive a rate of pay commensurate with their skill and ability within the limits set out in Appendices "A" and "B".

(ii) Employees already in the employment of the Allied Forces at the effective date of this Memorandum:-

(a) Whose previous take-home-wage (composed of basic rate plus cost of living bonus) was less than that appropriate to their grade in Appendices "A" and "B" :- Will be paid in accordance with Appendices "A" and "B".

(b) Whose previous take-home-wage was more than that appropriate to their grade in Appendices "A" and "B" :- Will receive a rate of pay equivalent to their previous take-home-wage, regarded as being made up of :-

(i) Maximum basic rate applicable to their grade in Appendices "A" and "B".

(ii) A personal Cost of Living Bonus sufficient, when added to (i) above, to bring the take-home-wage up to the previous total.

(iii) Employees previously in the employment of the Allied Forces, discharged through no fault of their own (e.g. sickness or the disbandment of the employing unit) before the effective date of this Memorandum, and re-engaged after its effective date.

(a) Whose previous take-home-wage was less than that appropriate to their grade in Appendices "A" and "B" :- Will be paid in accordance with Appendices "A" and "B".

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(i) Employees engaged after the effective date of this Memorandum as established in para 4(a) above, who have never previously been employed by the Allied Forces:- will be paid at the minimum rate of pay laid down in Appendices "A" and "B" until trade-tested. Such trade-testing may be effected on engagement. After being trade-tested employees may receive a rate of pay commensurate with their skill and ability within the limits set out in Appendices "A" and "B".

(ii) Employees already in the employment of the Allied Forces at the effective date of this Memorandum:-

(a) Whose previous take-home-wage (composed of basic rate plus cost of living bonus) was less than that appropriate to their grade in Appendices "A" and "B" :- Will be paid in accordance with Appendices "A" and "B".

(b) Whose previous take-home-wage was more than that appropriate to their grade in Appendices "A" and "B" :- Will receive a rate of pay equivalent to their previous take-home-wage, regarded as being made up of :-

(i) Maximum basic rate applicable to their grade in Appendices "A" and "B".

(ii) A personal Cost of Living Bonus sufficient, when added to (i) above, to bring the take-home-wage up to the previous total.

(iii) Employees previously in the employment of the Allied Forces, discharged through no fault of their own (e.g. sickness or the disbandment of the employing unit) before the effective date of this Memorandum, and re-engaged after its effective date.

(a) Whose previous take-home-wage was less than that appropriate to their grade in Appendices "A" and "B" :- Will be paid in accordance with Appendices "A" and "B".

(b) Whose previous take-home-wage was more than that appropriate to their grade in Appendices "A" and "B" :- May, at the discretion of the Employing Unit, be treated as in para (ii) (b) above. Otherwise will be treated as in para (iii) (a) above.

(iv) Employees discharged after the effective date of this Memorandum through no fault of their own, and subsequently re-engaged:

May, at the discretion of the Employing Unit, be re-engaged on their previous basic rate of pay plus the appropriate cost of living bonus at the time of re-engagement (except that employees previously in receipt of a personal cost of living bonus under the terms of paras (ii) (b) and (iii) (b) above may, at the discretion of the employing unit receive that bonus if more advantageous than the cost of living bonus at the time of re-engagement.)

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(v) Employees discharged through some fault of their own :-

Will not normally be re-engaged. If however they are re-engaged it will be on the same terms as in para (i) above.

(vi) In all cases where discharged employees are re-engaged on any other rate than the minimum laid down in Appendices "A" and "B" this will be subject to the production of a certificate from the previous employing unit stating the reasons for discharge and the lastest rate of pay in issue.

(vii) In all cases where under paras (ii) (b), (iii) (b) and (iv) above employees are permitted to remain on a total take-home-wage higher than that authorized in Appendices "A" and "B" they will not benefit from any subsequent increase either in basic pay or cost of living bonus until such time as the scales, which will be revised quarterly, exceed their existing remuneration.

(viii) It should be noted that the concessions granted in paras (ii) (b), (iii) (b) and (iv) above are designed as a protection, in particular to :-

(a) Non-heads-of-family who by virtue of the introduction of a distinction between heads-of-family and non-heads-of-family in this Memorandum would otherwise suffer a decrease in take-home-wage.

(b) Employees already working in areas where the cost-of-living bonus operating prior to the publication of this Memorandum was so high that they would otherwise suffer a decrease in take-home-wage.

2. Para 7 (a) (ii) (b) line 1 After "All" insert "newly engaged".

lines 2 and 3. Delete "a certificate ("Stato di Famiglia") obtained from the local Commune". Substitute "such evidence as will convince the responsible employing Officer."

lines 4 and 5. Delete "On production of certificates employees". Substitute "On production of such evidence such employees".

3. Delete. para 7 (c) (ii) (c). Substitute. new para 7 (a) (ii) (c) :-

(c) Where non-heads-of-family, engaged prior to the publication [illegible] higher take-home-wages than those [illegible] they may

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

re-engaged it will be on the same terms as in para (i) above.

(vi) In all cases where discharged employees are re-engaged on any other rate than the minimum laid down in Appendices "A" and "B" this will be subject to the production of a certificate from the previous employing unit stating the reasons for discharge and the lastest rate of pay in issue.

(vii) In all cases where under paras (ii) (b), (iii) (b) and (iv) above employees are permitted to remain on a total take-home-wage higher than that authorized in Appendices "A" and "B" they will not benefit from any subsequent increase either in basic pay or cost of living bonus until such time as the scales, which will be revised quarterly, exceed their existing remuneration.

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(a) Non-heads-of-family who by virtue of the introduction of a distinction between heads-of-family and non-heads-of-family in this Memorandum would otherwise suffer a decrease in take-home-wage.

(b) Employees already working in areas where the cost-of-living bonus operating prior to the publication of this Memorandum was so high that they would otherwise suffer a decrease in take-home-wage.

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lines 4 and 5. Delete "On production of certificates employees". Substitute "On production of such evidence such employees".

3. Delete. para 7 (a) (ii) (c). Substitute. new para 7 (a) (ii) (c) :-

(c) Where non-heads-of-family, engaged prior to the publication of the Memorandum, were receiving higher take-home-wages than those authorized for non-heads-of-family in Appendices "A" and "B" they may continue in receipt of such take-home-wages under the terms of para 4 (d) (ii) (b) above.

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JUL 25 1946

APPENDIX "B"

Admiral Stone, Chief Commissioner of the Allied Commission, has instructed me to present the following memorandum. The Admiral feels very strongly on this subject and most warmly recommends that favorable action be taken on this question.

MEMORANDUM

1. This Memorandum refers to the effective date of calculation of dismissal bonus of Allied Force civilian employees.

2. The background of this and other bonuses is that a Sub-Committee of the Labor and Wages Committee, with Italian delegates in attendance, considered the disparity between Allied Force wage scale and that prevailing in general industry, with particular regard to Christmas bonus, holidays with pay, and dismissal bonus. The recommendation of the Sub-Committee, which was adopted by the main Committee, was that a consolidated bonus be added to the current pay of civilian workers calculated on an appropriate percentage basis and intended to compensate for benefits not specifically provided by the Allied Force wage scale. It was recommended that the percentage increase or consolidated bonus, should be added to current pay as from 1 January 1946.

3. The proposals were considered by the Joint Military Finance Committee, AFHQ, on 18 December 1945 and subsequently by the appropriate authorities at AFHQ, who agreed in principle to the recommendations but substituted specific bonus payments for the suggested consolidated bonus. Administrative Memorandum No. 5 of 1946 contained the relevant instructions and provided inter alia for effect to be given as from 1 January 1946 to civilian employees in service on or after 4 March 1946.

4. But even if the proposals for a consolidated bonus were rejected, it seems appropriate for particular regard to be had to Italian law on this subject when giving effect to single bonus payments, and this raises the question of the effective date for calculating the dismissal bonus. The date 1 January 1946, although appropriate for the calculation of current payments as in the original proposals, is not appropriate when calculating dismissal bonus.

5. It would be appropriate to follow exactly Italian law for this particular item, viz., dismissal bonus, extracted from the proposed consolidated bonus, and to calculate it as from the date of commencement of the employment. The additional cost of the present proposal would not be considerable. More than two-thirds of the present civilian employees are in grades other than clerical and administrative, or hotel and mess; and the effect of the present proposal for such employees would, at the time of dismissal, add four days' pay to those engaged September 1943; 3 days' pay to those engaged June 1944, with corresponding smaller amounts for later engagements. For clerical and administrative workers, the corresponding increases would be 54 days' pay, 36 days' pay, etc. It should be noted, however, that owing to turnover of staff and reduced clerical establishments the numbers concerned with such length of service would be relatively few.

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6. The moral effect of this concession is of the utmost importance. In addition to rewarding long and faithful service on the part of those still in Allied employment on terms no more favorable than they would receive if employed by Italian employers, it would remove a source of grievance and enhance the prestige of the Allied authorities at a critical moment. Moreover, it should be remembered that it is less a concession than it is simple recognition of the workers' rights under Italian law. In my view -- as I stated as Chief Civil Affairs Officer in my decision in the Schio Massacre case -- the Allied military authorities are bound under the law of occupation to be the custodian of Italy's fundamental legal institutions. The protection of the legal rights of workers is surely fundamental. We therefore should comply with Italian labor laws and calculate the dismissal bonus as from the date of engagement.

S/ EMERY N. STONE
Rear Admiral, USNR
Chief Commissioner

1963

4004 RR

Ex Comm 988/43

ALLIED FORCE LABOUR AND WAGES COMMITTEE.
A.F.H.Q.

AUG 28 1946

REF: AFLWC/M/D10

Postal Address:
c/o Labour Branch (Br),
HQ, Rome Area Allied Command,
A.P.O. 794 - U.S. Army.

26th August 1946

An EXTRAORDINARY Meeting of the Allied Force Labour and Wages Committee was held at 11.00 hours on the 24th August 1946, in the Conference Room of Labour Branch (Br), Rome Area Allied Command, ROME.

PRESENT:

CHAIRMAN:
Mr. K.J. HIRD - Asst. Labour Attaché British Embassy.

REPRESENTATIVES OF:
Labour Directorate, GHQ CMF
H.Q., M.T.O.U.S.A.
C-G, P.B.S.
H.Q., No. 3 District
H.Q., XIII Corps
H.Q., Rome Area Allied Command
H.Q., Allied Commission

AC Distr
Ex Comm (1)
Econ Sec (1)

IN ATTENDANCE:

REPRESENTATIVES OF:
U.N.R.R.A.
G-5, A.F.H.Q.
G-4, M.T.O.U.S.A.

1. CHAIRMAN.

The Secretariat announced that, in the absence of the appointed Chairman, Mr. A.H. BRAIN, British Embassy, an invitation had been extended to Mr. K.J. HIRD, British Embassy, to deputize. The Committee gave unanimous approval.

2. QUARTERLY REVISION OF COST OF LIVING BONUS.

The Chairman referred to Minute 1 (b) (i) of the EIGHTH Meeting which authorised the Chairman and Secretariat to submit proposals to A.F.H.Q. for the quarterly revision of the Cost of Living Bonus. These proposals had been agreed by the Italian Ministry of Labour as a fair reflex of private industrial practice and had been submitted to A.F.H.Q. with a recommendation that they be made effective from 1st August 1946. Representative G.H.Q. stated that these proposals had been accepted in

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

CHAIRMAN:
Mr. K.J. HIRD - Asst. Labour Attache British Embassy.

REPRESENTATIVES OF:
Labour Directorate, CMQ CMF
H.Q., M.T.O.U.S.A.
C-G, P.B.S.
H.Q., No. 5 District
H.Q., XIII Corps
H.Q., Rome Area Allied Command
H.Q., Allied Commission

AC Distr
Ex Comm (1)
Econ Sec (1)

IN ATTENDANCE:

REPRESENTATIVES OF:
U.N.R.R.A.
G-5, A.F.H.Q.
G-4, M.T.O.U.S.A.

1. CHAIRMAN.

The Secretariat announced that, in the absence of the appointed Chairman, Mr. J.H. BRIDE, British Embassy, an invitation had been extended to Mr. K.J. HIRD, British Embassy, to deputize. The Committee gave unanimous approval.

2. QUARTERLY REVISION OF COST OF LIVING BONUS.

The Chairman referred to Minute 1 (b) (i) of the EIGHTH Meeting which authorised the Chairman and Secretariat to submit proposals to A.F.H.Q. for the quarterly revision of the Cost of Living Bonus. These proposals had been agreed by the Italian Ministry of Labour as a fair reflex of private industrial practice and had been submitted to A.F.H.Q. with a recommendation that they be made effective from 1st August 1946. Representative G.H.Q. stated that these proposals had been accepted in principle by G.H.Q. Representative M.T.O.U.S.A. stated that they had been accepted in principle by H.Q., M.T.O.U.S.A. but that financial difficulties had arisen.

Representative G-4, M.T.O.U.S.A. stated that it was agreed that the proposals provided for a fair and just rate of pay. However there existed in the theatre only limited funds available for the payment of civilian labour. These funds had been budgeted in advance and did not take into account fluctuation in rates of pay and Cost of Living Bonus. Whether a supplementary grant could be obtained was questionable. It was not disputed that the increasing cost of living had to be met and if no supplement was forthcoming it would be necessary to reduce the labour force employed by the U.S. Forces by one third. This might have a serious effect on operational efficiency. Should it also react unfavourably on the unemployment situation in Italy, it should be clearly understood that the sole reason for the reduction was to enable the U.S. Forces to pay the just and proper rate of pay.

P.A. 30/8.

(cfr R)

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The Chairman re-stated the brief of the Committee to recommend to A.F.H.Q., from time to time, wage changes to keep the Allied Force Wage Scale in line with Italian practice. This was the purpose of the proposals now under review. The Committee agreed unanimously that there was no question of the accuracy of the proposed Cost of Living Bonus figures. Accordingly, as there was no disagreement on policy or on the detailed application of policy, the Committee reaffirmed the recommendations of the Chairman and Secretariat.

Representative XIII Corps referred to a recent strike threat at MESTRE. In view of the unrest in labour circles in Italy, it was unanimously agreed that further delay in adopting and implementing the proposals would have serious consequences and that immediate action was imperative.

(Sgd.) Curtis J. IVEY
Major
Secretary (Am.)

(Sgd.) H.J. CUTBUSH
Major,
Secretary (Br.)

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JULY 251930B

H/5030
JULY 261530

ROUTINE

HQ NAPLES AREA

CHIEF COMM ALOOM ROME

UNCLASSIFIED:

Will addressees please forward by 7th August 46 any points which they consider should be placed before the local labour and wages sub committees. Items received will be included in the Agenda and a meeting of the committee will then be called all informed.

AC DIST

ACTION - [redacted] ECON SEC (1)

INFO - CHIEF COMMISSIONER
EX COM
FLOAT 2

FILE

Econ Applied.
"No pauses to Raise"
5/8

HEADQUARTERS
25 JUL 1946
A.
1961

P.D. 4a/46

(CAPT K)

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

HC07

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MC
AGFOC 247 22 July 1946.

MEMORANDUM TO: Colonel Charles W. Walton, U.S. Army,
Acting Vice President, Economic Section.

I desire you to represent the Allied Commission at the AFHQ Labor and Wages Committee meeting on Thursday, 25 July, and present and read the attached memorandum as being the position of the Allied Commission on the dismissal bonus question.

/s/ Ellery W. Stone

ELLERY W. STONE
Rear Admiral, USN
Chief Commissioner

Copy to: ExCom

See M-441

1960

439

Admiral Stone, Chief Commissioner of the Allied Commission, has instructed me to present the following memorandum. The Admiral feels very strongly on this subject and most warmly recommends that favorable action be taken on this question.

MEMORANDUM

1. This Memorandum refers to the effective date of calculation of dismissal bonus of Allied Force civilian employees.

2. The background of this and other bonuses is that a Sub-Committee of the Labor and Wages Committee, with Italian delegates in attendance, considered the disparity between Allied Force wage scale and that prevailing in general industry, with particular regard to Christmas Bonus, holidays with pay, and dismissal bonus. The recommendation of the Sub-Committee, which was adopted by the main Committee, was that a consolidated bonus be added to the current pay of civilian workers calculated on an appropriate percentage basis and intended to compensate for benefits not specifically provided by the Allied Force wage scale. It was recommended that the percentage increase or consolidated bonus, should be added to current pay as from 1 January 1946.

3. The proposals were considered by the Joint Military Finance Committee, AFHQ, on 18 December 1945 and subsequently by the appropriate authorities at AFHQ, who agreed in principle to the recommendations but substituted specific bonus payments for the suggested consolidated bonus. Administrative Memorandum No. 5 of 1946 contained the relevant instructions and provided inter alia for effect to be given as from 1 January 1946 to civilian employees in service on or after 4 March 1946.

4. But even if the proposals for a consolidated bonus were rejected, it seems appropriate for particular regard to be had to Italian law on this subject when giving effect to single bonus payments, and this raises the question of the effective date for calculating the dismissal bonus. The date 1 January 1946, although appropriate for the calculation of current payments as in the original proposals, is not appropriate when calculating dismissal bonus.

5. It would be appropriate to follow exactly Italian law for this particular item; viz., dismissal bonus, extracted from the proposed consolidated bonus, and to calculate it as from the date

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

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5. It would be appropriate to follow exactly Italian law for this particular item; viz., dismissal bonus, extracted from the proposed consolidated bonus, and to calculate it as from the date of commencement of the employment. The additional cost of the pres-

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

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

ent proposal would not be considerable. More than two thirds of the present civilian employees are in grades other than clerical and administrative, or hotel and mess; and the effect of the present proposal for such employees would, at the time of dismissal, add four days' pay to those engaged September 1943; 3 days' pay to those engaged June 1944, with corresponding smaller amounts for later engagements. For clerical and administrative workers, the corresponding increases would be 54 days' pay, 36 days' pay, etc. It should be noted, however, that owing to turnover of staff and reduced clerical commitments the numbers concerned with such length of service would be relatively few.

6. The moral effect of this concession is of the utmost importance. In addition to rewarding long and faithful service on the part of those still in Allied employment on terms no more favorable than they would receive if employed by Italian employers, it would remove a source of grievance and enhance the prestige of the Allied authorities at a critical moment. Moreover, it should be remembered that it is less a concession than it is simple recognition of the workers' rights under Italian law. In my view -- as I stated as Chief Civil Affairs Officer in my decision in the Schio Massacre case -- the Allied military authorities are bound under the law of occupation to be the custodian of Italy's fundamental legal institutions. The protection of the legal rights of workers is surely fundamental. We therefore should comply with Italian labor laws and calculate the dismissal bonus as from the date of engagement.

/s/ Ellery W. Stone

ELLERY W. STONE
Rear Admiral, USN
Chief Commissioner

1958

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

4007 FI

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HEADQUARTERS ALLIED COMMISSION
APO 794
ECONOMIC SECTION

Ref. 4.01/ES

19 July 1946

JUL 19 1946

MEMORANDUM TO: Chief Commissioner

Explanation of why Allied Commission was not represented at the 5th, 6th and 7th meeting of the Labor and Wages Committee of ATTU.

1. The Labor Sub Commission having closed, it had been my assumption that Mr. Braine, ex-Director, continued to represent our interests.

2. However, after the question of Mid-Shift Meal arose, and after discussion at the Executive Commissioner's meeting, I appointed Lt. Durber as the Allied Commission representative.

3. Your instructions regarding the participation in the activities of the Committee will be complied with.

(signed)
CHARLES W. WALTON
Colonel, A. C.
Acting Vice President.
CHARLES W. WALTON
Colonel, AC
Acting Vice President

cc: Executive Commissioner.

1957

(CSO) H.S. 2417.

P.A. 24/7/46

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HEADQUARTERS ALLIED COMMISSIC
Office of the Chief Commissioner
APO [redacted] 794

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MEMORANDUM TO: Acting Vice President, Economic Section. 19 July 1946.

JUL 19 1946

It is noted that at the fifth meeting of the Labor and Wages Committee of AFHQ held on 25 April Headquarters Allied Commission was not represented, as recorded in the minutes of the meeting.

Will you kindly explain why, although the Allied Commission is one of the important members of this Committee, no representative from the Commission attended the meeting.

The representation of the Allied Commission on the Allied Force Labor and Wages Committee is provided for in AFHQ Administrative Memorandum No. 52 dated 17 December 1945, and it is exceedingly important that the Commission take an active interest and part in the work of this Committee.

See 17-434-5

HILERY W. STONE
Rear Admiral, USN
Chief Commissioner

1956

Copy to: Executive Commissioner

(650)

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ES/4.04.
C.S.O.

ALLIED FORCE LABOUR AND WAGES COMMITTEE
A.F.H.Q.

REF: AFLWC/M/C1.

5th July 1946.

Postal Address:
c/o Labour Branch (Br),
Rome Area Allied Command,
A.P.O. 794 - U.S. Army.

The SEVENTH Meeting of the Labour and Wages Committee was held at 09.30 hours on the 27th June 1946 in the Conference Room of Labour Branch (Br) Rome Area Allied Command.

PRESENT :

Chairman:
Mr. F.H. BRAINE - Labour Attaché British Embassy

Representatives of:
Labour Directorate, G.H.Q., C.M.F.
H.Q., M.T.O.U.S.A.
C.G., P.B.S.
H.Q. No. 3 District
H.Q. XIII Corps
H.Q. Rome Area Allied Command

IN ATTENDANCE :

Representatives of:
F.A., G.H.Q., C.M.F.
British Embassy
8 Command Pay Office
U.N.R.R.A. (I.B.L.)
C.G.I.L.

1. (a) The Minutes of the SIXTH Meeting of the Committee held on the 23th May 1946 were received.

Minute 1(f) - Area of Naples was now shown as Commune of Naples and Castellammare. It was recommended by the Committee that a trial be given on this basis and the area being increased by inclusion of further Communes at a later date.

Minute 1(g) - It was brought to the Committee's notice that the word "lesser" has already been deleted in para 14 b(i) and (ii) of the draft Admin. Memo attached as Appendix "A" to the Minutes of the SIXTH Meeting.

Minute 4. - Appendix "D" had now been clarified by the addition of the word "females". The draft submitted by the Secretariat for approval by A.F.H.Q. was for female domestics only. However, as the scheme for

Labour Directorate, G.H.Q., C.M.F.
H.Q., M.T.O.U.S.A.
C.G., P.B.S.
H.Q. No. 3 District
H.Q. XIII Corps
H.Q. Rome Area Allied Command

IN ATTENDANCE :

Representatives of:
F.A., G.H.Q., C.M.F.
British Embassy
8 Command Pay Office
U.N.R.R.A. (IBAM)
C.G.I.L.

1. (a) The Minutes of the SIXTH Meeting of the Committee held on the 29th May 1946 were received.

Minute 1(f) - Area of Naples was now shown as Commune of Naples and Castellamare. It was recommended by the Committee that a trial be given on this basis and the area being increased by inclusion of further Communes at a later date.

Minute 1(g) - It was brought to the Committee's notice that the word "lesser" has already been deleted in para 14 b(i) and (ii) of the draft Admin. Memo attached as Appendix "A" to the Minutes of the SIXTH Meeting.

Minute 4. - Appendix "D" had now been clarified by the addition of the word "females". The draft submitted by the Secretariat for approval by A.F.H.Q. was for female domestics only. However, as the scheme for males differs only in the amount of the contributions paid by the employer the Secretariat undertook to obtain male rates and submit them to A.F.H.Q. for inclusion in the scheme already proposed.

Apart from the above observations the Minutes were accepted and approved by the Committee.

1. (b) BUSINESS ARISING FROM MINUTES OF SIXTH MEETING OF THE COMMITTEE:

Minute 1.: SIMPLIFICATION OF THE ALLIED FORCE WAGE SCALE.

(1) Para 4 of a letter received from the C.A.O. Office A.F.H.Q. Reference C.O/207/15/1 dated 19th June 1946 stating that the new Administrative Instruction on the Simplification of the Allied Force Wage Scale would be published within the next few days, was read to the Committee by the Secretariat.

seen by CSO + EC on file 4828/EC - A 18/7

1955

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(ii) Representative G.H.Q. reported that the wording of the effective date had been altered to read :-

"For daily paid employees on the day following the second pay day after the date of the issue of this Memorandum. For monthly paid employees on the day following the next pay day."

(iii) Para 3 of draft Admin. Memo. It was explained by the Chairman to the Committee that although the financial powers of the Sub-Committees would be withdrawn (except the Sub-Committee dealing with Venezia Giulia) Sub-Committees will continue to be available to receive comments on wage problems and grievances, other than the Meeting of wage difficulties by the Local Sub-Committees. Representative Labour Directorate G.H.Q. undertook to represent this to "Q" (Maint) G.H.Q.

(iv) Para 14 of draft Admin. Memo.: TRAVELLING ALLOWANCES. The rates and conditions proposed were not agreed to by F.A., G.H.Q. Alternative rates and conditions were submitted by Finance (Appendix "A" herewith).

The Chairman explained how the previous proposals were arrived at. The Committee offered no objection to the scaling down of rates and change in conditions, but recommended that:-

(a) Employees should be advised of the limit that existed to their travelling expenses, and
(b) That a watchful eye should be kept by employers to ensure that no hardship occured to employees who were required to travel.

The Committee further advised its members to watch the effect of these rates and to report as occasion arises.

(v) Application of Simplified Wage Scale to Venezia Giulia. It was pointed out that although the draft Admin. Memo. specifically excluded Venezia Giulia from its application, it would be open to A.F.H.Q. to issue an order applying it to Venezia Giulia, subject to such provisions as might be thought advisable. Representative XIII Corps requested the Committee to consider whether the travelling allowance as shown in Appendix "A" should be applicable to VENEZIA GIULIA. Representative XIII Corps reported that no wage difficulties existed at the moment in Venezia Giulia also that all paysheets for labour would in future be submitted by Employing Units to A.M.G. and not to No. 8 B.C.P.O.

It was agreed that in view of the Cost of Living Index Figure for Trieste, in adopting the new Allied Forces Wage Scale Trieste should use Zone "8" rates as shown in Appx. "A" to Min. 6 Meeting AMLWC. It was therefore recommended by the Committee that A.F.H.Q. be requested to consider issue of a separate instruction [illegible]

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It was agreed that in view of the Cost of Living Index Figure for Trieste, in adopting the new Allied Forces Wage Scale Trieste should use Zone "B" rates as shown in Appx. "A" to Min. 6 Meetg AFLWC. It was therefore recommended by the Committee that A.F.H.Q. be requested to consider issue of a separate instruction authorising XIII Corps to apply the regulations contained in the new Admin. Memo to Venezia Giulia at Zone "B" rates as shown in Appx. "A" to Min. 6 Meetg. A.F.L.W.C.

(vi) SICILY AND SARDINIA. 3 District representative reserved remarks on application of the proposed travel allowance rates (Appendix "A") to these islands. The Committee therefore requested that 3 District collect information and report to the Secretariat. As regards the application of the Wage Scale in Sicily Sardinia, regard was paid to the very small numbers employed, and the Representative of No. 3 District was reminded that it was open to that authority to consider if the present scales required modification, and to make proposals.

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Minute 2.: APPLICATION FOR SPECIAL GRADES.

It was reported that the applications resubmitted by XIII Corps, had been considered by Chairman and Secretariat and forwarded to A.F.H.Q. for approval.

Minute 3.: HIGHER WAGES FOR U.N.R.R.A. (ITALY).

The Secretariat reported that U.N.R.R.A. had completed a wages survey of Grade II Personnel and has submitted recommendations to the Chief of Mission U.N.R.R.A. Briefly the proposals were to increase U.N.R.R.A. Grade II salaries as follows:-

Grades 1 - 5	50 %
Grades 6 - 9	40 %
Grades 10 and 11	35 %

The Chairman pointed out (to the Committee and the U.N.R.R.A. representative present) that it was fully recognised that U.N.R.R.A. were an independent body but that there had been interchange of information and views on wages question and that informal discussions had already taken place regarding the new proposals.

It was recalled that after various experiments, the Allied Forces had adopted the principle of conforming with properly negotiated wage agreements, and had related its employment to general industry, instead of State employment, or banking and financial activities. In considering the adjustments of wage rates and other conditions from time to time, the Labour and Wages Committee entered into full consultation with the Italian Government, organised labour and employers and the two former bodies were invited to attend Committee Meetings. The Committee therefore viewed with apprehension the U.N.R.R.A. proposals to grant such considerable increases as those proposed to be added to the existing scales which are already in excess of A.F. Wage Scales. From informal discussions which had already taken place it had been learnt that U.N.R.R.A. had not consulted the Italian Ministry of Labour, Italian organised labour or organised employers federations in order to identify appropriate scales, but that representative employees of U.N.R.R.A. had obtained particulars of the best rates paid by some of the highest class banking and insurance establishments, whose operations were considered by them to provide appropriate parallels with U.N.R.R.A. operations.

In addition to the increased basic scales suggested, it was not proposed to adopt the general Italian practice of differentiating between male and female employees, but it was

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In addition to the increased basic scales suggested, it was not proposed to adopt the general Italian practice of differentiating between male and female employees, but it was proposed that the employers should add family allowances at the rate of 20 lire per day for each dependant.

The Committee anticipated widespread discontent among Allied employees if the U.N.R.R.A. proposals were put into effect.

Minute 5.: SICKNESS BENEFITS FOR ADMINISTRATIVE & CLERICAL EMPLOYEES.

No further evidence was made available to the Committee on this matter. The Committee therefore referred it to the Financial Advisor for any comments by the Finance Committee.

Minute 7(b).: CHIEF EXECUTIVE POSTS IN R.A.A.C.

R.A....C. had decided to hold this matter in abeyance pending further considerations.

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2. MIDSHIFT AND OFFICE WORKER MEAL.

(1) The Committee considered, at the request of A.F.H.Q., the question of modifying the midshift meal with a view to a reduction of consumption of flour. Members of the Committee indicated that undue modification of the midshift meal would seriously affect the relationship with Italian civilian employees, to whom the provision of such a meal, containing a large element of bread, had become an accepted condition of employment. They stated that the bread rather than the other components to the midshift meal formed the principal attraction, and in many cases workers were content to dispense with other items, drawing only the bread component. It was this element that induced them to accept a midshift meal which in almost every other respect compared unfavourably with that normally provided by Italian industry for the use of workers. Considerable discontent would be caused by reduction or abolition of this item and the effect upon the employment of civilian labour would be serious.

(2) Notwithstanding these reports, which were unanimously considered to reflect the general position, the Committee were of the opinion that the question of the reduction of consumption of flour, in view of the general world food shortage, was too serious to be answered merely in a negative fashion. They gave careful consideration to possible alternatives. They were informed that A.F.R.I. made special issues to employers, providing midshift meals in ordinary industry and that the cooking and preparations of such meals, to which workers normally brought their own bread contribution, resulted in a more attractive and satisfying meal than that provided by the Allied Forces. The Committee came to the conclusion that if the general midshift meal could be improved as regards other items, the bread component could be reduced or abolished without undue discontent or dissatisfaction, and they therefore recommended that A.F.H.Q. should request S. & T. and Base Quartermaster to make adequate proposals for the provision of a midshift meal at least up to the standard normally provided in Italian industry and containing no greater bread or pasta element than so provided; and the Committee unanimously agreed that if such provision could be made the bread element could be correspondingly reduced. They hoped due notice would be taken of their opinion that without such alternative provision a decision to reduce or abolish the bread element would cause large scale discontent.

(3) The XIII Corps Representative agreed in general with the Committee's views with the reservation that particular local circumstances in XIII Corps area might make it desirable to

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(3) The XIII Corps Representative agreed in general with the Committee's views with the reservation that particular local circumstances in XIII Corps area might make it desirable to avoid any possibility or difficulty that might arise from change of the present system.

(4) With regard to contract labour, it was noted that current authorities approved the issue of midshift meal on the general Allied scale to the employees of contractors working 100 per cent for Allied Forces (or in specially authorised cases less than 100 per cent). The Committee were of the opinion that contractors working for the Allied Forces should assume the same responsibilities and liabilities as other employers in private industry and in normal circumstances (as for example printing establishments of long standing), should follow Italian practice rather than depend upon the Allied authorities for the issue of a large bread component. They noticed, however, that the general terms of contract or tenders which were not available to the Committee might imply or provide for the provision of a bread component for this

purpose and whilst recommending that there should be a reversion to normal Italian practice, thus causing an immediate saving of bread, the Committee recognised that the matter was outside their scope and was for adjustment by the contracting authorities. They were of the opinion, however, that contract labour would have no reason to be discontented if it received the normal treatment given to Italian civilian labour in outside industry.

3. BENEFITS RECEIVED BY LABOUR EMPLOYED UNDER PROVISION OF ALLIED FORCES WAGE SCALES AND POLICY.

(1) Minute Five of the FIFTH Meeting of the Labour and Wages Committee held on 25th April 1946 recommended that all persons regardless of nationality employed by the Allied Forces in Italy receive all benefits payable as prescribed by A.F.H.Q. Memo No.5 dated 7th March 1946. An approval of this recommendation was received from A.F.H.Q. Office of the C.-in-C.

As a matter of interpretation, it was pointed out that the Committee's intention was to exclude only those employees of Allied nationality who have already been engaged under special forms of contract in their home countries. It should be open to others not so engaged to take employment under the general wage scales.

4. DISMISSAL BONUS PAYABLE TO CIVILIAN EMPLOYEES.

(1) A letter was received from the Confederazione Generale Italiana del Lavoro (Appendix "C" refers) requesting that the dismissal bonus authorised by A.F.H.Q. Admin. Memo. No.5 dated 4th March 1946 be made retroactive to include the effective date of employment of all persons employed by the Allied Forces. The Committee could not recommend any change in the effective date of this benefit.

It was made clear by the Financial Adviser that employees were engaged with definite condition of service and were therefore not entitled to any retroactivity of any concessions such as bonuses that were granted to them.

5. RATIONS FURNISHED TO ITALIAN CIVILIAN EMPLOYEES.

Reference was made by the representative M.T.O.U.S.A. to Minute 1(b) of the FIFTH Meeting of the Allied Force Labour & Wages Committee when the Secretariat reported that the Fiscal Director M.T.O.U.S.A. and Base Quartermaster representatives had made recommendations as follows:

(i) That food furnished Italian civilian employees as Midshift Meal be continued as at present except that the portion of food not returned to Military Food Stocks in kind (A.F.H.Q. Admin. [illegible] the Italian Government as a

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(i) That food furnished Italian civilian employees as Midshift Meal be continued as at present except that the portion of food not returned to Military Food Stocks in kind (A.F.H.Q. Admin. Memo 43 refers) be billed against the Italian Government as a delinquent account and that quasi-military Units (ARC WSA etc.) pay to the Quartermaster Commissary account the full Cost of the Food drawn for Midshift Meal.

(ii) That the charge for food furnished to Italian civilian employees in the form of native ration be increased from 30 to 70 lire (70 lire covers actual cost of all components in this ration) and that basic wages of employees effected be increased 40 lire per day to compensate for this charge since this charge is based on dollar or sterling rate of exchange and employees are paid on lire exchange rate.

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Representative M.T.O.U.S.A. asked the Committee if it was now in a position to make recommendations. The Committee therefore recommended that adjustment for the charge for food furnished to Italian employees take place at source i.e. that book adjustments are made by the Fiscal Director M.T.O.U.S.A. and Base Quartermaster representatives.

6. DATE OF NEXT MEETING.

It was agreed that the next Meeting of the Committee would be held at 09.30 hours on the 25th of July 1946.

(Sgd.) Curtis J. IVEY
Major
Secretary (Am.)

(Sgd.) H.J. CUTBUSH
Major
Secretary (Br.)

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Major
Secretary (Am.)

(Sgd.) H.J. CUTBUSH
Major
Secretary (Br.)

1950

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APPENDIX "A".

14. TRAVELLING ALLOWANCES.

(a) Civilian employees when travelling on duty, involving absence from the normal place of duty and home, may in the absence of Service accommodation and rations be paid subsistence allowance at the following rates for each full day's absence of 24 hours :

MONTHLY BASIC WAGE	DAILY SUBSISTENCE ALLOWANCE (including overnight absence)
9000 Lire and more	820 Lire per day
6000 Lire to 8999 Lire	720 Lire per day
4500 Lire to 5999 Lire	610 Lire per day
3500 Lire to 4499 Lire	540 Lire per day
less than 3500 Lire	450 Lire per day

DAILY BASIC WAGE.

Standard rate of 450 Lire per day (including overnight) for all daily paid grades.

(b) (i) For absences of less than 24 hours which involve the procurement of meals only, an allowance of one fifth of the daily allowance rate above may be paid for each meal at the discretion of a responsible officer, subject to a limit of three meals per day.

(ii) For absence involving procurement of sleeping accommodation by the traveller at his own expense, two fifths of the daily allowance rate above may be paid for this item, in addition to an allowance payable under paragraph (b) (i) above.

(c) No allowances are payable under paragraph (b) (i) above if rations are provided in kind, or under paragraph (b) (ii) if quarters are provided.

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Standard rate of 450 Lire per day (including overnight) for all daily paid grades.

(b) (i) For absence of less than 24 hours which involve the procurement of meals only, an allowance of one fifth of the daily allowance rate above may be paid for each meal at the discretion of a responsible officer, subject to a limit of three meals per day.

(ii) For absence involving procurement of sleeping accommodation by the traveller at his own expense, two fifths of the daily allowance rate above may be paid for this item, in addition to an allowance payable under paragraph (b) (i) above.

(c) No allowances are payable under paragraph (b) (i) above if rations are provided in kind, or under paragraph (b) (ii) if quarters are provided.

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APPENDIX "B".

MIDSHIFT MEAL.

1. U.S. Army state that they have received instructions to reduce consumption of flour in this theatre, in view of general world food shortage. They have therefore requested British Army to agree to either :-

(a) Abolishing the midshift meal for both non-office and office workers

or (b) Reducing the bread element in the midshift meal for non-office workers only. The figure to which reduction might be effected is suggested by the Americans as ½ ozs. A counter suggestion from S. & T. G.H.Q. is 5½ ozs.

2. It is argued that the midshift meal was introduced because it was impossible at the time to get efficient work done for the Allied Forces without it, but that this situation no longer prevails; further, that the effect of the midshift meal is to give an increased bread ration to a privileged few without justification.

3. The Committee is requested to make definite recommendation. It is suggested that the foundations on which the recommendation should be based are :-

(a) That it should not be such as will jeopardise the Allied Forces labour position.

(b) That Italian employees of the Allied Forces should only receive as much preferential treatment (if any) above their brothers in civilian industry as is necessary to ensure (a) above.

It is realised and agreed by the Americans that VENEZIA GIULIA is in a special position in respect of this.

4. Midshift meals are also at present being supplied to contract labour. It is suggested that, whatever may be the committee's recommendations in respect of paras 1 - 3 above, this is quite unjustified in the present circumstances. While contract labour is not the direct concern of the Committee, its members are requested to report, from their knowledge of local labour conditions, what they consider would be the probable effect of the withdrawal of the midshift meal from such labour. It may be necessary to make exception in the case of VENEZIA GIULIA from any general finding as a result of these reports.

5. In view of the urgency of this matter the Secretariat is requested [illegible] of the Committee on these

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4. Midshift meals are also at present being supplied to contract labour. It is suggested that, whatever may be the committee's recommendations in respect of paras 1 - 3 above, this is quite unjustified in the present circumstances. While contract labour is not the direct concern of the Committee, its members are requested to report, from their knowledge of local labour conditions, what they consider would be the probable effect of the withdrawal of the midshift meal from such labour. It may be necessary to make exception in the case of VENEZIA GIULIA from any general finding as a result of these reports.

5. In view of the urgency of this matter the Secretariat is requested to forward the recommendations and findings of the Committee on these matters to the C...O., A.F.H.Q., earliest, without delaying until the publication of the remaining minutes of this meeting.

1947

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APPENDIX "C".

CONFEDERAZIONE GENERALE ITALIANA DEL LAVORO
Aderente alla
Federazione Mondiale Sindacale

Roma, li 14/6/1946
Via Boncompagni, 19
Telefoni 480-151-2-3-4

Ufficio Contratti e Vertenze

FA/lc

Prot. N. 9580/46

OGGETTO:

ALLIED COMMAND
A.F.H.Q. 794 U.S. ARMY
LABOUR BRANCH
R O M A
P.zza Venezia

TRANSLATION.

With reference to Civilian Labour Information Bulletin No. 27 regarding Christmas and Dismissal Bonus, Annual Leave and Holidays with Pay, we beg to point out the following:

All kinds of payment made for work performed, when covered by agreements with the Confederazione Generale Italiana del Lavoro, become effective from the date at which employment started.

The stipulations of your circular No. 27 quoted above, refer to the payment of the Dismissal Bonus as effective from the 1st of January 1946.

Practically speaking there is a lack of recognition of the entitlement to a Dismissal Bonus prior to the date stated above, and also a lack of recognition of Trade Union Agreement regarding the relationship between the employer and the employee.

In the light of the Trade Union practice a stipulation of that kind constitutes a new fact prejudicial to the principles of a definite entitlement (exclusive of any derogation) to the Dismissal Bonus effective from the date of engagement.

For these reasons and in order not to prejudice the principle of fair dealing in the relations between the employer and the employee, you are requested to amend your circular No. 27, so that the Dismissal Bonus may be paid to employees w.e.f. the date at which the employment started.

As the Allied Authorities, and in particular the members attending to the framing of the conditions of employment for Italian civilian employees of Allied Units have always tried to keep Allied Force wage scales and all other emoluments

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LABOUR BRANCH

TRANSLATION.

R O M A
Piazza Venezia

With reference to Civilian Labour Information Bulletin No. 27 regarding Christmas and Dismissal Bonus, Annual Leave and Holidays with Pay, we beg to point out the following:

All kinds of payment made for work performed, when covered by agreements with the Confederazione Generale Italiana del Lavoro, become effective from the date at which employment started.

The stipulations of your circular No. 27 quoted above, refer to the payment of the Dismissal Bonus as effective from the 1st of January 1946.

Practically speaking there is a lack of recognition of the entitlement to a Dismissal Bonus prior to the date stated above, and also a lack of recognition of Trade Union Agreement regarding the relationship between the employer and the employee.

In the light of the Trade Union practice a stipulation of that kind constitutes a new fact prejudicial to the principles of a definite entitlement (exclusive of any derogation) to the Dismissal Bonus effective from the date of engagement.

For these reasons and in order not to prejudice the principle of fair dealing in the relations between the employer and the employee, you are requested to amend your circular No. 27, so that the Dismissal Bonus may be paid to employees w.e.f. the date at which the employment started.

As the Allied Authorities, and in particular the members attending to the framing of the conditions of employment for Italian civilian employees of Allied Units have always tried to keep Allied Force wage scales and all other emoluments in line with those paid by Italian Industry, we hope that favourable consideration will be given to this request.

Je remain, Sir

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Yours faithfully

(Sgd.) The Secretariat.

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

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ALLIED FORCE LABOUR AND WAGES COMMITTEE.
A.F.H.Q.

REF: AFLWC/A/26

19th June 1946.

Postal Address:
c/o Labour Branch (Br),
HQ, Rome Area Allied Command,
A.P.O. 794 - U.S. Army.

SUBJECT: Allied Force Labour & Wages Committee Agenda.

JUN 21 1946

TO: Distribution "A".

The SIXTH Meeting of the Labour and Wages Committee will be held at 09.30 hrs. on Thursday 27th June 1946 in the Conference Room of the Labour Branch (Br) H.Q. Rome Area Allied Command, Rome, to consider the following Agenda:-

1. Minutes of SIXTH Meeting of the Committee held on the 29th May 1946.

2. To consider and make specific recommendations
   a. Whether Midshift Meal for both non office workers and office workers can be abolished.
   b. Failing (a) to consider to what extent Midshift Meal for non office workers can be reduced in view of world food shortage, with special reference to bread element (reductions to 4 ozs. or 5 ½ ozs. bread suggested).
   c. Receiving reports from members based on knowledge of local labour conditions of probable reperoussions of abolition of issue of Midshift Meal for contract labour.

3. To receive a letter from the C.A.O. AFHQ reference Minute 5 of the 5th Meeting of the Labour and Wages Committee held on 25th April 1946 (Letter attached as Appendix 'A').

4. Any other business.

5. To set a date for the next Meeting.

H J Cutbush

H.J. CUTBUSH, Major,
Secretary (Br),
ALLIED FORCE LABOUR AND WAGES COMMITTEE.

see 4445

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APPENDIX "A".

ALLIED FORCE HEADQUARTERS
C.A.O. Office

CAO/207/15/1

MEMORANDUM FOR : A.F.L.W.C. c/o Labour, R.A.A.C.

SUBJECT : Employment of Civilians other than those of Italian Nationality.

Reference your AFLWC/M/A9 of 26 April 1946 and minute 5 of the Fifth Meeting of the Labour and Wages Committee held on 29th April 1946.

1. Authority is given to extend all benefits at present received by Italian Civilian Labour employed by the Allied Forces to include employees other than those of Italian Nationality.

2. The above authority is applicable only to employees of other than Italian Nationality who are employed in the normal manner through Civil Labour Offices. The special benefits authorised under Administrative Memorandum No. 5 of 1946 will not be applicable to non-Italian civilian employees such as Displaced Persons who are in consequence accommodated, fed and clothed by the Army.

3. A paragraph incorporating the above is being included in the new instruction on the simplified Allied Forces wages scale now being prepared at this HQ.

(Sgd.) A.J. McMURTRIE,
Major,
for C.A.O.

5th June 1946

AJM/smm

Copies to: G-1
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D/Labour

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ALLIED FORCE LABOUR & WAGES COMMITTEE.

A.F.H.Q.

MAR 21 1946

Ref: AFLWC/A/17.

15 March, 1946.

Postal Address:
c/o Labour Branch (Br),
H.Q. Rome Area Allied Command,
A.P.O. 794, US Army.

Subject: Allied Force Labour and Wages Committee - Agenda.

The FOURTH meeting of the Labour and Wages Committee will be held at 09.30 hrs on THURSDAY, 26 March 1946, in the Conference Room of the Labour Branch (Br), H.Q. Rome Area Allied Command, ROME, to consider the following Agenda:

1. Minutes of the THIRD Meeting of the Committee held on 26 February 1946.

2. A schedule of monthly rates of pay in conjunction with the proposed simplification of the Allied Force Wage Scales.

3. Minutes of the SIXTH meeting of the XIII Corps Local Sub-Committee. (annexure I refers).

4. Social Insurance Benefits for civilian labour employed by individual members of the Allied Forces.

5. Any other business.

6. To note date for the next meeting.

Signed: WILLIAM E. DAVY, Major,
Secretary (Br),
Allied Force Labour & Wages Committee.

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1. Minutes of the Third Meeting.

2. A schedule of monthly rates of pay in conjunction with the proposed simplification of the Allied Force Wage Scales.

3. Minutes of the SHAEF Meeting of the XXII Corps Local Sub-Committee. (annexure I refers).

4. Social Insurance Benefits for civilian labour employed by individual members of the Allied Armies.

5. Any other business.

6. To note date for the next meeting.

Signed: WILLIAM E. DAVY, Major.
Secretary (Br),
Allied Force Labour & Wages Committee.

See Min 420

(MAJ H)

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ANNEXURE II.

Rear HQ 13 Corps
L/CIV/41
13 Mar 46

ALLIED FORCE LABOUR & WAGES COMMITTEE.
13 CORPS LOCAL SUB-COMMITTEE.

The SIXTH Meeting of the 13 Corps Local Sub-Committee of the Allied Force Labour and Wages Committee was held at Rear HQ 13 Corps on 12 Mar 1946.

PRESENT.

CHAIRMAN - Lt. Col. F.F. BOLTON - ADL 13 Corps.

REPRESENTATIVES OF:

MG 13 Corps	- Capt. J. CANTILLI
88 (US) Div	- 2/Lt. E.E. PAUL
HQ MAF	- A/Cmdr E. BOMEN
NOIC VENICE	- Cmdr (S) F. CLEGHORN
Q Rear 13 Corps	- Capt. ..... BIRCH
AT Rear 13 Corps	- Major F.G. [illegible]
2901 CAU	- Major A.P. HENDERSON
2920 CAU	- Lt for M.T. [illegible]

IN ATTENDANCE TO:

HQ 2 District	- Major F.K. FORRESTER
1 ..RM	- Capt. D.K. ..REDHEAD
9 55 ..co	- Capt. D.A. GARNER, RA.

SECRETARY - Major R. GOSS, RADC 13 Corps.

1. The Minutes of the FIFTH meeting, held on 21 Jan 46 were approved.

2.(a) The Sub-Committee proceeded to examine the 'Trieste Agreement' (copy attached hereto at Appendices 'A' and 'B') and studied the comparison tables of Allied Force and Civilian Rates of Pay as set out in Appendices 'C' and 'D'.

(b) The Chairman pointed out that on examination of the Comparison Tables, it became apparent that in no grade did the Allied Force Rate equal the minimum of the Civilian Rate and this meeting had been called to make such recommendations as may be deemed necessary to overcome these deficiencies and bring the Allied Force Rate more into line with Civilian Industry. To do this it was suggested that GHQ be asked to authorise a further Cost of Living Bonus of 100 lire a day to be applicable to the whole of 13 Corps.

(c) Capt. J. CANTILLI stated that although he was unable to produce definite figures at the moment he was quite sure that even with the proposed increase, our rates would still be lower than those paid by the Yugoslavs. The Cost of Living in TRIESTE was known to be 20% higher than in any other part of Italy. The Trieste Agreement was drawn up on an economic basis, although it was aided by political influence.

(d) It was agreed (i) that in view of the Trieste Agreement GHQ should be asked to authorise a further increase of 100 lire in the Cost of Living Bonus for the

88 (US) Div
BG I.P
NOIC TRIESTE
G Rear 13 Corps
ST Rear 13 Corps
2/Lt Coll
2/Lt Coll

[illegible]
HQ 2 District
1 ARA
2 SS Area

SECRETARY

- A/Cmdr S. BOWEN
- Cmdr (S) F. CLEMENTS
- Capt. [illegible] BIRCH
- [illegible] J.G. [illegible]
- Major A.P. HENDERSON
- [illegible] L.J. [illegible]

- Major F.E. FORRESTER
- Capt. D.K. [illegible]
- Capt. D.[illegible] GARDNER, R.E.

- Major R. COSS, DADL 13 Corps.

1. The Minutes of the [illegible] Meeting, held on 21 Jan 46 were approved.

2.(a) The Sub-Committee proceeded to examine the 'Trieste Agreement' (copy attached hereto at Appendices 'A' and 'B') and studied the comparison tables of Allied Force and Civilian Rates of Pay as set out in Appendices 'C' and 'D'.

(b) The Chairman pointed out that on examination of the Comparison Tables, it became apparent that in no grade did the Allied Force Rate equal the minimum of the Civilian Rate and this meeting had been called to make such recommendations as may be deemed necessary to overcome these deficiencies and bring the Allied Force Rate more into line with Civilian Industry. To do this it was suggested that GHQ be asked to authorise a further Cost of Living Bonus of 100 Lire a day to be applicable to the whole of 13 Corps.

(c) Capt. J. C. TILLI stated that although he was unable to produce definite figures at the moment he was quite sure that even with the proposed increase, our rates would still be lower than those paid by the Yugoslavs. The Cost of Living in TRIESTE was known to be 30% higher than in any other part of Italy. The Trieste Agreement was drawn up on an economic basis, although it was aided by political influence.

(d) It was agreed (i) that in view of the Trieste Agreement GHQ should be asked to authorise a further increase of 100 lire in the Cost of Living Bonus for the whole of 13 Corps, but this increase is to be applicable only in Trieste for the time being, payment not to be retrospective but to take effect as soon as authority received, (ii) a further meeting to be called to decide the amount of increase of Cost of Living Bonus to each grade, when the authority had been received from GHQ. Subject to receipt of such authority the meeting was provisionally arranged for 1030 hrs in the Conference Room at Rear 13 Corps on Friday 29 March, 1946.

(e) The Supplementary Agenda attached at Appendix "E" was perused and discussed and it was agreed to postpone giving a decision on this matter until the next meeting, so that the members could investigate the difficulties arising when boundaries are extended.

(sgd) R. COSS, Major,
DADL,
Secretary.

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RG/ms.

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Appendix "A"

In the year one thousand nine hundred and forty six this First day of February, he following preliminary agreement for wages adjustments to be applied to all Industrial undertakings and workers of the Zone of Trieste under Allied Military Control, as been reached at this Labour Office under the Chairmanship of Avv. Walter Levitus, etween the Association of Industrials of the Trieste Zone, represented by its President Mr Augusto Cesulich, Eng. Ivo Schiavon, Ing., Carlo Beltrame, Rag., Mario Morett r Carlo Francoli, Dr Silvio Lusetti, assisted by Director Dr Antonio Petronio

and

Sindacati Unici represented by its President Mr Ernest Radich and Mr Emilio Sedilli

and

rade Union Federation, Trieste and Zone represented by Dr Gino Sforza and Dr Pietro ondoni.

ARTICLE I.

With the purpose of establishing minimum basic wages for non-clerical personnel mployed in Industrial undertakings the rates shall be sub-divided in the following roups :

Group A. Metallurgical, Mechanical, Woodworkers (Furnishers, fixtures, etc.) Builders, roperly, Tailors.
Group B: Chemical and Food Industry (pastes, biscuits, beer, preserved meats, liquors nd drinks, chocolate, saccharate, confections, coffee roasting, coffee surrogates, co-producers, vinegar distilleries ecc) manufacturing of articles in series, wood-anufacturing, saw-mills, grinding Industry, oil mills and vegetable oil refineries, ransports and bricks.
Group C: Cement and manufactured cement and stone ware, fish preserving Industry and ther food products, hosiery, mining Industry, chemical laundry works, earthen ware.
Group T: Textile Industries.

The present article does not apply to the following industrial categories: rinters, editorial offices, entertainment, ACEGAT, on account of their own particular ules and regulations, nor the minimum rate wages specified as per Art. II.

Their respective wages shall be regulated in accordance with the particular wages agreement of each individual category.

The inclusion of industrial groups, not specially specified above, shall be effected, at the moment of the stipulation of each single wage contract for the respective category.

ARTICLE II.

The minimum rates of wages for the various industries remain established as follows:

Minimum hourly rate for men over 20 years of age

		specialised workers	qualified workers
A)	Lire	21.-	19.-
B)	"	20.-	18.10
C)	"	19.-	17.20
		specialised labourer	common labourer
A)	Lire	17.90	16.50
B)	"	17.05	15.70
C)	"	16.20	14.90

Above specified minimum rates apply to Industries displaying their activity in [illegible] wages concerns active in the remaining part of the

Group A. Metallurgical, Mechanical, Woodworkers (Furnishers, fixtures, etc.) Builders, Properly, Tailors.
Group B: Chemical and Food Industry (pastes, biscuits, beer, preserved meats, liquors and drinks, chocolate, sweetmeats, confections, coffee roasting, coffee surrogates, co-producers, vinegar distilleries ecc) manufacturing of articles in series, wood-manufacturing, saw-mills, grinding Industry, oil mills and vegetable oil refineries, transports and bakers.
Group C: Cement and manufactured cement and stone ware, fish preserving Industry and other food products, hosiery, mining Industry, dye-works, tannery works, earthen ware.
Group T: Textile Industries.

The present article does not apply to the following industrial categories: printers, editorial offices, entertainment, ACNAT, on account of their own particular rules and regulations, nor the minimum rate wages specified as per Art. II.

Their respective wages shall be regulated in accordance with the particular wages agreement of each individual category.

The inclusion of industrial groups, not specially specified above, shall be effected, at the moment of the stipulation of each single wage contract for the respective category.

ARTICLE II.

The minimum rates of wages for the various industries remain established as follows:

		Minimum hourly rate for men over 20 years of age	
		specialised workers	qualified workers
A)	Lire	21.-	19.-
B)	"	20.-	18.10
C)	"	19.-	17.20
		specialised labourer	common labourer
A)	Lire	17.90	16.50
B)	"	17.05	15.70
C)	"	16.20	14.90

Above specified minimum rates apply to Industries displaying their activity in the Trieste, Monfalcone and Muggia areas concerns active in the remaining part of the Zone, shall apply a reduction of 5% on aforesaid minimum rate-wages.

ARTICLE III.

FEMALE WORKERS AND JUVENILES - The minimum basic wages for women and young workers below 20 years of age, may be obtained either from the minimum wages scales, established as per Art.II. of the present agreement, by applying the reduction percentage, or by maintaining the proportions laid down in already existing wages agreement.

To female workers, put on works, performed as a rule by men and under the same working conditions and with an equal out put as to quality and quantity, wages shall be paid at men's rates.

For piece work and under above working conditions an equal table of rates shall be applied to.

ARTICLE IV.

APPRENTICES - Apprentices over 18 years of age, having gone through half of the period for apprenticeship, may be admitted to the efficiency test and in the favourable case may pass to their respective category.

(Continued)

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An apprentice over 18 yrs of age who has completed his apprenticeship, but is unable to pass the officiency test shall receive the wages of a qualified worker with a reduction of 10%, until he is able to accomplish his officiency test.

Categories for which wages to be paid to apprentices are established in percentage rates; in respect of those fixed for workers (male and female) the percentage shall apply to the wages rates contemplated under the present contract.

For categories where apprentices wages are established at fixed rates, said wages shall be calculated at the same rates with respect to the wages standards under the present agreement; for workers (male and female) of that category to which the apprentice will pass on terminating his apprenticeship.

ART. V.

PIECE WORK AND INDIVIDUAL OUTPUT ADJUSTMENTS. - The employer shall have the option to revise the current piece rates and to increase or to diminish same in accordance with working conditions.

Each table of piece work rates shall be constfued in a manner to assure for each diligent worker and for each normally skilled worker a minimum earnings over and above the basic-rates of 10% subject to further revision of the respective category agreements.

The gratuities and bonuses are liable to be increased or diminished in accordance with output and capacity.

ART. VI.

CLERKS.- As regards the minimum salaries for clerical personnel of Industrial concerns, the contracting parties shall adjust to a separate agreement.

ART.VII.

CONTINGENCY ALLOWANCE.- In addition to the wages and salaries established in the foregoing articles and those to be agreed upon in the future workers and clerks shall receive a contingency allowance as specified in the table hereunder:

	Daily	and	Monthly Allowance	
	Man	Woman	Men	Women
Head of Family with 1 dependant	170.-	170.-	4420.-	4420.-
Not Head of Family over 20 years of age	152.80	105.60	3970.-	2745.-
Between 18-20 yrs of age	119.70	92.-	3100.-	2391.-
Between 16-18 yrs of age	77.60	77.60	2020.-	2020.-
Under 16 yrs of age	42.40	42.40	1100.-	1100.-

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The above allowances are affordible for the Communes of Trieste, Monfalcone and Muggia. They are reduced to 60% for other communes.

Heads of families with two or more dependants shall receive a supplement allowances in the amount of lire 25.- per day or lire 650.- monthly.

For the purposes of this agreement as head of a family is understood a worker who in accordance with the present provisions benefits of the family allowances. As a dependant is is to be understood the person in whose favour the family allowances are given.

ART. V.

PIECE WORK AND INDIVIDUAL OUTPUT ADJUSTMENTS. - The employer shall have the option to revise the current piece rates and to increase or to diminish same in accordance with working conditions.

Each table of piece work rates shall be constructed in a manner to assure for each diligent worker and for each normally skilled worker a minimum earnings over and above the basic-rates of 10% subject to further revision of the respective category agreements.

The gratuities and bonuses are liable to be increased or diminished in accordance with output and capacity.

ART. VI.

CLERKS.- As regards the minimum salaries for clerical personnel of Industrial concerns, the contracting parties shall stipulate a separate agreement.

ART.VII.

CONTINGENCY INDEMNITY.- In addition to the wages and salaries established in the foregoing articles and those to be agreed upon in the future workers and clerks shall receive a contingency allowance as specified in the table hereunder:

	Daily	and	Monthly Allowance	
	Man	Woman	Man	Woman
Head of Family with 1 dependent	170.-	170.-	4420.-	4420.-
Not Head of Family over 20 years of age	152.30	105.60	3970.-	2745.-
Between 18-20 yrs of age	119.30	92.-	3100.-	2391.-
Between 16-18 yrs of age	77.60	77.60	2020.-	2020.-
Under 16 yrs of age	42.40	42.40	1100.-	1100.-

The above allowances are effective for the Communes of Trieste, Monfalcone and Muggia. They are reduced to 60% for other communes.

Heads of families with two or more dependants shall receive a supplement allowances in the amount of lire 25.- per day or lire 650.- monthly.

For the purposes of this agreement as head of a family is understood a worker who in accordance with the present provisions benefits of the family allowances. As a dependent it is to be understood the person in whose favour the family allowances are given.

In partial modification of the provisions set forth in Notice No. 4 and the respective rules, it is established that:

a) The contingency allowance is to be considered for all effects as divisible to the hour, in respect of a working day of 8 hours or longer working day as determined under a special agreement of a particular category of workers, not working continuously or obliged to stand by.

A contingency shall be added to the basic rates increased by the respective contract percentages for each overtime hour worked.

b) The contingency shall be calculated to the extent of 50% in respect of the annual and 13th month gratuities.

ART. VIII.

TEXTILE INDUSTRIES.- Upon conclusion of the wages agreement for Textile Workers the single qualifications of the workers, as per table hereunder, shall be included in said agreement, subject to such modifications as may become necessary to adjust the rates to the situation of the moment.

Continued.....

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Table of basic rates for textile workers

Qualification		Men	Women
Specialized workers, colourists printers and engravers	L.	18.-	--
Other specialized workers		17.50	11.55
Skilled workers of I categ.		16.-	11.-
" " " II " ab. 16 yrs		15.50	10.50
Ordinary workers above 18 yrs of age		15.-	10.-
Common labour above 18 years of age		14.-	9.50
Skilled workers under 18 " " "		--	8.50
Ordinary workers between 16-18" "		11.50	9.25
" " under 16 " "		9.-	8.-
Common labourers between 16-18" "		10.50	9.-
" " under 16 " "		8.75	7.75

The above minimum rates are effective for Industries having their seat in the Trieste, Monfalcone and Muggia areas. Concerns situated outside these areas in the Zone, shall apply above minimum rates reduced by 5%.

ART. IV.

VARIATIONS TO CONTINGENCY ALLOWANCES.- The contingency allowance shall vary in proportion to the fluctuations of the cost of living as resulting from the Index Number especially calculated in accordance with the rules set forth in an agreement prepared by an apposite Committee formed by representatives of the employers and workers.

The contingency allowances shall be subject to such changes every quarter, remaining meanwhile unaltered. The first adjustment of the contingency allowance according to the variations of the Index-Number shall become effective as from April 1st 1946 and with reference to the variation regarding January, of the average for the months of Febry - March.

The percentage variations of the Index-Number shall be expressed in percentage variations of the contingency allowance, by multiplying the variations by the following conventional coefficients:

For male workers above 20 yrs of age and for female heads of families — Coefficient 2.

For female workers above 20 yrs of age and for workers of both sexes under 20 yrs of age. — " 1.75

Upon a variation of 1% of the Index Number the percentage variation of the contingency allowance shall therefore be of 2% and 1.75% respectively, in favour of the workers of the above-mentioned groups.

The variation shall always be calculated on the basic contingencies.

ART. X.

VALIDITY AND CONSEQUENCES

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" " between 16-18" "	10.50	9.-
" " under 16 " "	8.75	7.75

The above minimum rates are effective for Industries having their seat in the Trieste, Monfalcone and Muggia areas. Concerns situated outside these areas in the Zone, shall apply above minimum rates reduced by 5%.

ART. IX.

VARIATIONS TO CONTINGENCY ALLOWANCES.- The contingency allowance shall vary in proportion to the fluctuations of the cost of living as resulting from the Index Number especially calculated in accordance with the rules set forth in an agreement prepared by an apposite Committee formed by representatives of the employers and workers.

The contingency allowances shall be adjusted each quarter, remaining meanwhile unaltered. The first adjustment of the contingency allowance according to the variations of the Index-Number shall become effective as from April 1st 1946 and with reference to the variation registered January, of the average for the months of February - March.

The percentage variations of the Index-Number shall be expressed in percentage variations of the contingency allowance, by multiplying the variations by the following conventional coefficients:

For male workers above 20 yrs of age and for female heads of families	Coefficient	2.
For female workers above 20 yrs of age and for workers of both sexes under 20 yrs of age.	"	1.75

Upon a variation of 1% of the Index Number the percentage variation of the contingency allowance shall therefore be of 2% and 1.75% respectively, in favour of the workers of the above-mentioned groups.

The variation shall always be calculated on the basic contingencies.

ART. X.

VALIDITY AND COMMENCEMENT:- The present contract and the respective wages agreements and contingency allowances, shall become effective as from February 1 1946 and shall remain in force until they are substituted by other agreements in the premises reached between the contracting parties.

Read and Subscribed.

SUPPLEMENTARY AGREEMENT TO THE PRELIMINARY CONTRACT FOR WAGES ADJUSTMENTS.

It is agreed :-

1. On stipulating the wage contract for the Building Industry in view of the irregularity of the work, an increase shall be allowed to the workers to be agreed upon the min. wage rates established for Group A.
2. Industries comprised in the groups of liquor distilleries, ice manufacturing and confectioners shall pass from Group B to Group A, whichever such industries of the cities of Milan, Bologna and Turin will be included in the latter Group.
3. The workers in the tailoring industry receiving at present higher wages than the min. contract rates for mechanics, shall be allowed a percentage increase at the moment of the stipulation of the respective category agreement.

Continued.....

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4. Food and Chemical Industries are included under Group B.
In view of the present particular situation of Trieste, by reason of which the rules provided for these industries, wages about equal to those of the concerns included in the Chemical and Food Industries of the private area shall be allowed a "personal supplement" equal to the difference in wages resulting between the min. rates established for the several professions and qualifications (specialized workers, qualified workers, women of the I, II & III category) of Group A and those of Group B.

(Signatures follow)

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APPENDICE "B".

L'anno millenovecentoquarantasei, il giorno primo febbraio, presso L'Ufficio del Lavoro sotto la Presidenza dell'Avv. Walter Levitus tra l'Associazione degli Industriali della Provincia di Trieste, rappresentata dal Presidente sig. Augusto Cosulich, ing. Ivo Schirven, ing. Carlo Beltrame, rag. Mario Moretti, sig. Carlo Frandoli, dott. Silvio Luzzatti, assistiti dal Direttore dott. Antonio Petronio

o

Sindacati Unici, rappresentati dal Presidente sig. Ernesto Radich, o sig. Emilio Sandilli

o

Camera Confederale del Lavoro, Trieste e Provincia, rappresentata dal dott. Gino Sforza e dott. Pietro Bonetti,
si e' stipulato il seguente contratto preliminare per gli adeguamenti salariali da valere per tutte le aziende industriali e i lavoratori dipendenti nella Provincia di Trieste sotto controllo del Governo Militare Alleato.-

ARTICOLO I.

Ai fini della determinazione dei minimi di paga base del personale non impiegatizio dipendente da aziende industriali, le stesse vengono suddivise nei seguenti gruppi:

GRUPPO A: metallurgici e meccanici, lavorazioni del legno (mobili, infissi, ecc.) edili propriamente detti, confezioni su misura.-
GRUPPO B: chimici, alimentari, (paste alimentari e biscotti, birra carni conservate, liquori e bevande, cioccolato, caffe'i e prodotti di zucchero, torrefazione caffe' e surrogati di caffe', industria del freddo, aceto ecc.), confezioni in serie, produzione del legno (compensato), industria molitoria, spremiture e raffinerie olii vegetali, trasporti e laterizi.-
GRUPPO C: industrie del cemento e manufatti di cemento, pietro, industria delle conservazione del pesce ed altri prodotti alimentari, saponifici e calcifici, minerarie, tintorie, lavanderie e stirature, ceramiche.-
GRUPPO D: industrie tessili.-

1939

Per le seguenti categorie d'industria:
grafici - editorie di giornali - spettacolo - ACEGAT -
date la loro particolare regolamentazione, non valgono ne' l'inquadramento di cui al presente articolo, ne' i minimi di paga specificati all'art. II, ma saranno disciplinate dai singoli contratti salariali di categoria.-
Per le categorie d'industria non espressamente elencate nei gruppi sopraspecificati, l'inquadramento sara' effettuato all'atto della stipulazione dei singoli contratti salariali di categoria.

ARTICOLO II.

I minimi di paga per le varie industrie restano fissati nel modo seguente:

Paga oraria minima per gli operai di ambo i sessi dai 20 anni

	OPERAIO spec.	OPERAIO qualif.	MANOVALE spec.	MANOVALE comune
a) Lire	21.-	19.-	17.90	16.90
	20	18.10	17.05	15.70

...per tutte le aziende industriali o i lavoratori dipendenti nella provincia di Trieste sotto controllo del Governo Militare Alleato.-

ARTICOLO I.

Ai fini della determinazione dei minimi di paga base del personale non impiegatizio dipendente da aziende industriali, lo stesso vengono suddivise nei seguenti gruppi:

GRUPPO A: metallurgici e meccanici, lavorazioni del legno (mobili, infissi, ecc.) edili propriamente detti, confezioni su misura.-
GRUPPO B: alimentari, (paste alimentari e biscotti, birre carni conservate, liquori e bevande, cioccolato, dolciumi e prodotti di zucchero, torrefazione caffe' o surrogati di caffe', industria del freddo, acqua ecc.), confezioni in serie, produzione del legno (segherie), industria molitoria, spremiture e raffinerie oli vegetali, trasporti e litorizzi.-
GRUPPO C: industria del cemento e manufatti di cemento, pietra, industria della conservazione del pesce ed altri prodotti alimentari, laterifici e calcifici, vetraria, tintoria, lavanderia e stiratura, cuoiame.-
GRUPPO T: industrie tessili.-

Per le seguenti categorie d'industria: 1939
grafici - editoria di giornali - spettacolo - ACEGAT -
data la loro particolare regolamentazione, non valgono ne' l'inquadramento di cui al presente articolo, ne' i minimi di paga specificati all'art. II, ma saranno disciplinate dai singoli contratti salariali di categoria.-

Per le categorie d'industria non espressamente elencate nei gruppi suprespecificati, l'inquadramento sara' effettuato all'atto della stipulazione dei singoli contratti salariali di categoria.

ARTICOLO II.

I minimi di paga per le varie industrie restano fissati nel modo seguente:

Paga oraria minima per gli operai di eta' oltre i 20 anni

		OPERAIO spec.	OPERAIO qualif.	MANOVALE spec.	MANOVALE comune
A)	Lire	21.-	19.-	17.90	16.90
B)	"	20.-	18.10	17.05	15.70
C)	"	19.-	17.20	16.20	14.90

I salari minimi sopra specificati valgono per le industrie che svolgono la loro attivita' nella citta' di Trieste, Monfalcone e Muggia.-

Le aziende che svolgono attivita' nel resto della Provincia applicheranno i minimi salariali suddetti con la riduzione del 5%.

ARTICOLO III.

DONNE E MINORI - I minimi di paga base per gli operai di eta' inferiore ai 20 anni e per le donne si ricaveranno dai minimi salariali fissati all'art. II del presente accordo applicando le percentuali di riduzione e mantenendo le proporzioni esistenti negli accordi salariali attualmente vigenti.

Qualora le donne vengano destinate a compiere lavori che tradizionalmente sono compiuti da maestranze maschili, a parita' di condizioni di lavoro e di rendimento qualitativo e quantitativo sara' corrisposta la paga contrattuale prevista per l'uomo.

Nelle lavorazioni a cottimo la condizione suprodetta s'intendera' soddisfatta con l'applicazione di una equa tariffa.

(Continued)

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ARTICOLO IV.

APPRENDISTI: L'apprendista di eta' superiore ai 18 anni, che abbia compiuto la meta' del periodo di apprendistato, puo' essere ammesso alla prova del capolavoro ed in caso di risultato positivo, al passaggio alla rispettiva categoria.

E' apprendista di eta' superiore ai 18 anni che abbia terminato il periodo di apprendistato, ma non sia in grado di compiere il capolavoro ricevera' la paga dell'operaio qualificato con la riduzione del 10%, finche' non riuscira' a compiere il capolavoro.

Per le categorie per le quali le retribuzioni degli apprendisti sono fissate in misura percentuale rispetto alle retribuzioni degli operai o delle operaie, le percentuali stesse si riferiranno ai livelli salariali di cui al presente accordo.

Per le categorie per le quali le retribuzioni degli apprendisti sono stabilite in misura fissa, esse retribuzioni saranno calcolate applicando la proporzione rispetto ai livelli salariali del presente accordo fissati per gli operai e operaie delle categorie alla quale l'apprendista passera' terminato l'apprendistato.

Qualora l'apprendista sia adibito a lavorazioni a cottimo si applicano le disposizioni previste per le altre categorie di cottimisti.

ARTICOLO V.

CONTROLLI E COORDINAMENTO CON LE CONDIZIONI INDIVIDUALI DI FATTO. Il datore di lavoro avra' facolta' di rivedere l'attuale situazione dei premi dei cottimi ed apportare aumenti e diminuzioni agli stessi in rapporto ai lavori.

Ogni tariffa di cottimo dovra' venir determinata in modo che all'operaio laborioso e di normale capacita' lavorativa sia garantito un guadagno minimo, oltre alla paga base, del 10% salvo ulteriore onere nei contratti delle singole categorie.

Le gratifiche ed i premi potranno subire aumenti o diminuizioni in rapporto al rendimento ed al merito.

ARTICOLO VI.

IMPIEGATI Per quanto riguarda i minimi di stipendio per il personale impiegatizio dipendente da Aziende industriali le parti contraenti stipuleranno un accordo a parte

ARTICOLO VII.

INDENNITA' DI CONTINGENZA. Oltre ai salari come fissati nei precedenti articoli ed agli stipendi che verranno concordati, verra' corrisposta agli operai ed agli impiegati un'indennita' di contingenza nell'ammontare specificato alla seguente tabella:

	Giornaliera		Mensile	
	uomini	donne	uomini	donne
Capi famiglia con una persona a carico	170.-	170.-	4420.-	4420.-
Non capi famiglia oltre i 20 anni	122.80	105.60	3070.-	2745.-
Fra i 18 -20 anni	115.20	92.-	3[illegible].-	2395.-
Fra i 16 -18 anni	77.60	77.60	2020.-	2020.-
Con meno di 16 anni	42.40	42.40	1100.-	1100.-

Le suddette indennita' valgono per i comuni di Trieste, Monfalcone e Muggia.
Sono ridotte all' 80% per gli altri comuni.

Ai capi famiglia aventi due o piu' familiari a carico verra' corrisposto un assegno supplettivo per l'ammontare di £.25 giornaliere o £.650 mensili.

Ai fini del presente accordo s'intende per capo famiglia che il lavoratore che a norma delle vigenti disposizioni usufruisce degli assegni familiari; per

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COTTIMI A COLLEGAMENTO CON LE CONDIZIONI INDIVIDUALI DI LAVORO.

avra' facolta' di rivedere l'attuale situazione dei prezzi dei cottimi ed apportare aumento o diminuzioni agli stessi in rapporto ai lavori.

Ogni tariffa di cottimo dovra' venir determinata in modo che all'operaio laborioso e di normale capacita' lavorativa sia garentito un guadagno minimo, oltre alla p ga base, del 10% salvo ulteriore esame nei contratti delle singole categorie.

Le rettifiche ed i prezzi potranno subire aumenti o diminuzioni in rapporto al rendimento ed al merito.

ARTICOLO VI.

DIPENDENTI Per quanto riguarda i minimi di stipendio per il personale impiegatizio dipendente da Aziende industriali le parti contraenti stipuleranno un accordo a par-

ARTICOLO VII.

INDENNITA' DI CONTINGENZA Oltre ai salari come fissati nei precedenti articoli ed agli stipendi che verranno concordati, verra' corrisposta agli operai ed agli impiegati un'indennita' di contingenza nell'ammontare specificato alla seguente tabella:

	Giornaliera		Mensile	
	uomini	donne	uomini	donne
Capi famiglia con una persona a carico	170.-	170.-	4420.-	4420.-
Non capi famiglia oltre i 20 anni	152.80	105.60	3970.-	2745.-
Fra i 18 -20 anni	119.20	92.-	3100.-	2392.-
Fra i 16 -18 anni	77.60	77.60	2020.-	2020.-
Con meno di 16 anni	42.40	42.40	1100.-	1100.-

Le suddette indennita' valgono per i comuni di Trieste, Monfalcone e Muggia.
Sono ridotte all' 80% per gli altri comuni.

Ai capi famiglia aventi due o piu' familiari a carico verra' corrisposto un assegno supletivo per l'ammontare di £.25 giornaliere o £.650 mensili.

Ai fini del presente accordo s'intende per capo famiglia che il lavoratore che a norma delle vigenti disposizioni usufruisce degli assegni familiari; per familiare a carico, le persone per cui gli assegni familiari vengono concessi.

a) - L'indennita' di contingenza s'intende a tutti gli effetti irrevocabile ed verra in rapporto ad un orario giornaliero ragguagliato ad otto ore od al ragguaglio orario contrattuale proprio di ciascuna categoria di lavoratori che effettuano lavoro discontinuo o di semplice attesa.

Per ogni ora di lavoro straordinario sara' aggiunta alla paga base maggiorata nella percentuali contrattuali una quota oraria dell'indennita' di contingenza.

b) - L'indennita' di contingenza sara' computata per il 50% nel calcolo della gratifica di fine anno e della tredicesima mensilita'.

ARTICOLO VIII

INDUSTRIE TESSILI Allatto della stipulazione del contratto di categoria per i tessili si provvedera' ad inquadrare la singola qualifiche di lavoratori nella sottospecificata tabella, salvo le eventuali modifiche che si rendessero necessarie per adeguare l'inquadramento alla situazione di fatto:

Continua.....

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Tabella dei minimi di paga base per i tessili

Qualifica	Uomini	Donne
Specializzati, coloristi, stampatori, incisori	L. 18.-	--
Altri specializzati	17.50	11.55
Operai qualificati di I Categoria	16.-	11.-
Qualificati di II Categoria (sopra i 16 anni)	15.50	10.50
Operai comuni sopra i 18 anni	15.-	10.-
Manovali comuni sopra i 18 anni	14.-	9.50
Operai qualificati al disotto dei 16 anni	-	8.50
Operai comuni dai 16-18 anni	11.50	9.25
Operai comuni al disotto dei 16 anni	9.-	8.-
Manovali comuni dai 16-18 anni	10.50	9,-
Manovali comuni al disotto dei 16 anni	8.75	7.75

I salari minimi sopra specificati valgono per l'industria aventi la loro sede nella citta' di Trieste, Monfalcone e Muggia. Le aziende aventi sede nel resto della provincia applicheranno i minimi salariali suddetti con la riduzione del 5%

ARTICOLO IX

VARIAZIONI DELL'INDENNITA' DI CONTINGENZA. Viene stabilito che l'indennita' di contingenza variera' in proporzione alle variazioni del costo della vita quale risulteranno da un numero indice appositamente calcolato secondo le norme di cui all'accordo che verra' elaborato da una apposita commissione paritetica.

L'indennita' di contingenza verra' variata di 3 mesi in tre mesi rimanendo in tale intervallo invariata. Il primo adeguamento dell'indennita' di contingenza alle variazioni del numero indice verra' effettuato al valore del primo Aprile 46 e con riferimento alla variazione rispetto a quello della scala del bimestre febbraio - marzo.

Le variazioni percentuali del numero indice saranno tradotte in variazioni 1938
percentuali dell'indennita' di contingenza moltiplicando le variazioni per i seguenti coefficienti convenzionali:

Per i lavoratori uomini di eta' superiore ai 20 anni
e per le donne Capo famiglia - coefficiente 2
Per le lavoratrici di eta' superiore ai 20 anni e
per i lavoratori d'ambo i sessi di eta'
inferiore ai 20 anni - " 1.75

Conseguentemente ad una variazione dell' 1% del numero indice sara' variata rispettivamente del 2% e del 1.75% l'indennita' di contingenza corrisposta ai lavoratori appartenenti ai raggruppamenti sopra specificati.

Le variazioni saranno calcolate sempre sulle contingenze basi.

ARTICOLO X.

VALIDITA' E DECORRENZA. - Il presente accordo e i relativi accordi salariali e per l'indennita' di contingenza entrano in vigore con la data del 1 Febbraio 46, e rimarranno in vigore fino a che non saranno sostituiti da altri accordi intervenuti sulla stessa materia fra le parti contraenti il presente accordo.

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della provincia applicheranno i minimi stabiliti

ARTICOLO IX

VALIDITA' DELL'INDENNITA' DI CONTINGENZA. Viene stabilito che l'indennità di contingenza varierà in proporzione alle variazioni del costo della vita quale risulteranno da un numero indice appositamente calcolato secondo le norme di cui all'accordo che verrà elaborato da una apposita commissione paritetica.

L'indennità di contingenza verrà variata di 3 mesi in tre mesi rimanendo in tale intervallo invariata. Il primo adeguamento dell'indennità di contingenza alle variazioni del numero indice verrà effettuato in valore dal primo Aprile 46 e con riferimento alla variazione rispetto a quello della media del bimestre febbraio - marzo.

Le variazioni percentuali del numero indice saranno tradotte in variazioni percentuali dell'indennità di contingenza moltiplicando le variazioni per i seguenti coefficienti convenzionali:

Per i lavoratori uomini di età superiore ai 20 anni e per le donne capo famiglia - coefficiente 2

Per le lavoratrici di età superiore ai 20 anni e per i lavoratori d'ambo i sessi di età inferiore ai 20 anni - " 1.75

Conseguentemente ad una variazione dell' 1% del numero indice sarà variata rispettivamente del 2% e del 1.75% l'indennità di contingenza corrisposta ai lavoratori appartenenti ai raggruppamenti sopra specificati.

Le variazioni saranno calcolate sempre sulle contingenze basi.

ARTICOLO X.

VALIDITA' E DECORRENZA. - Il presente accordo e i relativi accordi salariali e per l'indennità di contingenza entrano in vigore con la data del 1 Febbraio 46, e rimarranno in vigore fino a che non saranno sostituiti da altri accordi intervenuti sulla stessa materia fra le parti contraenti il presente accordo.

Letto, firmato e sottoscritto.

(seguono le firme)

Continua.....

1938

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ACCORDO INTEGRATIVO AL CONTRATTO NAZIONALE PER GLI ADEGUAMENTI SALARIALI.

Si conviene :

1. - All'atto della stipulazione del contratto salariale per l'industria edilizia in considerazione della saltuarieta' dell'occupazione degli operai dipendenti, verra' concessa una maggiorazione da concordarsi sui minimi salariali rispetto a quelli stabiliti per il gruppo A.

2. L'Industria compresa nelle categorie: produzione liquori, freddo, e dolciari saranno passate dal gruppo B nel gruppo A ove risultasse che a Milano, Bologna e Torino sono state inquadrate in tale gruppo.

3. I lavoratori addetti alle confezioni su misura che attualmente percepiscono paghe superiori ai minimi contrattuali dei meccanici, verra' concessa una maggiorazione percentuale all'atto della stipulazione del contratto di categoria.

4. Le industrie alimentari e le industrie chimiche vengono inquadrate nel Gruppo B. Data l'attuale situazione particolare di Trieste per cui i regolamenti attuali prevedono per le aziende alimentari e chimiche-salari circa uguali a quelli corrisposti dalle aziende che vengono inquadrate nel gruppo merceologico A, al personale operaio attualmente occupato nelle Aziende chimiche ed alimentari della Provincia di Trieste verra' corrisposto un assegno (supplemento) "ad personam" corrispondente alla differenza salariale risultante fra i minimi di paga fissati per le diverse qualifiche professionali (operaio specializzato, qualificato ecc., donne prime, seconde e terze categorie) del gruppo A e quelle del gruppo B.

(seguono le firme)

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DAILY PAID EMPLOYEES

COMPARISON TABLE OF A.F. AND CIVILIAN RATES OF PAY
TRIESTE PROVINCE W.E.F. 1 FEB 1946

GRADE	M or F	ALLIED FORCE RATES BASIC MIN-MAX	C.L.B.	TAKE HOME	MINIMUM RATES OF PAY ITALIAN INDUSTRY BASIC	CONTING. ANZ.	SUPPLEMEN TARY CONTINGENZA	FAMILY ALLO-WANCE	TAX
ARTISANS									
BRICKLAYER		90-120	220	310-340	192	170	25	40	
CARPENTER		90-120	220	310-340	192	170	25	40	
DRIVER MECH		95-125	220-217	315-342	192	170	25	40	
JOINER		95-125	220-217	315-342	168	170	25	40	
FITTER OR MECH (MT)		100-135	220-212	320-347	168	170	25	40	
TAILOR	M	105-125	220-217	325-342	168	170	25	40	
								AVERAGE	DI A
UNSKILLED	M	85	220	305	156	170	25	40	
UNSKILLED	F	72	175	247	100-23	105-60	25	40	2
JUVENILES UND 18		45	79	124	121-60	77-60	-	-	1

NOTE
1. No deductions made in Venezia Giulia for insur
2. Only minimum rates for Italian Industry shown.

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APPENDIX "C".

COMPARISON SCALE OF A.F. AND CIVILIAN RATES OF PAY
TRIESTE PROVINCE F.T.T. 1 FEB 1946

ALLIED FORCES RATE			MINIMUM RATES OF PAY ITALIAN INDUSTRY					
BASIC MIN-MAX	C.L.B.	TAKE HOME	BASIC	CONTING. ENZA	SUPPLEMENTARY CONTINGENZA	FAMILY ALLOWANCE	TAKE HOME	DIFFERENTIAL
90-120	220	310-340	192	170	25	40	427	- (117 - 87)
90-120	220	310-340	192	170	25	40	427	- (117 - 87)
95-125	220-217	315-342	200	170	25	40	435	- (120 - 93)
95-125	220-217	315-342	168	170	25	40	403	- (86 - 61)
100-135	220-212	320-347	166	170	25	40	403	- (83 - 56)
105-125	220-217	325-342	168	170	25	40	403	- (78 - 61)
						AVERAGE	DIFFERENTIAL ARTISANS	- (100 - 74)
85	220	305	156	170	25	40	391	- 86
72	175	247	100-25	105-60	25	40	270-85	- 23 - 85
49	79	124	121-60	77-60	-	-	199-20	- 75 - 20

NOTE:
1. No deductions made in Venezia Giulia for insurance.
2. Only minimum rates for Italian Industry shown. Maximum rates are unlimited.

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APPENDIX "E"

Re HQ 13 Corps.

7 Mar 46

ALLIED FORCE LABOUR & WAGES COMMITTEE.

13 CORPS LOCAL SUB-COMMITTEE.

Supplementary Agenda

for the

SIXTH MEETING.

to be held on 12th March 1946.

To discuss the effect of the extension of the boundaries of 86 Area to include a part of 217 Area, namely the provinces of PADUA, VICENZA, AND ROVIGO, in relation to the variation of the Cost of Living Bonus and to make such recommendations as may be deemed necessary to meet this contingency and to provide against any repetition of the difficulty on the possible further extension of the Area Boundary to include territory where a different Cost of Living Bonus is in force. 1936

TABLE SHOWING COMPARATIVE RATES.

Area	Appendix 'H1'			Appendix 'H2'			Appendix 'I'		
	M	F	J	M	F	J	M	F	J
217 Area	215	195	104	6400	5850	2704	5825	5225	2080
86 Area	220	175	79	6240	4550	2574	6175	5245	1990

(sgd) R. GOSS, Major,
DADL,
Secretary.

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

7 Mar 46

ALLIED FORCE LABOUR & WAGES COMMITTEE.

15 CORPS LOCAL SUB-COMMITTEE.

Supplementary Agenda

for the

SIXTH MEETING.

to be held on 12th March 1946.

To discuss the effect of the extension of the boundaries of 86 Area to include a part of 217 Area, namely the provinces of PADUA, VICENZA, AND ROVIGO, in relation to the variation of the Cost of Living Bonus and to make such recommendations as may be deemed necessary to meet this contingency and to provide against any repetition of the difficulty on the possible further extension of the Area Boundary to include territory where a different Cost of Living Bonus is in force.

1936

TABLE SHOWING COMPARATIVE RATES.

Area	Appendix 'H1'			Appendix 'H2'			Appendix 'I'		
	M	F	J	M	F	J	M	F	J
217 Area	215	195	104	6400	5850	2704	5825	5225	2080
86 Area	220	175	79	6240	4550	2574	6175	5245	1590

(sgd) R. GOSS, Major,
DADL,
Secretary.

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

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ALLIED FORCE LABOUR & WAGES COMMITTEE.

DISTRIBUTION LIST

	AGENDA
A.F.H.Q. GROUP	
C-in-C, MED	2
CAO, AFHQ	1
DCAO, AFHQ	1
G-5, AFHQ	2
MTOUSA GROUP	
CG, MTOUSA	1
G-4, MTOUSA	8
Engineer Section, MTOUSA	1
AG Civ Pers Div, MTOUSA	1
Fiscal Director, MTOUSA	1
.E.Q. GROUP	
Q (Maint), GHQ CMF	1
Q(AE), GHQ CMF	1
D.W., GHQ CMF	1
Ord, GHQ CMF	1
REME, GHQ CMF	1
S & T, GHQ CMF	1
Labour, GHQ CMF	2
DPIC, GHQ CMF	1
F.A., GHQ, CMF.	1
MISCELLANEOUS GROUP I	
A.O.C., AIR HQ RAF, Italy	1
F.A. & Chief Auditor, HQ RAF, MEDME, Cairo, MEF	1
A/F.A., AIR HQ RAF, Italy	1
Naples Air Force General Depot	2
HQ, XIII Corps	2+
D.M.R., Italy	2
P.B.S. GROUP	
CG, PBS	2+
CO, PBS (South)	2+
AG Civ Pers Div, PBS	1
AG Civ Pers Div, PBS (South)	1

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[illegible], MTOUSA	1
Engineer Section, MTOUSA	8
AG Civ Pers Div, MTOUSA	-
Fiscal Director, MTOUSA	1
	1

H.Q. GROUP

Q (Maint), GHQ CMF	1
Q(AE), GHQ CMF	1
D.W., GHQ CMF	1
Ord, GHQ CMF	1
REME, GHQ CMF	1
S & T, GHQ CMF	1
Labour, GHQ CMF	2
DPIC, GHQ CMF	1
F.A., GHQ, CMF.	1

MISCELLANEOUS GROUP I

A.O.C., AIR HQ RAF, Italy	1
F.A. & Chief Auditor, HQ RAF, MEIME, Cairo, MEF	1
A/F.A., AIR HQ RAF, Italy	1
Naples Air Force General Depot	2
HQ, XIII Corps	2+
D.M.P., Italy	2

P.B.S. GROUP

CG, PBS	2+
CO, PBS (South)	2+
AG Civ Pers Div, PBS	1
AG Civ Pers Div, PBS (South)	1

DISTRICTS & AREAS GROUP

HQ, N° 2 District	8+
HQ, N° 3 District	10+
CG, Rome Area Allied Command	6+

(+) NOTE - Includes copy/copies for Local Sub-Committee (s) for information.

1935

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AGENDA.

NAVAL GROUP

POIL Rome	1
A.N.S.O., POIL, Rome	1
SENALUSNO, ITALY	1
Resident Naval Officer, Rome	1
CS, TARANTO	1
COMNOB, PALERMO	1
NOIC, NAPLES AREA	2
NOIC, TRIESTE	1
SNO, Eastern Sicily	1
M.W.T.B.	1
W.S.A.	1

ALLIED COMMISSION GROUP

Chief Commissioner, HQ ALCOM	1
HQ, ALCOM	1
Vice President Economic Section, HQ ALCOM	1
Economic Section, HQ ALCOM	6
Finance Sub-Commission, HQ ALCOM	1
Labour Sub-Commission, HQ ALCOM	2
MWTB & Shipping Sub-Commission	1

MISCELLANEOUS GROUP II.

USP, UDF, CMF	1
8 Base Command Pay Office	-
Mr John ADAMS, Labour Attaché American Embassy	1

CHAIRMAN GROUP

Chairman, Allied Force Labour & Wages Committee.	1

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1007 - 91

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ALLIED FORCE LABOUR AND WAGE COMMITTEE

A.F.H.Q.

REF. : AFLWC/M/31

Postal Address:
c/o Labour Branch, (Br.)
Rome Area Allied Command
APO 794
U.S.ARMY

28 February 1946

MAR 2 - 1946

The third meeting of the Labour and Wage Committee was held at 09.30 hours on the 26th February 1946 in the conference room of Labour Branch (Br.), Rome Area Allied Command, ROME.

PRESENT:

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

REPRESENTATIVES OF:
Labour Directorate, GHQ, CMF
G.G., PBS
AOG Air HQ, RAF, Italy (not represented)
HQ, 2 District
HQ, 3 District
HQ, XIII Corps
OC Rome Area Allied Command
OC Southern District, PBS
DMR, Italy
HQ, Naples Air Force General Depot
HQ Allied Commission

IN ATTENDANCE; REPRESENTATIVES OF:
American Embassy, Rome (not represented)

1934

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The third meeting of the Labour and Wage Committee was held at 09.30 hours on the 26th February 1946 in the conference room of Labour Branch (Br.), Rome Area Allied Command, ROME.

PRESENT:

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

REPRESENTATIVES OF:
Labour Directorate, GHQ, CMF
C.G., PBS
AOC Air HQ, RAF, Italy (not represented)
HQ, 2 District
HQ, 3 District
HQ, XIII Corps
CG Rome Area Allied Command
CG Southern District, PBS
DMR, Italy
HQ, Naples Air Force General Depot
HQ Allied Commission

IN ATTENDANCE; REPRESENTATIVES OF:
American Embassy, Rome (not represented)
PA, GHQ, CMF
A/PA, RAF, Italy, CMF (not represented)
8 Command Pay Office
Chief Education Officer, AFHQ

1934

The minutes of the second meeting of the Labour and Wage Committee were received and approved.

MINUTE 1 - COMPENSATING INDEMNITY.
The Secretariat reported that the Draft Memorandum was about to be issued by AFHQ with minor modifications.

MINUTE 4 - 61st AREA LOCAL SUB-COMMITTEE
It was reported that further investigation of the minutes by the Chairman and the Secretariat had resulted

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in recommendation that the proposed increases should be approved.

MINUTE 8 - METHOD OF APPLICATION FOR RATES OF PAY IN RESPECT OF SPECIALIST GRADES.

The Secretariat reported that G-4 AFHQ was at present in favour of consideration of special classifications, etc. by the Local Sub-Committee machinery with reference through Labour and Wage Committee as necessary.

ROME AREA LOCAL SUB-COMMITTEE.

The minutes of the 7th and 8th meeting of Rome Area Local Sub-Committee (Annexure I refers) held on 7 and 12 February respectively were received. The recommendations for increases (as specified) with effect from 1st February 1946 were approved.

A. 7 MEETING -
All increases approved. It was noted that AFHQ were not prepared further to extend financial powers until Labour and Wage Committee made further definite recommendations; and that Rome Sub-Committee proposed to consider the necessity of further increases on receipt of evidence of basic wage increases generally in industries in Rome. It was decided that the Rome Sub-Committee should, after consideration of such evidence, make a recommendation supported by necessary statements, to the Labour and Wage Committee; and in the event of such recommendations being received before the next meeting of the main Committee, the Chairman and Secretariat were authorized to make the necessary submissions to AFHQ for extension of powers if the necessity was proved by the evidence advanced.

B. 8th MEETING

1. The proposals with respect to increased bonus for Rieti and Aquila areas only (as specified) were approved.

ROME AREA LOCAL SUB-COMMITTEE.

The minutes of the 7th and 8th meeting of Rome Area Local Sub-Committee (Annexure I refers) held on 7 and 12 February respectively were received. The recommendations for increases (as specified) with effect from 1st February 1946 were approved.

A. 7 MEETING -
All increases approved. It was noted that AFHQ were not prepared further to extend financial powers until Labour and Wage Committee made further definite recommendations; and that Rome Sub-Committee proposed to consider the necessity of further increases on receipt of evidence of basic wage increases generally in industries in Rome. It was decided that the Rome Sub-Committee should, after consideration of such evidence, make a recommendation supported by necessary statements, to the Labour and Wage Committee; and in the event of such recommendations being received before the next meeting of the main Committee, the Chairman and Secretariat were authorized to make the necessary submissions to AFHQ for extension of powers if the necessity was proved by the evidence advanced.

B. 8th MEETING

1. The proposals with respect to increased bonus for Rieti and Aquila areas only (as specified) were approved.

2. It was noted that the appropriate scales for hotel and mess grades were receiving further consideration by Deputy Director Labour GHQ CMF.

SIMPLIFICATION OF ALLIED FORCE WAGE SCALE.

A. The report of the special Sub-Committee was received. (Annexure II refers). It was agreed that the proposed bonus payments should be at a flat rate and should not vary inversely as to the basic pay.

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It was further considered that evidence as to head of family should be required within a stated period from present employees so that although these not now heads of families would continue to receive present remunerations as for heads of families: it would be possible to make adjustments at the next occasion of increase (e.g. at quarterly bonus revision) in that those now not heads of families would not be granted Quarterly increases until increase exceeded their present remunerations and then increase will be granted on next head of family basis.

B. It was decided to eliminate, in the interests of simplicity, the age-groups 18 to 20 in Category 4, semi-skilled workers, and Category 5, unskilled workers, thus preserving the present position.

C. It was considered that the recommendations as to the appropriate scale of cost-of-living bonus should be made in the first instance by Local Sub-Committees who should submit proposals to the District Commander or appropriate higher authority appointing the Local Sub-Committee; that authority would consider the proposals with a particular view to avoiding application of different bonus scales within the same area; the authority's recommendations being forwarded to AFHQ for consideration by Fiscal Advisers and Financial Advisors. The decision as to the appropriate scale to be notified by AFHQ Memorandum to all concerned. 1932
It was noted that the proposals applied to daily paid industrial workers and it was agreed that supervisory employees in Cat.2 i. e., foremen should continue to be paid at a scale calculated on the existing procedure, viz.: 20% per day more than highest paid employee under his supervision.

D. It was also noted that further proposals would be made with regard to monthly paid, clerical, administrative, hotel or mess employees

will be granted on a test of family basis.

B. It was decided to eliminate, in the interests of simplicity, the age-groups 18 to 20 in Category 4, semi-skilled workers, and Category 5, unskilled workers, thus preserving the present position.

C. It was considered that the recommendations as to the appropriate scale of cost-of-living bonus should be made in the first instance by Local Sub-Committees who should submit proposals to the District Commander or appropriate higher authority appointing the Local Sub-Committee; that authority would consider the proposals with a particular view to avoiding application of different bonus scales within the same area; the authority's recommendations being forwarded to AFHQ for consideration by Fiscal Advisers and Financial Advisers. The decision as to the appropriate scale to be notified by AFHQ Memorandum to all concerned. It was noted that the proposals applied to daily paid industrial workers and it was agreed that supervisory employees in Cat.2 i. e., Foremen should continue to be paid at a scale calculated on the existing procedure, viz.: 20% per day more than highest paid employee under his supervision.

D. It was also noted that further proposals would be made with regard to monthly paid, clerical, administrative, hotel and mess employees.

E. Subject to the foregoing considerations the Committee accepted the report and recommendations of the Sub-Committee and agreed to recommend the introduction of the proposed scales and procedure, in order to meet the request addressed to the Committee on 13 December by the Deputy Director of Labour AFHQ, C.M.F. It was particularly brought out that adequate time must be allowed for the change-over from the present procedure and records to any new procedure in view of staff and other difficulties.

4. APPLICATION FOR MEMBERSHIP OF COMMITTEE.

(./.)

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1932

4. APPLICATION FOR MEMBERSHIP ON COMMITTEE.

It was decided to refer to the XIII Corps Sub-Committee the request from HQ 88th Infantry Division U.S. ARMY for membership on the Labour and Wage Committee. Representative of XIII Corps undertook to make immediate contact with 88th Infantry Division to insure that all necessary information and facilities were being made locally available. XIII Corps Sub-Committee to report and recommend to the next meeting of the main Committee.

5. 52 AREA SUB-COMMITTEE (Taranto).

The minutes of the 6th meeting of the 52 Area Sub-Committee (Annexure III refers) (Taranto) held on 12 February 1946 were received. The recommendations in respect of Crotone Apuania Area employees and the seperate recommendation in respect of employees in 52 Area excluding Celebria (as specified) were approved.

6. SPECIALIST RATES FOR EDUCATIONAL COURSE INSTRUCTORS.

Specialist rates for Educational Course Instructors in Art and Languages were requested by the Chief Education Officer, AFHQ. It was decided, after discussion, that professors and fully qualified instructors in various educational courses for Army personnel could be deemed to come within the category of professional worker already established, in Administrative Memorandum N°34, subject to the following provisions:

(a) The posts in question should be identified by, or under the authority of, the Chief Education Officer.

(b) Such posts should be within the approved establishment and should be of the equivalent rank of Warrent Officer or above.

(c) In view of the wide range in the basic scale for professional workers (viz.: 4000 to 11000), extreme care should be exercised in granting particular posts

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rep rt and recommen. to the next meeting of the

5. 52 AREA SUB-COMMITTEE (Toronto).

The minutes of the 6th meeting of the 52 Area Sub-Committee (Annexure III refers) (Toronto) held on 12 February 1946 were received. The recommendations in respect of Crotone Apuano Area employees and the seperate recommendation in respect of employees in 52 Area excluding Calabria (as specified) were approved.

6. SPECIALIST RATES FOR EDUCATIONAL COURSE INSTRUCTORS.

Specialist rates for Educational Course Instructors in Art and Languages were requested by the Chief Education Officer, AFHQ. It was decided, after discussion, that professors and fully qualified instructors in various educational courses for Army personnel could be deemed to come within the category of professional worker already established, in Administrative Memorandum No 34, subject to the following provisions:

(a) The posts in question should be identified by, or under the authority of, the Chief Education Officer.

(b) Such posts should be within the approved establishment and should be of the calivalent rank of Warrent Officer or above.

(c) In view of the wide range in the basic scale for professional workers (viz.: 4000 to 11000), extreme care should be exercised in granting particular posts and identifying the appropriate salary within this scale.

It was noted that in the view of the Chief Education Officer a figure of 10.000 lire per month for overall salary including bonus was considered generally appropriate. The recommendation applies to professores, teachers and instructors in all subjects; i.e. not only to languages and art.

7. CIVILIAN LABOUR RATES - SARDINIA.

Representations from 3 District were received (Annexure 4 refers) reporting discontent owing to inadequate Allied Force

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Wage Rates in Sardinia. It was reported that no increases had been granted since November 1944 on the Island although on the mainland a series of increases had been given to keep in line with private industry. Statements were produced showing a deficiency of more than 100 lire per day for adults, but in view of uncertainty as to the authenticity of civilian wage rates quoted it was decided to meet the present situation by an immediate increase of 80 lire per day for males, 65 lire per day for females, pending compilation of official statements. Col. Pope-Smith undertook to obtain appropriate comparison statements applying to Italian Official Regional Labour Office Sardinia and other sources and to present them for consideration.

. H.Q. PBS LOCAL SUB-COMMITTEE

The minutes of the 4th meeting of PBS Local Sub-Committee less Southern District (Annexure 5 refers), held on 18 February 1946, were received. The recommendations for increases (as specified) were, after consideration, approved.

. FREE TRANSPORTATION FOR CIVILIANS.

The Committee received information (Annexure 6 refers) regarding proposal of the Italian State Railways to convert Allied Force travelling permits for civilian workers into Railway travel tickets. It was decided to request Naples Sub-Committee to consider the effect of this proposal which, it observed, had been agreed by the local A.C. Transportation Officer.

1931

. 61 AREA LOCAL SUB-COMMITTEE.

It was agreed that the report of the 3rd meeting of 61 Area Sub-Committee held on 18 February 1946 should be made available to members considering the general question of hotel and mess grades and should be considered at the next meeting.

Smith undertook to obtain appropriate comparison statements applying to Italian Official Regional Labour Office Sardinia and other sources and to present them for consideration.

H.Q. PBS LOCAL SUB-COMMITTEE

The minutes of the 4th meeting of PBS Local Sub-Committee less Southern District (Annexure 5 refers), held on 18 February 1946, were received. The recommendations for increases (as specified) were, after consideration, approved.

FREE TRANSPORTATION FOR CIVILIANS.

The Committee received information (Annexure 6 refers) regarding proposal of the Italian State Railways to convert Allied Force travelling permits for civilian workers into Railway travel tickets. It was decided to request Naples Sub-Committee to consider the effect of this proposal which, it observed, had been agreed by the local A.C. Transportation Officer.

1931

61 AREA LOCAL SUB-COMMITTEE.

It was agreed that the report of the 3rd meeting of 61 Area Sub-Committee held on 18 February 1946 should be made available to members considering the general question of hotel and mess grades and should be considered at the next meeting.

ROME AREA REQUEST FOR SPECIALIST WAGE SCALES.

It was agreed that the request should be referred back for further information as to appropriate comparable local grades.

XIII CORPS SUB-COMMITTEE FINANCIAL POWERS.

XIII Corps representative reported local wage changes in industry which would necessitate increases in Allied Force wage scales in the interest of uniformity. He was reminded that a distintion should be made between Venezia Giulia and other areas of XIII Corps in Northern Italy; and it was agreed that the Sub-Committee should consider resultent position and make recommendations accordingly.

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The Committee authorised the Chairman and Secretariat to take into consideration the recommendations thus made and to approach AFHQ as necessary if satisfied that additional financial powers were required.

13. DATE OF NEXT MEETING.

It was agreed that the next meeting of the Committee should be held at 09.30 hrs on 26 March 1946.

CURTIS J.IVEY, Major
Secretary (Amer.)

WILLIAM E.DAVY, Major
Secretary (Br.)

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ANNEXURE I

407

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

ALLIED FORCE LABOUR & LEGAL COMMITTEE.
ROME AREA SUB-COMMITTEE.

MINUTES.

The SEVENTH meeting of the Rome Area Sub-Committee of the Labour and Wages Committee was held on TUESDAY, the 12th February, 1946 in the Labour Conference Room, Headquarters, Rome Area Allied Command.

PRESENT.

Major A. Seguna	Chairman,	MMDL.
Capt. C.P. Newton	US Army	
Lt. R.T. Anderson	US Army	
Lt. L.H. Pickett	US Army	(Hotel Management)
Fl/Lt. Brotherton	2 Base Area RAF.	
Major E.A. Cameron	104 CMP Works	
Capt. D.N. Priestley	S & T.	
Capt. O.T. Hill	2902 C.L.U.	

SECRETARY.

Capt. E. Morgan	2902 C.L.U.

IN ATTENDANCE.

Dott. Amori	Camera del Lavoro
Sig. Posterano	Ufficio Regionale Lavoro
Signa. F. Ambrogi	Ufficio Provinciale Lavoro
Capt. Racheli	Genio Militare
Mr Montevecchi	Secretary, Italian Liaison Office R.A.C.
Avv. Barra	President, Hotel Proprietors' Assn.
Sig. Chiostri	Hotel Proprietors' Assn.
Comm. Bottoia	" " "
Sig. Castelli	Representatives of Hotel employees (Albergo e Mensa)
Sig. Morini	
Sig. Ferranti	
Sig. Nobili	

1. The Minutes of the SEVENTH meeting of the Rome Area Sub-Committee were read and accepted as a true record by the Committee.

2. The Chairman explained that the meeting had been convened to consider whether or not adjustment of rates of pay at present in operation in the case of employees of requisitioned hotels in Rome was now desirable.

The President of the Hotel Owners' Association was invited to present the case for the owners who assert that further increases are undesirable.

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

PRESENT.

Major A. Seguna	Chairman, DADL.
Capt. C.P. Newton	US Army
Lt. R.T. Anderson	US Army
Lt. L.E. Pickett	US Army (Hotel Management)
Fl/Lt. Brotherton	2 Base Area R&P.
Major E.A. Cameron	104 CM: Works
Capt. D.N. Priestley	S & T.
Capt. O.T. Hill	2902 C.L.U.

SECRETARY.

Capt. H. Morgan	2902 C.L.U.

IN ATTENDANCE.

Dott. Amori	Camera del Lavoro
Sig. Postorino	Ufficio Regionale Lavoro
Signa. P. Ambrogi	Ufficio Provinciale Lavoro
Capt. Racheli	Genio Militare
Lr Montevecchi	Secretary, Italian Liaison Office R.A.C.
Avv. Barra	President, Hotel Proprietors' Assn.
Sig. Chiostri	Hotel Proprietors' Assn.
Comm. Bottoia	" " "
Sig. Castelli	Representatives of Hotel Employees (Albergo e Mensa)
Sig. Morini	
Sig. Ferranti	
Sig. Nobili	

1930

1. The Minutes of the SEVENTH meeting of the Rome Area Sub-Committee were read and accepted as a true record by the Committee.

2. The Chairman explained that the meeting had been convened to consider whether or not adjustment of rates of pay at present in operation in the case of employees of requisitioned hotels in Rome was now desirable.

The President of the Hotel Owners' Association was invited to present the case for the owners who assert that further increases are undesirable.

3. The President of the Owners' Association pointed out that :

a. The Italian Treasury allots a fixed sum to cover the expenses involved in the running of requisitioned hotels but that the sum had always been inadequate to meet all expenses.

b. Genio Militare informed the Committee that an allotment of 250,000,000 lire for the running of requisitioned hotels in Rome for the period Jan-March, 1946, had been asked but so far none of this money had been received. In any case, a further demand would be necessary, since this amount was designed to cover Hotel running expenses and wage-bill at the present rates, but would be insufficient should further increases be authorised.

c. In view of the non-availability of funds provided by Genio Militare it was requested that Allied Command obtain from the Italian Treasury an assurance that in the event of adjustment of wage-rates being made in the favour of the civilian employees, sufficient funds should be made available to enable payment to be made.

d. It was to be remembered that other hotel expenses had increased considerably and already some hotels were seriously in debt: one example showed a Hotel having the deficit of 30 million lire.

(over)

4. The representatives of the Hotel Employees' Association (Albergo e Mensa) were asked to state their case for the employees, they alleged that:

a. While remuneration was technically for a 12-hour working day, most employees were expected to be on duty from 14 to 16 hours daily and for a 7-day week. This was strenuously denied by the US Army Hotel Management representative who pointed out that Roster Systems were in existence and permitted several hours off-duty for each employee.

b. Certain grades such as waiters had incidental expenses in the provision and laundering of uniforms for which they were not compensated.

c. The great majority of employees still are not paid at the maximum permissible rates.

The Chairman indicated that these points were not for the Committee to discuss but were for adjustment between the individual employee and the employer.

5. The Hotel Employees' Association Representatives made the following proposition to be submitted for the consideration of the Labour and Wages Committee :

a. De-Luxe Hotels:
The maxima shall remain as at present fixed, and the minima shall be established at maxima less 10%.

b. Other Hotels:
The maxima shall be equal to the minima for De-Luxe Hotels.
The minima shall be maxima less 10%

after discussion, this representative made a further proposition as follows:

That minimum rates be deleted entirely and that

a. For De-Luxe Hotels the present maximum rates be established as a flat rate, and

b. For Other Hotels a flat rate at 10% less than the rate for De-Luxe Hotels.

c. These rates to be increased from 30% to 50%, dependant upon whether the employee came into actual contact with the Hotel clientele.

In regard to point (c) of this proposal the Chairman pointed out that such a large percentage increase was not likely to be acceptable by the Labour and Wages Committee, especially in view of the fact that certain grades in requisitioned Hotels were already in an advantageous position compared with their equivalents in free Hotels.

In view of the fact that there was no agreement between the representatives of the Hotel Association and the representatives of the Hotel Employees and that the Hotel Employees were rather unprepared for a concrete demand, the Committee asked for firm proposals. The representatives of the Hotel Employees asked to be able to submit a tabulated schedule of new Rates of Pay, and that was agreed by the Committee.

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The minima shall be maxima less 10%

after discussion, this representative made a further proposition as follows:

That minimum rates be deleted entirely and that

a. For De-Luxe Hotels the present maximum rates be established as a flat rate, and

b. For Other Hotels a flat rate at 10% less than the rate for De-Luxe Hotels.

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In regard to point (c) of this proposal the Chairman pointed out that such a large percentage increase was not likely to be acceptable by the Labour and Wages Committee, especially in view of the fact that certain grades in requisitioned Hotels were already in an advantageous position compared with their equivalents in free Hotels.

In view of the fact that there was no agreement between the representatives of the Hotel Association and the representatives of the Hotel Employees and that the Hotel Employees were rather unprepared for a concrete demand, the Committee asked for five proposals. The representatives of the Hotel Employees asked to be able to submit a tabulated schedule of new Rates of Pay, and that was agreed by the Committee.

It was then decided to call another meeting as soon as more definite proposals from the Italian representatives were available.

6. Cost of Living Bonus, RLETI and A.UIL..
Statistics and a Comparative Table showing civilian and War Department rates of pay and allowances were presented and studied by the Committee. (See Appx. 'A')

It was recommended that for these two provinces the Cost of Living Bonus be increased by 50 lire daily for Adult males; 40 lire daily for Adult females, and 30 lire daily for Juveniles. Monthly paid employees will receive proportionate increases. Increased Cost of Living Bonus to be effective retroactive from 1 February, 1946.

7. There being no other business, the meeting was declared closed.

A. SEGURA,
Major,
Chairman,
D.D.L. HQ Rome Area.

G.M.F.
AG/ .

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SPECIAL COMPARISON TABLE - CIVILIAN LABOUR RATES: AQUILA PROVINCE.

Grades	Allied Force Rate			Italian Industry Rates						
	Basic	C.L.B.	Take Home	Basic	Family Allnce.	Presence Indemty.	C.L.B.	Contingency	Total	Deducti
Specialist Worker										
Mason	125	122	247	100	40	13	30	128	311	12
Qualified Worker										
Carpenter, Bricklayer	120	125	245	100	40	13	30	128	311	12
Unskilled Male	85	125	210	70	40	13	30	125	278	12
Juvenile	45	29	74	48	40	7	15	56	166	11
Office Worker										
Typist, Gen. Clerk	4,600	2,990	6,590	2,056	1,196	507	900	3,840	8,499	950

67611

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L COMPARISON TABLE - CIVILIAN LABOUR RATES: AQUILA PROVINCE.

ate Hour	Basic	Family Allnce.	Presence Indemty.	C.L.B.	Contingency	Total	Deductions	Take Home	Proposed Increase
					Italian Industry Rates				
7	100	40	13	30	128	311	12	299	50
5	100	40	13	30	128	311	12	299	50
0	70	40	13	30	125	278	12	266	50
4	48	40	7	15	56	166	11	155	30
0	2,056	1,196	507	900	3,840	8,499	950	7,549	1,300

1929

904

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6. Senior Br Naval Offr HQ AC.
7. Commander 2 Base Area R...F.
8. Establishments Section, HQ AC.
9. CaO, APM.
10. Labour Directorate, APM.
11. H.Q. ALCOM, Rome.
12. G-4 (US) RAAC.
13. G-4 (Br) RAAC.
14. 2902 C.L.U.
15/17 Labour Sub-Commission HQ AC.
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19. DDL 3 Dist.
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28. Hotel Management (Br) RAAC.
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PLUS 120 Copies AP Labour and Wages Committee.

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ANNEXURE II

405

ALLIED FORCE LABOUR & WAGES COMMITTEE

A.F.H.Q.

TEL. : 489081 - 493
REF. : AFLWC/SCM/2
21 February 45

Postal Address:
c/o Labour Sub-Commission
HQ Allied Commission
Rome

ALLIED FORCE LABOUR AND WAGES COMMITTEE (SPECIAL SUB-COMMITTEE) MINUTES.

The second meeting of the Labour Wages Committee (Special Sub-Committee), appointed by Minute 9 (a) of the minutes of the first meeting of the Labour & Wages Committee, was held at 09,30 on the 15 February 1946 in Room 53 HQ Allied Commission, Rome.

PRESENT

CHAIRMAN
Mr. W.H.BRAINE

REPRESENTATIVES OF:
Labour Directorate, GHQ, CMF
C.G. PBS
C.G. HQ Rome Area Allied Command
HQ Allied Commission

1928

IN ATTENDANCE:
No 8 Base Comd Pay Master
CGIL
Italian Labour Ministry

The Chairman opened the meeting by stating reason therefor and gave brief resumé of minutes of 1st meeting then proceeded

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ALLIED FORCE LABOUR AND WAGES COMMITTEE (SPECIAL SUB-COMMITTEE) MINUTES.

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PRESENT

CHAIRMAN
Mr. W.H.BRAINE

REPRESENTATIVES OF:
Labour Directorate, GHQ, CMF
C.G. PBS
C.G. HQ Rome Area Allied Command
HQ Allied Commission

IN ATTENDANCE:
No 8 Base Comd Pay Master
CGIL
Italian Labour Ministry

1928

The Chairman opened the meeting by stating reason therefor and gave brief resumé of minutes of 1st meeting then proceeded to business at hand.

1. SIMPLIFICATION OF ALLIED FORCE WAGE SCALES.

Attached report contains findings and agreed recommendations.

2. TRAVEL ALLOWANCE FOR ITALIAN CIVILIANS EMPLOYED BY THE ALLIED ARMED FORCES.

It was noted that information requested from members of the Labour & Wage Committee at its meeting held on 31 January 46 had not been received.

However, a letter received from the Fiscal Director, containing the following recommendations, was read to members:

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(a) That recommendations contained in the Sub-Committees report be submitted to the Joint Military Finance Committee for consideration and recommendation to the C.A.C relative to action to be taken.

(b) That the Sub-Committee include, in its report detailed facts as to the circumstances, if any, under which it is necessary for Italian civilian employees to travel, and the specific types of Italian civilian employees required to travel.
Specific examples and cases to be cited.

(c) That the Sub-Committee make no commitments of any type relative to the payment of subsistence rates during the course of its study of this matter.

The Fiscal Director's letter also stated that the above recommendations had been co-ordinated with the F.A., GHQ, CMF.

The Sub-Committee recommended that the Secretariat take steps to obtain relevent information as indicated above, noting that HQ Allied Commission was chiefly concerned in any subsequent alteration of present allowances.

A letter, AFLWC/M/29, dated 18 February 46, was accordingly sent to HQ Allied Commission, with copies to Labour Directorate HQ, CMF; CG, PBS; HQ 2 and 3 Districts; CO Naples Air Force General Depot and CG Rome Area Allied Command, requesting that all available information relative to the above recommendations be forwarded to the Secretariat as soon as possible.

There being no other business the Sub-Committee adjourned sine die.

CURTIS J.IVY, Major
Secretary (Amer.)

WILLIAM E.DAVY, Major
Secretary (Br.)

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Secretary (Br.)

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REPORT OF THE SPECIAL SUB-COMMITTEE APPOINTED BY THE LABOUR AND WAGE COMMITTEE TO CONSIDER SIMPLIFICATION OF WAGES AND BONUS SYSTEM FOR ITALIAN CIVILIAN EMPLOYEES OF ALLIED FORCES

1. GENERAL.

We were appointed by the Labour & Wage Committee on 28 December 1945 to consider simplification of the system of calculating payment of wages and bonuses of civilian employees of the Armed Forces arising from a request addressed to that Committee on 13 December 1945 by the Deputy Director of Labour G.H.Q., C.M.F. The terms of reference were:

(i) To study existing particular classification of Armed Force Employees with view to consolidating such classifications into a relatively few general categories, as is now being done in Italian wage agreements.

(ii) To study existing local variations in Armed Force Wage Scales with a view to systematic grouping of such variations by zones.

(iii) To consult with the Italian Government, Italian Labour Organizations, and the employing Military Services on the above points and to inform the latter of the conclusions reached.

The Sub-Committee has had 3 meetings, viz.: on 15 January when Allied representatives only were present, on 15 February when Allied representatives met in the forenoon and resumed in the afternoon with the attendance of the Italian representatives, and on 19 February when Allied and Italian representat-

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2. CATEGORIZATION OF GRADES.

At its first meeting the Sub-Committee took into account the Italian industrial agreement of 6 December 1945 which established basic principles of wage calculation and bonus payment in respect of specified categories; and the Sub-Committee agree to recommend the allocation of the industrial daily paid worker into 5 categories, viz.: specialised, qualified, apprentices, semi-skilled and unskilled. Annexure 1 shows the final recom-

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mendation of the Sub-Committee in this respect. It includes all categories named in A.F.H.Q. Administrative Memorandum 34 and provides for a worker in a particular category to be placed, in certain instances, in one or other grade according to his degree of proficiency. Such cases are identified by a numeral in brackets.

3. FAMILY ALLOWANCE.

The Sub-Committee also decided to recommend that a distinction be drawn in future as regards workers who are heads of families and those who are not heads of families. This important distinction is an innovation in Allied Force employment but can be readily introduced because heads of families can produce the suitable evidence; the distinction as regards new engagements should in due course effect a saving in expenditure.

4. BASIC RATE OF PAY.

As regards basic rates of pay, the Sub-Committee took into consideration the minimum basic wages established by the above-mentioned Italian industrial agreement in respect of zone 2, and relating to the mechanical, iron, building and wood-working industries, that is to say, those particulars which appear to be most closely related to the types of employment and conditions of labour of the civilian workers employed by the Allied Forces. Following comparison of these minimum rates with the existing Allied Force basic scales or corresponding categories of workers, the Sub-Committee arrived at proposals for a revised basic scale comprising a minimum and a maximum. These proposals are shown in Annexure II together with comparable wage scales. The basic wage scales proposed are the same for heads of families and for workers who are not heads of families.

5. COST OF LIVING BONUS

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5. COST OF LIVING BONUS

The Sub-Committee studied the Italian industrial agreement as regards payment of a cost-of-living bonus and compared it with the existing Allied Force practice and the varying rates which are at present being paid in various areas in Italy following the operations of local Sub-Committees under Administrative Memorandum No 25.

The Committee decided to recommend a bonus for workers who are not heads of families, which should be identical for the various categories of workers; and a bonus for heads of families which should include the equivalent amount of Family Allowances for a national family of wife and two children as well as an element superior to that for a worker not head of family. This second element was calculated in accordance with Italian industrial practice for heads of families.

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6. PRESENTATION OF SCHEME TO ITALIAN REPRESENTATIVES.

The provisional proposals of the Sub-Committee were discussed with representatives of the Italian Government with whom was associated a representative of the Italian General Confederation of Labour. The Italian representatives expressed the agreement in principle of the Italian Government with these provisional proposals which they took away from the first joint meeting for study and detailed consideration. They recognised and accepted the necessity for compounding Family Allowance as for a notional family of wife and two children as regards heads of families and welcomed the proposal to differentiate between such workers and those who are not heads of families. They also recognised the necessity of stipulating the minimum and maximum of the basic scale; and agreed that a variable cost-of-living bonus should be added.

7. PROPOSALS OF ITALIAN REPRESENTATIVES.

At the final meeting on 19 February the Italian Government representatives produced firm proposals for wage scales and variable cost-of-living bonus for various categories (see Annexure III). The proposals provided for 3 scales of cost-of-living bonus payments, the highest (scale "C") would apply to the largest centres such as Rome, Naples, Milan, Turin and Genoa, industrial centres with the highest cost-of-living. Scale "B" would apply to centres with an average cost-of-living or of a mixed industrial and agricultural nature. Scale "A" would apply to zones predominantly or with the lowest cost-of-living.

The cost-of-living bonus scales would vary quarterly according to variations in the cost-of-living. The Italian Government proposed, and the Sub-Committee accepted, that the Central Institute of Statistics should obtain the necessary data and should produce the appropriate indices for calculating variations in this bonus scale.

With regard to the application of Scale "A" or Scale "B", the Italian Government representatives proposed that local Sub-Committees of the Armed Forces, in consultation with the

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With regard to the application of Scale "A" or Scale "B", the Italian Government representatives proposed that local Sub-Committees of the Armed Forces, in consultation with the Italian Government Labour Offices and the Camere del Lavoro, should decide which scale would be appropriate. It was pointed out that in general, apart from the named largest centres, Scale "B" would apply because of the location of employment of Italian civilians by the Allied Forces.

8. RECOMMENDATIONS AND CONCLUSION.

(a) In view of the fact that some individual workers, and in practice those who are not heads of families, would at present be in receipt of pay in excess of that to which they would be entitled under the

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present proposals, it was agreed to recommend the continuation of the present scale in such cases. New engagements would be subject to the present scales and present employees who are not heads of families would continue to be deemed to be heads of families as heretofore.

(b) The Italian Government representatives undertook to produce proposals for similar adjustment for wage scales and bonuses for monthly paid employees, and these would be considered as soon as available for recommendation by this Sub-Committee.

(c) This Sub-Committee accordingly recommend to the Labour & Wage Committee the adoption, for submission to higher authority, of the wage scales and cost-of-living bonuses as set out in Annexure III to be applied to present and future civilian employees of the Allied Forces according to the appropriate categories as indicated in Annexure I.

CURTIS J.JVY, Major
Secretary (Amer.)

WILLIAM B.DAVY, Major
Secretary (Br.)

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ALLIED FORCE DAILY PAID WORKERS.

ANNEXURE I

CATEGORY 1. SPECIALISED.

Armature winder. (2).
Compositor (Chief). (2).
Cutter (Clothing) pattern. (2)
Fitter - electrical.
- maintenance (Millwright).
- radial diesel.
Gear cutting machinist.
Inspector (Micro, vernier etc. for fixed gauge work see "viewer". (2).
Instrument (precision) maker and repairer. (2).
Litho engraver.
Process engraver.
Setter (capstan lathe).
Watch & clock maker & repairer.
Tool room - all mechanics.
Toolmaker. (2).

CATEGORY 2. QUALIFIED.

Armature winder. (1).
Armourer.
Baker.
Battery maker (4).
Blacksmith.
Boilermaker.
Boilerman.
Bookbinder.
Bootmaker and repairer
" hand or machine.
" surgical or special.
Boot manufacture
" closer.
" machinist.
Bricklayer.
Burner (acetylene).
Butcher
Cabinet maker.
Caretaker (cemetery) - (4).
Carpenter.
Caulker.
Centre Lathe Turner.
Chauffeur (mechanic) - (4).
Clothing
Driver - crane.
" (loco) diesel.
" " electric.
" " steam.
" M.R. electric.
" mechanical plant.
" motor vehicle (heavy and medium).
" steam or motor roller.
" stationery engine (I.C. or steam).
Electrician - auto.
" elevator repairer.
" house wireman.
Electro plater.
Farrier.
Fireman (loco).
Fitter - aero radial diesel. (1).
" metal detail (aero).
" ammunition
" armourer
" assembler.
" bench.
" electrical (1).
" marine.
" motor (I.C.).
" millright (1).
First aid post attendant.
Foundrymen.
Gear cutting machinist. (1).
Glazier.
Hairdresser.
Inspector. (1).
Instrument maker & repairer (1).
Iron & steel bender & fixer.
Joiner - house and ship.
Laboratory & dispensary asst.
Lighthousekeeper. (4).
Linesman.
Linotype operator.
Lithographer.
Locksmith.
Lumber worker - edgerman.
Machinist - clothing.
Machinist (Metal) - capstan
" lathe operator (4).

Process engraver.
Setter (capstan lathe).
Sketch & block maker & repairer.
Tool room - all mechanics.
Toolmaker. (2).

CATEGORY 2. QUALIFIED.

Armature winder. (1).
Armourer.
Baker.
Battery maker (4).
Blacksmith.
Boilermaker.
Boilerman.
Bookbinder.
Bootmaker and repairer
  " hand or machine.
  " surgical or special.
Boot manufacture
  " closer.
  " machinist.
Bricklayer.
Burner (acetylene).
Butcher
Cabinet maker.
Caretaker (cemetery) - (4).
Carpenter.
Caulker.
Centre Lathe Turner.
Chauffeur (mechanic) - (4).
Clothing
  " cutter. (1- pattern).
  " machinist. (4).
Coachbuilder.
Coachpainter.
Cobbler.
Compositor. (1).
Cooper.
Coppersmith.
Coremaker (foundry).
Dental mechanic.
Electro plater.
Farrier.
Fireman (loco).
Fitter - aero radial diesel. (1).
  " metal detail (aero).
  " ammunition
  " armourer
  " assembler.
  " bench.
  " electrical (1).
  " marine.
  " motor (I.C.).
  " millright (1).
First aid post attendant.
Foundrymen.
Gear cutting machinist. (1).
Glazier.
Hairdresser.
Inspector. (1).
Instrument maker & repairer (1).
Iron & steel bender & fixer.
Joiner - house and ship.
Laboratory & dispensary asst.
Lighthousekeeper. (4).
Linesman.
Linotype operator.
Lithographer.
Locksmith.
Lumber worker - edgerman.
Machinist - clothing.
Machinist (Metal) - capstan
  " lathe operator (4).
  " Centre lathe turner.
  " driller - radial arm.
  " driller (4)
  " grinder.
  " miller.
  " planer.
  " slotter.
Machinist (woodworking).
Mechanic - motor I.C.
  " sewing machine.

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Mechanic - typewriter.
" weighing machine.
" wireless.
Milling hand (flour mill). (4).
Motion picture operator.
Moulder.
Nurse - hospital (qualified) - (3)
Occupational therapist.
Painter and varnisher.
Paper cutter operator.
Parquet layer
Patternmaker (Engineering).
Pavement layer.
Pier supervisor.
Photographic developer.
Plasterer.
Plater - printing.
Plumber.
Police Officer.
Postal sorter
Polisher - french.
Presser (Hoffman steam press).
Printing machine minder.
Rigger.
Riveter.
Road supervisor.
Saddler.
Sail repairer and setter.
Sawyer.
Sheet metal worker.
Slater.
Smelterer - ore.
Stereotyper.
Stevedore (hand).(4).
Stone hand cutter.
Structural steel worker.
Tailor.
Tent maker and repairer.
Timekeeper.
Tinsmith.
Toolmaker. (1).
Truck master.
Tyre treader.
Upholsterer.
Welsonizer.
Welder - acetylene.
" electric.
Wheelwright.
Woodworking machinist.

CATEGORY 4. SEMI-SKILLED.

Anti-malarial labourer.
Artisan's mates.
Asphalt layer.
Baler (clothing and soft goods).
Battery maker. (2).
Brakeman.
Builder's labourer.
Caretaker. (2).
Chainman.
Charcoal burner.
Checker
Clothing - classifier - sorter.
" machinist (2).
Concreter.
Foundry labourer.
Gardener.
Greaser.
Groom of stableman.
Hammerman or striker.
Lifesaver.
Lighthousekeeper. (2).
Lithographers asst.
Lumber workers - checker setter.
" dogger.
" feller.
" long turner.
Machine minder.
Machinist - capstan op. (2).
" driller. (2).
Milling hand (flour mill). (2).
Navvy.
Packer
Permanent way inspector.
Platelayer (railroad).
Pointsman (railroad).
Presser hand.
Quarryman.
Riveter - holder up.
" heater.
Scaffolder.
Sewing hand.
Shunter.
Stacker (forage expert).
Stevedore. (2).
Storeman.
Track walker (railroad).
Trimmer (coal).

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Plasterer.
Plaster - printing.
Plumber.
Police Officer.
Postal sorter
Polisher - french.
Presser (Hoffman steam press).
Printing machine minder.
Rigger.
Rivetter.
Road supervisor.
Saddler.
Saw repairer and setter.
Sawyer.
Sheet metal worker.
Slater.
Smelterer - ore.
Stereotyper.
Stevedore (head).(4).
Stone hand cutter.
Structural steel worker.
Tailor.
Tent maker and repairer.
Timekeeper.
Tinsmith.
Toolmaker. (1).
Truck master.
Tyre treader.
Upholsterer.
Vulcaniser.
Welder - Acetylene.
" - Electric.
Wheelwright.
Woodworking machinist.

CATEGORY 3. APPRENTICES.

Apprentices - all grades.

Foundry labourer.
Gardener.
Greaser.
Groom of stablemen.
Hammerman or striker.
Lifesaver.
Lighthousekeeper. (2).
Lithographers asst.
Lumber workers - checker setter.
" dogger.
" feller.
" long turner.
Machine minder.
Machinist - capstan op. (2).
" driller. (2).
Milling hand (flour mill). (2).
Navy.
Packer
Permanent way inspector.
Platelayer (railroad).
Pointsman (railroad).
Presser hand.
Quarryman.
Rivetter - holder up.
" heater.
Scaffolder.
Sewing hand.
Shunter.
Stacker (forego export).
Stevedore. (2).
Storemen.
Track walker (railroad).
Trimmer (coal).
Viewer (fixed gauge work).
Warehouseman. (2).

CATEGORY 5. UNSKILLED.

All unskilled workers.
Drier - M/c and preparer.
Lumber worker - handler.
Worker and sorter.
Packer.
Washer - hand or machine.
Watchman.

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CIVILIAN INDUSTRY		CATEGORY.	PROPOSED revised BASIC RATE for Allied Force civilian employees. (Framed on the basic rate for Zone 2 having regard to categories and differentials established by Rome Agreement.	ALLIED FORCE WAGES. PROPOSED REVISED COST OF LIV Bonus (Scales calculated on the basi bonus applicable to male worker NOT of family and for other categories according to proportions set out in Agreement for Northern Italy. Bonus workers who ARE head of families inc 'family allowances' on basis of the notional family of worker and three dependents).							
Wages as for Zone 2 Rome Agreement for Northern Italy 5 Mechanical, Iron, Building and Woodworking Industries.												
Basic wage 8 hour day.	Gross daily wage.			MIN.	MAX.	A	B	C	D	E	F	G
		MEN										
156.0	336	1. SPECIALISED	Over 20yrs H/F	170	200	105	120	135	150	165	180	195
158.0	250	"	" Not H/F	170	200	40	50	60	70	80	90	100
142.8	321	2. QUALIFIED	over 20yrs H/F	140	170	105	120	135	150	165	180	195
142.8	235	"	" Not H/F	140	170	40	50	60	70	80	90	100
142.8	226	3. APPRENTICE QUAL.	18-20yrs " "	135	150	36	45	54	63	72	81	90
124.0	207	" NOT QUAL.	" " "	120	135	36	45	54	63	72	81	90
111.6	184	" " "	16-18yrs " "	85	95	30	38	45	53	60	68	75
134.8	313	4. SEMI-SKILLED	over 20yrs H/F	125	140	105	120	135	150	165	180	195
134.9	227	"	" " Not H/F	125	140	40	50	60	70	80	90	100
121.2	201	"	18-20yrs " "	110	120	36	45	54	63	72	81	90
124.0	302	5. UNSKILLED	over 20yrs H/F	100	125	105	120	135	150	165	180	195
124.0	216	"	" " Not "	100	125	40	50	60	70	80	90	100
111.6	191	"	18-20yrs " "	90	100	36	45	54	63	72	81	90
86.8	156	"	16-18yrs " "	70	85	30	38	45	53	60	68	75
WOMEN: Basic rate as for men when employed on men's work with equal efficiency.												
100.0	276	2. QUALIFIED	over 20yrs H/F	100	120	96	110	124	138	152	166	180
100.0	180	"	" " Not H/F	100	120	35	44	52	61	70	78	87
94.4	272	4. SEMI-SKILLED	over 20yrs H/F	90	100	96	110	124	138	152	166	180
94.4	174	"	" " Not H/F	90	100	35	44	52	61	70	78	87
84.8	149	"	18-20yrs " "	75	85	28	35	42	49	56	63	70
86.8	265	5. UNSKILLED	over 20yrs H/F	70	90	96	110	124	138	152	166	180
86.8	167	"	" " Not H/F	70	90	35	44	52	61	70	78	87
78.10	142	"	18-20yrs " "	60	70	28	35	42	49	56	63	70
60.80	119	"	16-18yrs " "	50	60	25	32	38	44	50	57	63

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ANNEXURE II

ALLIED FORCE RATES.

CATEGORY.	PROPOSED revised BASIC RATE for Allied Force civilian employees. (Framed on the basic rate for Zone 2 having regard to categories and differentials established by Peace Agreement.	PROPOSED REVISED COST OF LIVING Bonus (Scales calculated on the basis of bonus applicable to male worker NOT head of family and for other categories according to proportions set out in Peace Agreement for Northern Italy. Bonus for workers who ARE head of families includes 'family allowances' on basis of the notional family of worker and three dependents).									Existing Allied Force Basic Rates. (Lowest and highest maximums ranging within occupational groups.	
MEN	MIN.	MAX.	A	B	C	D	E	F	G	H	I	LOW.	HIGH.
SPECIALISED Over 20yrs H/F	170	200	105	120	135	150	165	180	195	210	225	165	195
" " Not H/F	170	200	40	50	60	70	80	90	100	110	120	165	195
QUALIFIED over 20yrs H/F	140	170	105	120	135	150	165	180	195	210	225	120	150
" " Not H/F	140	170	40	50	60	70	80	90	100	110	120	120	150
APPRENTICE QUAL. 18-20yrs " "	135	150	36	45	54	63	72	81	90	99	108	85	90
" NOT QUAL. " " "	120	135	36	45	54	63	72	81	90	99	108	40	90
" " " 16-18yrs " "	85	95	30	38	45	53	60	68	75	83	90	40	90
SEMI-SKILLED over 20yrs H/F	125	140	105	120	135	150	165	180	195	210	225	105	120
" " " Not H/F	125	140	40	50	60	70	80	90	100	110	120	105	120
" 18-20yrs " "	110	120	36	45	54	63	72	81	90	99	108	105	120
UNSKILLED over 20yrs H/F	100	125	105	120	135	150	165	180	195	210	225	85	95
" " " Not "	100	125	40	50	60	70	80	90	100	110	120	85	95
" 18-20yrs " "	90	100	36	45	54	63	72	81	90	99	108	85	95
" 16-18yrs " "	70	85	30	38	45	53	60	68	75	83	90	45	45
as for men when employed on with equal efficiency.													
QUALIFIED over 20yrs H/F	100	120	96	110	124	138	152	166	180	194	208	102	128
" " " Not H/F	100	120	35	44	52	61	70	78	87	96	104	102	128
SEMI-SKILLED over 20yrs H/F	90	100	96	110	124	138	152	166	180	194	208	89	102
" " " Not H/F	90	100	35	44	52	61	70	78	87	96	104	89	102
" 18-20yrs " "	75	85	28	35	42	49	56	63	70	77	84	89	102
UNSKILLED over 20yrs H/F	70	90	96	110	124	138	152	166	180	194	208	72	88
" " " Not H/F	70	90	35	44	52	61	70	78	87	96	104	72	81
" 18-20yrs " "	60	70	28	35	42	49	56	63	70	77	84	72	81
" 16-18yrs " "	50	60	25	32	38	44	50	57	63	69	76	45	45

10th

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COMPARISON TABLE SUBMITTED BY N. A BASE COMMAND PAYMASTER

CATEGORY - MALES.	ALLIED FORCES Proposed Minimum Basic Wage and actual COLB as at 19.2.46.			ITALIAN Proposed Minimum Basic Wage and COLB.			*Increase/Decrease per diem on present Allied Forces rates		
	Wage	COLB	Total	A	B	C	A	B	C
52 AREA.									
SPECIALISED, over 20 yrs H/F	170	102	272	335	365	395	+63	+93	+123
" " " not H/F	170	102	272	250	270	290	22	2	+ 18
QUALIFIED, over 20 yrs H/F	140	105	245	305	335	365	+60	+90	+120
" " " not H/F	140	105	245	220	240	260	25	5	+ 15
SEMI-SKILLED," 20 yrs H/F	125	112	237	290	320	350	+53	+83	+113
" " " not H/F	125	112	237	215	225	245	32	12	+ 8
" 18-20 yrs not H/F	110	115	225	182	200	218	43	25	7
UNSKILLED, over 20 yrs H/F	100	115	215	265	295	325	+50	+80	+110
" " " not H/F	100	115	215	180	200	220	35	15	+ 5
" 18-20 yrs not H/F	90	115	205	162	180	198	43	25	7
" 16-18 yrs not H/F	70	39	109	136	145	160	+21	+36	+ 51
36 AREA (INCLUDES NAPLES).									
SPECIALISED, over 20 yrs H/F	170	162	332	335	365	395	+ 3	+33	+63
" " " not H/F	170	162	332	250	270	290	82	62	42
QUALIFIED, over 20 yrs H/F	140	165	305	305	335	365		+30	+60
" " " not H/F	140	165	305	220	240	260	85	65	45
SEMI-SKILLED " 20 yrs H/F	125	172	297	290	320	350	7	+23	+53
" " " not H/F	125	172	297	205	225	245	92	72	52
" 18-20 yrs not H/F	110	175	285	182	200	218	103	85	67
UNSKILLED, over 20 yrs H/F	100	145	245	265	295	325	+20	+50	+80
" " " not H/F	100	145	245	180	200	220	65	45	25
" 18-20 yrs not H/F	90	145	235	162	180	198	73	55	37
" 16-18 yrs not H/F	70	69	139	130	145	160	9	+ 6	+21
ROME AREA									
SPECIALISED, over 20 yrs H/F	170	222	392	335	365	395	57	27	+ 3
" " " not H/F	170	222	392	250	270	290	142	122	102
QUALIFIED, over 20 yrs H/F	140	225	365	305	335	365	60	30	
" " " not H/F	140	225	365	220	240	260	145	125	105
SEMI-SKILLED," 20 yrs H/F	125	232	357	290	320	350	67	37	7
" " " not H/F	125	232	357	205	225	245	152	132	112
" 18-20 yrs not H/F	110	235	345	182	200	218	163	145	127
UNSKILLED over 20 yrs H/F	100	235	335	265	295	325	70	40	10
" " " not H/F	100	235	335	180	200	220	155	135	115

" " " not H/F	140	105	245	220	240	260	25	5	+ 15
SEMI-SKILLED, " 20 yrs H/F	125	112	237	260	320	350	+53	+83	+113
" " " not H/F	125	112	237	205	225	245	32	12	+ 8
" 18-20 yrs not H/F	110	115	225	162	200	218	43	25	7
UNSKILLED, over 20 yrs H/F	100	115	215	265	295	325	+50	+80	+110
" " " not H/F	100	115	215	160	220	220	35	15	+ 5
" 18-20 yrs not H/F	90	115	205	162	180	198	43	25	7
" 16-18 yrs not H/F	70	39	109	130	145	160	+21	+36	+ 51
56 AREA (INCLUDES NAPLES).									
ECIALISED, over 20 yrs H/F	170	162	332	315	365	395	+ 3	+53	+83
" " " not H/F	170	162	332	250	270	290	82	62	42
ALIFIED, over 20 yrs H/F	140	165	305	305	335	365		+30	+60
" " " not H/F	140	165	305	220	240	260	85	65	45
MI-SKILLED " 20 yrs H/F	125	172	297	290	320	350	7	+23	+53
" " " not H/F	125	172	297	205	225	245	92	72	52
" 18-20 yrs not H/F	110	175	285	182	200	218	103	85	67
SKILLED, over 20 yrs H/F	100	145	245	265	295	325	+20	+50	+80
" " " not H/F	100	145	245	180	200	220	65	45	25
" 18-20 yrs not H/F	90	145	235	182	180	198	73	55	37
" 16-18 yrs not H/F	70	69	139	130	145	160	9	+ 6	+21
ROME AREA									
ECIALISED, over 20 yrs H/F	170	222	392	335	365	395	57	27	+ 3
" " " not H/F	170	222	392	250	270	290	142	122	102
ALIFIED, over 20 yrs H/F	140	225	365	305	335	365	60	30	
" " " not H/F	140	225	365	220	240	260	145	125	105
MI-SKILLED " 20 yrs H/F	125	232	357	290	320	350	67	37	7
" " " not H/F	125	232	357	205	225	245	152	132	112
" 18-20 yrs not H/F	110	235	345	182	200	218	163	145	127
SKILLED over 20 yrs H/F	100	235	335	265	295	325	70	40	10
" " " not H/F	100	235	335	160	200	220	155	135	115
" 18-20 yrs not H/F	90	235	325	162	180	198	163	145	127
" 16-18 yrs not H/F	90	109	179	130	145	160	49	34	19
2 DISTRICT.									
ECIALISED, over 20 yrs H/F	170	202	372	335	365	395	37	7	+23
" " " ot H/F	170	202	372	250	270	290	122	102	82
LIFIED, over 20 yrs H/F	140	205	345	305	335	365	40	10	+20
" " " not H/F	140	205	345	220	240	260	125	105	85
I-SKILLED, " 20 yrs H/F	125	212	337	290	320	350	47	17	+13
" " " not H/F	125	212	337	205	225	245	132	112	92
" 18-20 yrs not H/F	110	215	325	182	200	218	143	125	107
KILLED, over 20 yrs H/F	100	215	315	265	295	325	50	20	+10
" " " not H/F	100	215	315	180	200	220	135	115	95
" 18-20 yrs not H/F	90	215	305	162	180	198	143	125	107
" 16-18 yrs not H/F	90	104	174	130	145	160	44	29	14

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WAGE SCALE OF WORKERS OF THE ALLIED FORCES

GRADES - MEN	BASIC WAGE		VARIABLE COST OF	
	MIN.	MAX.	A	B
1. Specialised workers H.F.	170	200	165	195
" " Not H.F.	170	200	80	100
2. Qualified workers H.F.	140	170	165	195
" " Not H.F.	140	170	80	100
3. Apprentices 18-20 Not H.F.	135	150	72	90
" (not qualified) " "	120	135	72	90
" " " 16-18 " "	85	95	60	75
4. Semi-skilled workers H.F.	125	140	165	195
" " " Not H.F.	125	140	80	100
" " " 18-20 not H.F.	110	120	72	90
5. Unskilled workers H.F.	100	125	165	195
" " not....H.F.	100	125	80	100
" " 18-20 not...." "	90	100	72	90
" " 16-18 not "	70	85	60	75

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ANNUXURE III

WAGE SCALE OF WORKERS OF THE ALLIED FORCES

N		BASIC WAGE		VARIABLE COST OF LIVING BONUS		
		MIN.	MAX.	A	B	C
l workers	H.F.	170	200	165	195	225
" Not	H.F.	170	200	80	100	120
orkers	H.F.	140	170	165	195	225
" Not	H.F.	140	170	80	100	120
18-20 Not	H.F.	135	150	72	90	108
lified) "	"	120	135	72	90	108
16-18 "	"	85	95	60	75	90
l workers	H.F.	125	140	165	195	225
" Not	H.F.	125	140	80	100	120
" 18-20 not	H.F.	110	120	72	90	108
rkers	H.F.	100	125	165	195	225
" not....	H.F.	100	125	80	100	120
18-20 not....	" "	90	100	72	90	108
16-18 not	"	70	85	60	75	90

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GRADES - WOMEN	BASIC WAGE		VARIABLE COST OF	
	MIN.	MAX.	A	B
2. Qualified workers H.F.	100	120	152	180
" " not H.F.	100	120	70	87
4. Semi-skilled workers H.F.	90	100	152	180
" " " not H.F.	90	100	70	87
" " 18-20 " " "	75	85	56	70
5. Unskilled workers H.F.	70	90	152	180
" " not H.F.	70	90	70	87
" "18-20 not H.F.	60	70	56	70
" "16-18 not H.F.	50	60	50	63

OBSERVATIONS.

1. The cost-of-living bonus, as opposed to the basic pay which remains unc
targe months in proportion to the percentage variations which the index
will show according to each province or zone; the data on the cost of l
publications of the Central Institute of Statistics.
2. The classification of the provinces or zones according to the three gr
living bonus will be entrusted to the local Allied Military Commands, i
tion with the Uffici del Lavoro and the Camere Confederali del Lavoro,
ed classification will correspond as much as possible to living conditi

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	BASIC WAGE		VARIABLE COST OF LIVING BONUS		
	MIN.	MAX.	A	B	C
H.F.	100	120	152	180	208
H.F.	100	120	70	87	104
H.F.	90	100	152	180	208
H.F.	90	100	70	87	104
" "	75	85	56	70	84
H.F.	70	90	152	180	208
H.F.	70	90	70	87	104
H.F.	60	70	56	70	84
H.F.	50	60	50	63	76

ing bonus, as opposed to the basic pay which remains unchanged, will vary every proportion to the percentage variations which the index of the cost-of-living ding to each province or zone; the data on the cost of living will be furnished b of the Central Institute of Statistics.

ion of the provinces or zones according to the three grades of variable cost-of- ll be entrusted to the local Allied Military Commands, who will decide in conjunc- ffici del Lavoro and the Camere Confederali del Lavoro, so that the above-mention n will correspond as much as possible to living conditions in the various zones.

/s/ SIMBONE

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ANNEXURE III

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MINUTES OF THE SIXTH OF 52 AREA LABOUR & WAGES SUB--COMMITTEE HELD ON 8TH FEBRUARY '46 RE-ASSEMBLED ON 12TH FEBRUARY '46.

PRESENT:-	Major	STILEMAN	R.A.	Chairman
	"	DENT	R.E.	Docks Supt.
	"	BARKER	RASC	D.A.D.S.T.
	"	CHANDLER		S.L.C.O. 2910 C.L.U
	Capt.	HOWIE		L.C.O. CROTONE
	Lieut.	ROWE	R.E.	699 A.W. Coy. R.E.
	"	McILROY	R.E.M.E.	748 Service Stn. REME
	"	SPENCER	RASC	38 D.I.D.
	"	BOARDMAN	A/SEC.	2910 C.L.U.

IN ATTENDANCE:

Dr. CASTELLI — Director Ufficio Provinciale del Lavoro, Terento.

Mayor of SAN GIOVANNI (Calabria)

There were no representatives of R.M. or R.A.F. available.

1. MINUTES OF PREVIOUS MEETING: - The minutes of the 5th meeting were read and approved.

2. STRIKE AT SAN GIOVANNI (CALABRIA).

Information having been put forward by the employing service regarding a strike by the employees in the San Giovanni area, it was recommended by the chairman that the meeting be adjourned and fuller information be obtained as to general conditions prevailing in this area.

Due consideration being paid to the difficulties of communication in this area, reasonable time should be given for a comprehensive enquiry to be made and the findings to be placed before the committee on 12.2.46.

The committee then adjourned reassembling on the 12.2.46.

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"	CHANDLER		S.L.C.O. 2910 C.L.U
Capt.	HOWIE		L.C.C. CROTONE
Lieut.	ROWE	R.E.	699 A.W. Coy. R.E.
"	McILROY	R.E.M.E.	748 Service Stn. REME
"	SPENCER	RASC	38 D.I.D.
"	BOARDMAN	A/SEC.	2910 C.L.U.

IN ATTENDANCE:

Dr. CASTELLI — Director Ufficio Provinciale del Lavoro, Taranto.
Mayor of SAN GIOVANNI (Calabria)

There were no representatives of R.M. or R.A.F. available.

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The committee then adjourned reassembling on the 12.2.46.

3. <u>EXTENSION OF FINANCIAL POWERS OF LOCAL LABOUR & WAGES SUB-COMMITTEES:</u> -

The following extract from G.H.Q. Signal FX 60255 of 7 Feb 46 was read to the committee.

"Reference is made to para 11 of Minutes of Meeting of Allied Force Labour and Wages Committee held on 28 Dec 45.

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1. Approval is given for extension of financial powers of Local Labour Sub Committees up to but not exceeding 100 lire per day for adults and 40 lire per day for juveniles.

2. This authority to be employed at discretion for the purpose of adjusting Allied Forces civilian wage scale with any further increases in rates of pay in Italian private industry and in additional to amount authorised by para 6 Admin Memo 25/45.

4. STRIKE AT SAN GIOVANNI (CALABRIA).

Detailed information was placed before the committee on the causes of a strike by employees in the San Giovanni Area. It had originally been stated that the cause was due to delay in the issue of rations on repayment, delay in pay and the non availability of civilian rations, but on close investigation by the L.C.O. in the area it was found that general dissention was caused through increase in the already very high cost of living.

Rations on repayment and payment of labour were now up to date and the causes for the delay (miscalculation of numbers of rations required and non completion of Muster Rools by the employing service owing to a change over in unit personnel) had now been rectified.

It was pointed out by the Chairman that A.C. representative had been consulted regarding the non availability of civilian rations and that this state was general throughout Italy owing to a disastrous harvest last year, caused by adverse weather conditions and it was obvious that this was in no small way responsible for the increase in the cost of living.

L.C.O. Crotone, after consultation with the Uffici Provinciali del Lavoro in Catenzaro and Cosenza, presented to the meeting evidence showing increases in the cost of living in those areas and it was unanimously agreed that an increase

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the purpose of adjusting Allied Forces civilian wage scale with any further increases in rates of pay in Italian private industry and is additional to amount authorised by para 6 Admin Memo 25/45.

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L.C.O. Crotone, after consultation with the Uffici Provinciali del Lavoro in Catanzaro and Cosenza, presented to the meeting evidence showing increases in the cost of living in those areas and it was unanimously agreed that an increase in the Cost of Living Bonus as under be brought into force w.e.f. 16th February 1946.

Daily Wage Group

Adults	50 lire per day
Juveniles	10 lire per day

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Monthly Wage Group

Adults	1300 lire per month
Juveniles	260 lire per month.

The above increases to be effective in the area under command of 9 C.R.E. Crotone.

There not being any discrepancy between civilian and Allied Forces rates of pay in this area this increase cannot be supported by a Special Comparison Table.

5. SPECIALIST LABOUR - CALABRIA AREA.

Job Description - The handling of logs weighing upwards of one to one and a half tons in the River Netto whilst the water is in full spate, maintaining a temporary dam and effecting all necessary repairs. It is necessary to work for periods of up 5 or 6 hours waist deep in water. The work calls for a high degree of skill in manhandling the logs and no labour of this kind being available specialist labour has been imported from Belluno.

General Conditions Effecting Labour. - The work is seasonal and will only last for a period of 8 weeks. Living away from home necessitates those employees who are married maintaining a home and family in Belluno. The work is particularly ardous and the area is above the snow line. Special diet is necessary to ensure utmost officiency.

Take Home Wage - It is recommended that the net take home wage from the date of commencing work be 450 lire per day. This rate will not be subject to the increased Cost of Living Bonus w.e.f. 16 Feb. 46 applicable for the area. Owing to the extraordinary conditions governing this labour and the work only being of a temporary nature this rate will be considered as a special rate and not be submitted as a new grade for inclusion in "Regulations for the employment of Civilian Labour (Italy, Sicily & Sardinia)".

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under command of 9 C.R.E. Crotone.

There not being any discrepancy between civilian and Allied Forces rates of pay in this area this increase cannot be supported by a Special Comperison Teble.

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6. INCREASE IN RATES OF PAY TO CIVILIAN EMPLOYEES.

A Comperison Table (Appendix "A") prepared by S.L.C.O. in conjunction with the Director Ufficio Provinciale del Lavoro - Taranto - showing average rates paid in civilian industry against those paid by the Allied Forces was presented to the meeting. Similarity in grades in civilian industry with those in Allied Forces Establishments can only be assessed on an average bases. A more specialized system of grading is in force in civilian industry and the grades shown on the Comperison Table are generally of a slightly higher classification in the various grades in civilian establishments than those employed by Allied Forces.

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After careful examination and in view of the variance, an increase in the net take home wage was approved for all grades.

This increase to be an addition to the existing C.O.L.B. and to take effect in 52 Area excluding Calabria (the Area under command 9 C.H.E.) as from 1st March 46 and to be issued at the following rates:

Monthly Wage Group

Administrative Office & Clerical Grades	2080	lire per month
Hotel & Mess Grades	1350	" "
Juveniles	520	" "

Daily Wage Group

Artisan Grades	80	lire per day
Marine & Unskilled Grades	50	lire "
Juveniles	20	" "

Owing to fluctuation in the cost of living and a general tendency to a constant increase, it was recommended that these rates be again reviewed at the meeting of the committee, date to be fixed later.

(F.H.STILEMAN, Major, DAQMG)
Chairman

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SPECIAL COMPARISON TABLE : CIVILIAN RATES

92 AREA - FEB. 1946

	M. or F.	ALLIED FORCES RATES			ITALIAN INDUSTRY RATES								
						PLUS							
		Basic Rate Unit.	PLUS C.O.L. Bonus	TAKE HOME	BASIC RATE	Pregnancy Indemnity	Family Allow.	Contingency Bonus	Caro Vita	BONUSES (1)	Caro Pane	Allow.	Soc. Ins.
Accountant	M	5400	2510	7910	4362	375	1196	3000	300	2035	-	-	3
Junior Admin.Asst.	M	5400	2510	7910	4361	375	1196	3000	300	2035	-	-	3
Clerk Office	M	3600	2730	6330	3423	375	1196	3000	600	1284	-	-	2
Typist	F	3600	2730	6330	3423	375	1196	3000	600	1284	-	-	2
COOK	M	4000	2730	6730	2623	300	1353	2633	-	-	1800	-	
Waiter	M	3700	2730	6430	2306	300	1353	2633	-	-	1800	-	
Fitters	D	135	107	242	70	10	40	100	30	142	-	-	5
Electricians	D	135	107	242	70	10	40	100	30	142	-	-	5
Joiners	D	125	112	237	60	10	40	100	30	142	-	-	5
Hammerman	D	100	115	215	63	10	40	100	30	130	-	-	5
U/S Labourer	D	85	115	200	50	10	40	100	30	118	-	-	5
Juveniles	D	45	39	84	29	6	-	70	15	71	-	-	5
Engineer (Harbour Craft)	D	140	105	245	96.00	10	45.12	88.20	-	-	59.99	12	1
Lightsman	D	105	115	220	94.00	10	45.12	88.20	-	-	59.99	12	1

(1) The rates shown in the Bonuses column are approximation of what a worker in civilian industry receives in the form of bonuses temporarily granted in order to meet the higher Cost of Living.

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SPECIAL COMPARISON TABLE - CIVILIAN RATES

SZ AREA - FEB, 1946

ITALIAN INDUSTRY RATES													EXCESS CIVILIAN RATES OVER AF RATES
TAKE HOME	BASIC RATE	PLUS						MINUS				TAKE HOME	
		Premerre Indemnity	Family Allow.	Contingency Bonus	Caro Vita	BONUSES (1)	Caro Pane	Allow	Soc. Ins.	Inc. Tax	Stok. Tax	Special Insuran. Clerical Grades		
7910	4360	375	1196	3000	800	2035	-	-	306	935	36	36	9954	2044
7910	4361	375	1196	3000	800	2035	-	-	306	935	36	36	9954	2044
6330	3483	375	1196	3000	600	1284	-	-	294	827	34	34	8689	2359
6330	3425	375	1196	3000	600	1284	-	-	294	827	34	34	8689	2359
6750	2623	300	1352	2633	-	-	1800	-	87	432	36	-	8154	1424
6430	2306	300	1353	2653	-	-	1800	-	84	414	36	-	7850	1420
242	70	10	40	100	30	142	-	-	9.50	16.00	5.30	-	361.20	119
242	70	10	40	100	30	142	-	-	9.50	16.00	5.30	-	361.20	119
242	70	10	40	100	30	142	-	-	9.50	16.00	5.30	-	361.20	124
237	70	10	40	100	30	142	-	-	9.50	16.00	4.80	-	343.50	120
215	63	10	40	100	30	130	-	-	9.50	14.45	4.35	-	325.70	107
200	56	10	40	100	30	116	-	-	9.50	14.45	4.35	-	171.70	89
84	29	6	-	70	15	71	-	-	9.00	7.80	2.50	-	209.64	44
245	96.08	10	45.12	88.70	-	-	59.99	12	1.35	15.30	5.60	-	288.25	68
220	94.80	10	45.12	88.59	-	-	59.99	12	1.35	15.30	5.60	-		

(1) Those column are approximation of what a worker in civilian industry receives in the forms of: Piece-work, Cash in lieu of food and other ... in order to meet the higher Cost of Living.

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ANNEXURE IV

SUBJECT: Civilian Labour - Sardinia

3 District
Tel: 11538
3 Dist/456/L
21 Feb 46

The Secretariat
Allied Force Labour & Wages Committee
c/o Labour Branch
HQ, RAAC.

Labour Directorate GHQ (2) (your DL/56/1 of 18 Feb 46 refers)
"Q"

1. Air HQ RAF Italy have raised the question of rates of pay for employees of RAF Sardinia. It appears that a very considerable discrepancy exists between WD rates at present in force and those paid by local industry.

2. This discrepancy has always been a source of irritation as it means that the more skilled artisans in any trade find employment elsewhere and only inferior grades, finding no other employment, will accept RAF rates.

3. It appears that there has been no change in the scale of payment of civilians employed by the RAF since the WD scales were initially fixed whereas local wages have increased three times (in the form of Cost of Living bonus) since that time. Rates paid at present by RAF conform with the original rates laid down in the 'Buff Book'.

4. A comparison table has been prepared and is attached as Appendix 'A' to this memo. It will be readily observed that the difference in rates is great. Daily paid workers only have been given as examples and it is not at present known whether any monthly grades are employed. It is known however that the total employed is small. Air HQ Italy have signalled

The Secretariat
Allied Force Labour & Wages Committee
c/o Labour Branch
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5. There is at present no local Sub-Committee in formation that can investigate this situation (Sardinia comes directly under command 3 District) and there are no labour representatives on the island.

It is requested therefore that the main committee discuss this question with a view to granting an immediate increase of 100 Lire per day to daily and monthly paid workers (male) and 85 Lire per day to daily and monthly paid workers (female).

1915

/s/ (J.S. POPE SMITH) Col;
DDL.

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Appendix
dated

GRADE	W.D. RATES BASIC Per hour	W.D. RATES BASIC Per day	W.D. RATES COLB	W.D. RATES TOTAL	LOCAL RATES BASIC Per hour	LOCAL RATES BASIC Per day	LOCAL RATES COLB	LOCAL RATES Attendance	LOCAL RATES Bre
BRICKLAYER	9.90	79	75	154	6.37	51.00	30	10	7
CARPENTER	9.90	79	75	154	6.57	52.50	30	10	7
CONCRETER	9.90	79	75	154	4.74	37.90	30	10	7
PAINTER	9.90	79	75	154	5.76	46.10	30	10	7
ELECTRICIAN	9.90	79	75	154	6.68	53.40	30	10	7
FULLER	9.90	79	75	154	5.57	44.60	30	10	7
TURNER	9.90	79	75	154	6.68	53.40	30	10	7
WELDER	9.90	79	75	154	5.57	44.60	30	10	7
UNSKILLED	7.33	58.60	75	133.60	3.91	31.30	30	10	7

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Appendix 'A' to 3Dis:456/L
dated Feb 46.

D. RATES					LOCAL RATES					
	COLB	TOTAL	BASIC		COLB	Attendance	Bread	2nd COLB	TOTAL	DIFFERENCE
day			Per hour	Per day						
9	75	154	6.37	51.00	30	10	72	100	263	109
9	75	154	6.57	52.50	30	10	72	100	264.5	110.5
9	75	154	4.74	37.90	30	10	72	100	249.9	95.9
9	75	154	5.76	46.10	30	10	72	100	258.1	104.1
9	75	154	6.68	53.40	30	10	72	100	265.4	111.4
9	75	154	5.57	44.60	30	10	72	100	256.6	102.6
9	75	154	6.68	53.40	30	10	72	100	265.4	111.4
9	75	154	5.57	44.60	30	10	72	100	256.6	102.6
8.60	75	133.60	3.91	31.30	30	10	72	100	243.8	110.2

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ANNEXURE V

THE LOCAL SUBCOMMITTEE OF THE
LABOUR AND WAGES CONTROL COMMITTEE IN AND FOR PENINSULAR
BASE SECTION LESS SOUTHERN DISTRICT.

MINUTES

1. The fourth meeting of the above named subcommittee was held at 0930 hours on 10 February 1946 at Headquarters Peninsular Base Section.

MEMBERS PRESENT:

Major Herman N. Reil, QMC, PBS (Chairman) representing PBS.
Major Stanley Beatty, representing AMG/AC.

MEMBERS ABSENT: REPRESENTATIVES OF:

Royal Navy, Leghorn.
Hq., 66th AA Bde.
G.O.C., District I.
CG, MRTA

IN ATTENDANCE: REPRESENTATIVES OF:

Provost Marshall Section, PBS.
Fiscal Section, PBS.
Headquarters Commandant, PBS.
Army Exchange Service, PBS.
Signal Section, PBS.
Ordnance Section, PBS.
Special Service Section, PBS.
Quartermaster Section, PBS.

2. Since neither the British nor the Italians were represented, it was decided to adjourn the meeting and to reconvene at 1330 hours, 18 February 1946.

3. The second sitting of the fourth meeting of the above named subcommittee was begun at 1330 hours on 18 February 1946 at Head-Quarters Peninsular Base Section.

MEMBERS PRESENT:

Major Herman N. Reil, QMC, PBS (Chairman) representing PBS.
Major Stanley Beatty, representing AMG/AC.

MEMBERS ABSENT: REPRESENTATIVES OF:

Royal Navy, Leghorn.

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Hq., 66th AA Bde.
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Headquarters Commandant, PBS.
Army Exchange Service, PBS.
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Royal Navy, Leghorn.
Hq., 66th AA Bde.
G.O.C., District I.
CG, MRTA.

IN ATTENDANCE: REPRESENTATIVES OF:

Ufficio Provinciale del Lavoro, Leghorn.
Comando del Lavoro, Leghorn.
Ufficio Provinciale del Lavoro, Pisa.
Comando del Lavoro, Pisa.
Provost Marshall Section, PBS.
Fiscal Section, PBS.
Headquarters Commandant, PBS.
Army Exchange Service, PBS.
Signal Section, PBS.
Ordnance Section, PBS.
Special Service Section, PBS.
Quartermaster Section, PBS.

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4. It was pointed out by the Chairman that MMTT has been inactivated and that it had been learned from the British Town Major, Leghorn, that District I (Br), and Hq., 66 AA Bde. had also been inactivated and that he thought that since the British were employing so few Italians in this area that he did not consider British representation on the subcommittee as being necessary. It was decided to proceed with the business at hand after speaking with Major Davy, Secretary (Br) to the Allied Force Labour and Wages Committee, AFHQ.

5. The minutes of the third meeting of the above named subcommittee held on 4 August 1945 were approved.

6. AFHQ Administrative Memo 25, 1945, was read and explained to those present pointing out that local subcommittee had been empowered to authorize provisional increases in local wages and bonuses over the existing Allied Force Basic Wage Scale and bonuses (as of 31 March 1945) within the territory under their jurisdiction, by an amount not exceeding 100 lire per day per adult (40 lire per day for juveniles).

7. It was explained that at the second meeting of the above named subcommittee held 16 and 23 June 1945, the following increases had been granted:

a. Daily wage group, adults 40 lire per day, juveniles 21 lire per day.

b. Monthly wage group (other than those employed in hotels, messes or clubs who receive full maintenance) adults 1040 lire per month (40 lire per day figured for a 26 day month), juveniles 546 lire per month (21 lire per day figured for a 26 day month).

c. Monthly wage group (those employed in hotels, messes, or clubs who receive full maintenance) adults 780 lire per month (25 lire per day figured for a 30 day month), juveniles 390 lire per month (13 lire per day figured for a 30 day month).

8. It was pointed out that financial powers of local labour subcommittees had been extended up to but not exceeding 100 lire per adult and 40 lire per day per juvenile under the authority of AFHQ Cable FX 60255 dated 7 February 1946.

9. Taking into consideration the extension granted per AFHQ Cable FX 60255 dated 7 February 1946 and the increases granted at

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c. Monthly wage group (those employed in hotels, messes or clubs who receive full maintenance) adults 780 lire per month (26 lire per day figured for a 30 day month), juveniles 390 lire per month (13 lire per day figured for a 30 day month).

8. It was pointed out that financial powers of local labour subcommittees had been extended up to but not exceeding 100 lire per adult and 40 lire per day per juvenile under the authority of AFHQ Cable FX 60255 dated 7 February 1946.

9. Taking into consideration the extension granted per AFHQ Cable FX 60255 dated 7 February 1946 and the increases granted at the second meeting of the above named subcommittee, it was pointed out that at present the above named subcommittee was empowered to grant provisional increases as follows:

a. Daily wage groups, adults 160 lire per day, juveniles 59 lire per day.

b. Monthly wage groups (other than those employed in hotels, messes or clubs who receive full maintenance) 160 lire per day, juveniles 59 lire per day.

c. Monthly wage groups (those employed in hotels, messes or clubs 174 lire per day, juveniles 67 lire per day. 1913

10. Taking into consideration:

a. The relationship of wages paid in private industry to those paid Allied Forces employees. (See Appendix "A").

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b. The balance available to the above named subcommittee. (See Minute 9 above).

the subcommittee resolved that the cost of living bonus of employees of the Allied Force should be increased as specified below whether employees be male or female.

11. AMOUNT OF INCREASE:

a. Daily wage group, adults 100 lire per day, juveniles 59 lire per day.

b. Monthly wage group (other than those employed in hotels, messes or clubs who receive full maintenance) adults 100 lire per day (2600 lire per month figured for a 26 day month), juveniles 59 lire per day (1534 lire per month figured for a 26 day month).

c. Monthly wage groups (those employed in hotels, messes or clubs who receive full maintenance) adults 100 lire per day (3000lire per month figured for a 30 day month), juveniles 67 lire per day (2010 lire per month figured for a 30 Day month).

12. EFFECTIVE DATE OF INCREASE: In each unit, the first day of the first pay period beginning after 28 February 1946.

13. EFFECTIVE AREA OF INCREASE: All territory of Peninsular Base Section less Southern District and Rome Province.

14. The subcommittee then adjourned to meet again at the call of the chairman.

/s/ HERMAN H. REIL
Major, I.N.S.
Chairman

Incls (2)
Appendix "A", Special Comparison Table.
Appendix "B", Questionnaire.

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APPENDIX 'A' 392

SPECIAL COMPARISON TABLE: ATLLN CIVILIAN LABOUR RATES 1945

CLASSIFIED TRADE

ADMINISTRATIVE OFFICE, CLERICAL AND SUPERVISORY EMPLOYEES

CLASSIFICATION	Line Per Month Pct Industry	Allied Force
Accountant	11520	7910
Assistant Purchasing Agent	10489	8770
Bookkeeper	10489	7730
Cashier	11520	6330
Cashier, Chief	12300	7130
Cinema Manager	11520	6690
Clerk, Office	10489	6330
Draughtsman	10489	7730
Draughtsman, Chief	11520	7910
Executive (Business analysts, exporters, etc.)	12300	13470
Interpreter, General, Male or Female	12300	6690
Interpreter, Technical	11520	7630
Junior Adm. Assistant, Clerk Supervisors	10489	7910
Professional worker (electrical engineer, Doctor, Lawyer, dentist, construction, civil mechanical engineer)	*****	13470
Senior Administrative Assistant, Sub-Professional worker	11520	9270
Shop Superintendent	*****	9270
Supervisor of labour (must have at least two deputy supervisors and labour under his supervision)	11520	12470
Supervisor of Labour, Deputy (must have at least 3 Assistant Deputy Supervisors of labour under his supervision)	10489	10970
Supervisor of labour, Assistant Deputy (must have at least 3 Chief Foremen under his supervision)	9431	9270
Teacher, Language, whole-time	12600	7630
Telephone operator, English-speaking (male or female)	10489	6330
Telephone Operator, non-English speaking (male or Female)	9431	5490
Typist, (male or female)	9431	6330
Typist Shorthand, English-speaking, (male or female)	12300	6690
Warehouse Superintendent	11520	7730
Wireless Operator (Sender & Receiver)	10489	7910
Average	11090	8006
Monthly Differential		-3084

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Cinema Manager	11520	6630
Clerk, Office	10489	6330
Draughtsman	10489	7730
Draughtsman, Chief	11520	7910
Executive (Business analysts, experters, etc.)	12300	13470
Interpreter, General, Male or Female	12300	6630
Interpreter, Technical	11520	7630
Junior Adm. Assistant, Clark Supervisors	10489	7910
Professional Worker (electrical engineer, Doctor, Lawyer, dentist, construction, civil mechanical engineer)	*****	13470
Senior Administrative Assistant, Sub-Professional worker	11520	9270
Shop Superintendent	*****	8870
Supervisor of labour (must have at least two deputy supervisors and labour under his supervision)	11520	12470
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Teacher, Language, whole-time	12600	7630
Telephone operator, English-speaking (male or female)	10489	6330
Telephone Operator, non-English speaking (male or Female)	9431	5490
Typist, (male or female)	9431	6330
Typist, shorthand, English-speaking, (male or female)	12300	6630
Warehouse Superintendent	11520	7730
Wireless Operator (Sender & Receiver)	10489	7910
Average	11090	8006
Monthly Differential		-3084
Daily Differential		- 119

UNSKILLED LABOUR

	Lire per day	
	Pvt Industry	Allied Force
Chief Foreman (supervising 3 or more foreman)	404	374
Foreman	400	217
Laborer, Adult	371	1912
Laborer, Juvenile (under 18-Male or Female)	280	95
Average	364	204
Daily Differential		-160

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APPENDIX "B"

QUESTIONNAIRE

1. REASON FOR MEETING

There was evidence of disparity between rates of wages payable by the Allied Forces and those being paid by Civilian Industry.

2. SOURCE OF INFORMATION FOR THE ITALIAN INDUSTRY RATES AS ON THE ATTACHED FORMS:

Ufficio Provinciale del Lavoro, Leghorn
Ufficio Provinciale del Lavoro, Pisa

3. STEPS TAKEN TO VERIFY THE INFORMATION REFERRED TO IN PAR 2 ABOVE.

Personal investigation by the Chairman.
Personal investigation by Major Beatty of AMG/aC.
Investigation by employees of the office of the chairman.

4. INCREASE/DECREASE AGREED, WITH EXPLANATION OF ANY VARIATIONS IN PROPORTIONS OF THE AWARD AS BETWEEN OCCUPATIONS.

As in par 11 of these Minutes.

5. IS THE AWARD IN THE FORM OF A BONUS OR OF AN AUGMENTATION OF THE BASIC RATE

Cost of living bonus.

6. EFFECTIVE DATE AND AREA OF AWARD

As in par 12 and 13 of these Minutes.

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SKILLED LABOR

CLASSIFICATION	Lire per day Pvt Industry	Allied Forces
Chief Foreman (Skilled Labour) Supervising 3 or more foremen)	449	326
Foreman (Skilled Labor)	423	329
Artisans		
Ammunition Mechanic	408	242
Anti-Malarial Laborer	371	205
Apprentices, all grades	260	205
Armature Winder	405	270
Armourer	402	250
Baker, Clothing and soft goods	400	220
Barber	400	230
Battery Worker	400	242
Blacksmith	400	237
Boilermaker	400	237
Bookbinder	409	237
Bookbinder's Assistant	371	215
Brakesman	390	235
Bricklayer	400	235
Butcher	390	225
Caretaker (Cemetery)	371	240
Carpenter	430	235
Charcoal Maker	371	235
Chauffeur Mechanic	410	237
Chauffeur or Driver	400	220
Chairman	371	230
Checker	400	210
Checker, Railway Goods Yards	400	230
Coach Builder	400	235
Cobbler	400	237
Compositor	400	237
Compositor's Assistant	390	225
Compositor's Chief	410	242
Coppersmith	390	242
Coremaker (Foundry)	400	235
Cutters	400	237
Dental Mechanics	420	237
Driver, Truck	400	230
Driver, MR Electric	400	240
Driver, Steam Roller or IC Stationary	400	240
Driver, Mechanic Truck	410	237
Driver, Truck & Trailer		

[illegible] Laborer	371	205
Apprentices, all grades	260	205
Armature Winder	405	270
Armorer	402	250
Baker, Clothing and soft goods	400	220
Barber	400	230
Battery Worker	400	242
Blacksmith	400	237
Boilermaker	400	237
Bookbinder	400	237
Bookbinder's Assistant	371	215
Brakesman	390	235
Bricklayer	400	235
Butcher	390	225
Caretaker (Cemetery)	371	240
Carpenter	430	235
Charcoal Maker	371	235
Chauffeur Mechanic	410	237
Chauffeur or Driver	400	220
Chainman	371	230
Checker	400	210
Checker, Railway Goods Yards	400	230
Coach Builder	400	235
Cobbler	400	237
Compositor	400	237
Compositor's Assistant	390	225
Compositor's Chief	410	242
Coppersmith	390	242
Coremaker (Foundry)	400	235
Cutters	400	237
Dental Mechanics	420	237
Driver, Truck	400	230
Driver, MT Electric	400	240
Driver, Steam Roller or IC Stationary	400	240
Driver, Mechanic Truck	410	237
Driver, Truck & Trailer	420	240
Driver, Engine Locomotive	400	240
Electricians	400	242
Elevator Repairer Mechanic	400	242
Boot Machinist	400	235
Boot Machine operator Mechanic	410	237
Cutter, Machine	420	242
Cutter Pattern	460	290
Cutter, Assistant	420	210
Embroiderer (male or female)	400	230
Machine operator (male or female)	390	220
Mahumers of Bodies	390	210
Farrier	400	230
Farrier with own anvil	420	242
Foundryman	400	230
Gardener	390	210
Glazier	390	230

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SKILLED LABOR (CONT'D)

CLASSIFICATION	Lire per day Pvt Industry	Allied Force
Dresser	371	220
Grinder, precision	400	242
Groom or Stableman	390	210
Hammerman or Striker	400	220
Inspector, Precision work	400	275
Joiner	400	237
Laboratory & Dispensary Assistant	400	237
Lighthouse Keeper	371	215
Lineman	390	242
Linotype Operator	400	250
Lithographer	400	250
Litho Engravers	400	270
Lithographers' Assistant	370	220
Machinist	400	242
Markers & Sorters (Male or Female)	410	215
Masons	400	237
Mechanic or Fitter, Automobile or MT	400	242
Mechanic or Fitter, Aero, radial diesel	400	250
Mechanics, sewing machine	400	242
Mechanics, typewriters	420	242
Mechanics, Wireless	400	242
Mechanics, Marine Engr (MS)	400	242
Mechanics, Assistant	390	220
Messenger, English speaking under 18	350	115
Messenger, English speaking over 18	420	205
Motion Picture Operator	410	242
Moulders	400	242
Nurses (Hospital)	390	230
Occupational Therapist	390	230
Packer	390	210
Painter, varnisher, sign writer	400	235
Paper Cutter Operator	400	237
Parquet Layer	400	230
Pattern Maker	400	237
Pavement Layer	400	230
Pier Supervisor	450	245
Plasterer	410	235
Plate layer (railroads)	400	220
Plumber	390	235
Pointsman (railroad)	371	210
Presser, Hand	400	225
Pressers, machine (Hoffman Steam Press)	390	237
Printer	400	242
Photo developer, single or machine	430	235
Quarryman	400	230
Repairer, Watch and precision Instrument	420	270
Rigger	400	235

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[illegible]spheres' Assistant	370	220
Machinist	400	242
Markers & Sorters (Male or Female)	410	215
Masons	400	237
Mechanic or Fitter, Automobile or MT	400	242
Mechanic or Fitter, Aero, radial diesel	400	250
Mechanics, sewing machine	400	242
Mechanics, typewriters	420	242
Mechanics, Wireless	400	242
Mechanics, Marine Engr (RN)	400	242
Mechanics, Assistant	390	220
Messenger, English speaking under 18	350	115
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Motion Picture Operator	410	242
Moulders	400	242
Nurses (Hospital)	390	230
Occupational Therapist	390	230
Packer	390	210
Painter, varnisher, sign writer	400	235
Paper Cutter Operator	400	237
Parquet Layer	400	230
Pattern Maker	400	237
Pavement Layer	400	230
Pier Supervisor	450	245
Plasterer	410	235
Plate layer (railroads)	400	220
Plumber	390	235
Pointsman (railroad)	371	210
Presser, Hand	400	225
Pressers, machine (Hoffman Steam Press)	390	237
Printer	400	242
Photo developer, single or machine	430	235
Quarryman	400	230
Repairer, Watch and precision Instrument	420	270
Rigger	400	235
Riveter	390	235
Road Supervisor	450	237
Road Worker	390	210
Saddler	400	230
Saw Repairer & Sharpener	390	230
Sawyer	371	230
Sewing, Hand (male or female)	390	200
Sheet Metal Worker	400	242
Shoe Maker (Special Boot & Surgical Work)	410	242
Shunter or Brakeman	371	220
Smelter (Ore smelting)	400	235
Stevedore	390	225
Stevedore	390	225
Stevedore, Head	410	237

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SKILLED LABOR (CONT'D)

CLASSIFICATION	Lire per day Pvt Industry	Allied Force
Stereotyper	425	250
Stone Bendcutter	390	235
Storeman or Storewoman	371	215
Tailors (with own machine)	490	237
Tailors (without own machine)	460	220
Tentmaker (with own machine)	420	237
Tentmaker (without own machine)	400	220
Time-Keeper	400	242
Tinsmith	390	235
Tool Maker	400	237
Trackwalker, Railroad	559	220
Tire Treader	410	242
Upholsterer	410	235
Vulcanizer	410	235
Warehouseman or Storekeeper	400	242
Watchman	400	205
Welder	400	232
Wheelwright	390	230
Average	402	241
Daily Differential		-161

MESS AND CLUB EMPLOYEES

CLASSIFICATION	Lire per Month Pvt Industry	Allied Force
Barman	9178	5555
Cashier	11520	4805
Cook	10396	5855
Cook, Assistant	8578	4005
Cook, Head	11596	6335
Dishwasher	6500	4005
Housekeeper (female)	9000	4605
Juveniles (male & female under 18 yrs) all grades	5900	1120
Laundry, Hand (Male)	9900	4705
Linen Keeper, (linen hand female)	5900	4605
Manager	12060	7935
Manager, Assistant	10600	6005
Waiter	6900	4855
Waiter, Assistant	6900	4005
Waiter, Head	7900	6005
Waitress		

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Tool Maker	490	235
Trackwalker, Railroad	400	237
Tire Treader	559	220
Upholsterer	410	240
Vulcanizer	410	235
Warehouseman or Storekeeper	410	235
Watchman	400	242
Welder	400	205
Wheelwright	390	230
Average	402	241
Daily Differential		-161

MESS AND CLUB EMPLOYEES

CLASSIFICATION	Lire per Month Pvt Industry	Allied Force
Barman	9178	5555
Cashier	11520	4805
Cook	10396	5955
Cook, Assistant	9378	4005
Cook, Head	11596	6335
Dishwasher	6500	4005
Housekeeper (female)	9000	4605
Juveniles (male & female under 18 yrs) all grades	5900	1120
Laundry, Hand (Male)	9900	4705
Linen Keeper, (linen hand female)	8900	4605
Manager	12060	7335
Manager, Assistant	10600	6005
Waiter	6900	4855
Waiter, Assistant	6300	4005
Waiter, Head	7900	6005
Waitress	6444	4305
Average	8955	4844
Monthly Differential		-4111
Daily Differential		- 137

1919

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HOTEL EMPLOYEES

CLASSIFICATION	Lire per Month Pvt Industry	Allied Force
Barman	9175	5555
Bookkeeper	11520	5055
Cashier, Chief	12300	5455
Chambermaids	7600	4205
Cook	10946	5455
Cook, Assistant	8370	4905
Cook, Head or Chief	11596	7935
Dishwasher	6600	4005
Elevator Operator	6261	4005
Hall Porter	9600	6735
Hotel Boilerman	9000	4355
" Carpenter	10200	4355
" Electrician	10200	4805
" Mason	10200	4505
" Painter	10200	4395
" Plumber	10260	4355
" Watchman	10520	4955
Housekeeper (female)	10520	4605
Laundryman (male)	9900	4705
Laundryhand (female) or ironing woman	8753	4105
Linen keeper, Linen hand (female)	8900	4605
Manager	19000	8235
Manager, Asst: Head receptionist, personnel controller	12000	6735
Porter	9600	4505
Pot & Utensil washer	6600	4205
Storeman, pantryman	10200	4205
Telephone Operator (English speaking, male or female)	10489	4805
Telephone Operator (Non-Eng. Speaking, male or female)	9491	3705
Waiter	7612	5455
Waiter, Assistant	6900	4805
Waiter, Head	7900	7335
Waitress	6844	4395
Average	9522	5004
Monthly Differential		-4518
Daily Differential		- 151

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ANNEXURE CI 389

HEADQUARTERS
NAPLES LIAISON OFFICE
ALLIED COMMISSION
APO 384

B/ 7498 21 February 1946.

SUBJECT : Free transportation for Civilian Employees.

TO : See distribution.

1. The following letter has been sent to us by the Direttore Compartimentale delle Ferrovie dello Stato:

" The Società Strade Ferrate Meridionali has brought to our attention the irregularities which occur on the railways, caused by the employees of the Allied Forces travelling with passes issued by said authorities.
It is a known fact that it is not possible for the railway personnel to control these travel permits, consequently this causes false permits to be used by the travellers.
Due to the remarkable scarcety of means of transportation, regulations should be adopted which will enable us to eliminate said inconveniences, while the employees or labourers in possession of passes, could be allowed to travel free of charge.
The new regulations as follows should be adopted:
1) the Allied authorities will continue to issue the permits as usual:
2) the said permits will not be valid to travel on the trains until they have been shown to the railways authorities, who in exchange will issue travel tickets valid for the period mentioned in the permits themselves.
The Allied authorities will no longer forword to our office the lists of permits issued since we will be able to reimburse the railway companies the cost of transportation according to the list forwarded by the mentioned companies.
Will you, please, consider the above request and forword your remarks. "

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TO : See distribution.

1. The following letter has been sent to us by the Direttore Compartimentale delle Ferrovie dello Stato:

" The Societh Strade Ferrate Meridionali has brought to our attention the irregularities which occur on the railways, caused by the employees of the Allied Forces travelling with passes issued by said authorities. It is a known fact that it is not possible for the railway personnel to control these travel permits, consequently this causes false permits to be used by the travellers.
Due to the remarkable scarcety of means of transportation, regulations should be adopted which will enable us to eliminate said inconveniences, while the employees or labourers in possession of passes, could be allowed to travel free of charge.
The new regulations as follows should be adopted:
1) the Allied authorities will continue to issue the permits as usual;
2) the said permits will not be valid to travel on the trains until they have been shown to the railways authorities, who in exchange will issue travel tickets valid for the period mentioned in the permits themselves.
The Allied authorities will no longer forward to our office the lists of permits issued since we will be able to reimburse the railway companies the cost of transport ation according to the list forwarded by the mentioned companies.
Will you, please, consider the above request and forward your remarks. "

2. This Headquarters is in agreement with the new method outlined in said letter. It will, therefore, no longer be necessary to send lists of civilian employees to whom free travel permits are being issued either to the Ministry of Communications (now represent ative, or to the Capo Compartimentale delle Ferrovie dello Stato, Napoli.

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For the Chief Liaison Officer,

/s/ T.E. RAMSEY,
Capt. S.R.
Transportation Officer.

DISTRIBUTION:
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Hq. Mediterranean Allied Coastal Air Force
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Labour Office of Base Supply Officer-Royal Navy.

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travelling with passes issued by said authorities.
It is a known fact that it is not possible for the railway personnel to control these travel permits, consequently this causes false permits to be used by the travellers.
Due to the remarkable scarcety of means of transportation, regulations should be adopted which will enable us to eliminate said inconveniences, while the employees or labourers in possession of passes, could be allowed to travel free of charge.
The new regulations as follows should be adopted:
1) the Allied authorities will continue to issue the permits as usual;
2) the said permits will not be valid to travel on the trains until they have been shown to the railways authorities, who in exchange will issue travel tickets valid for the period mentioned in the permits themselves. The Allied authorities will no longer forward to our office the lists of permits issued since we will be able to reimburse the railway companies the cost of transportation according to the list forwarded by the mentioned companies.
Will you, please, consider the above request and forward your remarks."

2. This Headquarters is in agreement with the new method outlined in said letter. It will, therefore, no longer be necessary to send lists of civilian employees to whom free travel permits are being issued either to the Ministry of Communications 1904 represent ative, or to the Capo Compartimentale delle Ferrovie dello Stato, Napoli.

For the Chief Liaison Officer,

/s/ T.E. RAMSEY,
Capt. S.R.
Transportation Officer.

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ROME AREA ALLIED COMMAND.

A.F.H.Q. 794, U.S. ARMY.

FEB 5 1946

ALLIED FORCE LABOUR & WAGES COMMITTEE.

ROME AREA SUB-COMMITTEE.

The eleventh meeting of the Rome Area Sub-Committee of the Allied Force Labour and Wages Committee will be held at 10.00 hrs on THURSDAY 7 February, 1946 in Room Number 431, Fourth floor, Headquarters, Rome Area Allied Command.

AGENDA.

1. To review the Rates of Pay and Allowances (Cost of Living Bonus) now being paid by the Allied Forces to civilian employees in relation to the rates of pay and allowances paid in private industry, and to make recommendations.

2. To review the Rates of Pay and Allowances (Cost of Living Bonus) now authorised for civilian employees in Hotels, to consider proposals for revisions and to make recommendations.

3. To study any new grades and rates for clerical employees.

4. Any other business.

[signature]

[illegible],
Major,
Chairman,
R.A.A.C., Rome Area.

C.M.F.

AS/FF.

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8. Estab. Sec. HQ AC.
9. CAS AFHQ.
10. Lab. Directorate, GHQ.
11. AFHQ, Rome.
12. G-4(US) R.A.C.
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14. 2902 CIA.
15/17. Lab. Sub. Comm. HQ AC.
18. DDL Milano.
19. DDL Bintiroo.
20. AHL XIII Corps.

21/30 - Spares.

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(MRN H) 9/2/46

PA Sept 11/2

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ALLIED FORCE LABOUR & WAGES COMMITTEE
A.F.H.Q.

/js

REF. : AFLWC/GC/16

TEL. : 489081/Ext.493

25 January 1946.

SUBJECT: Appointment - Brigadier J.B. Hillary, CBE - Director of Labour War Office.

TO : Personal Asst. to Chief of Staff
HQ Allied Commission

With reference to telephone conversation of today - Junior Commander Carlisle - Major Davy speaking.

It is confirmed that Brigadier Hillary will meet Brigadier Lush, in the latter's office, at 16,00 hours on Tuesday, 29th January 1946.

William E. Davy

(WILLIAM E.DAVY, Major)
Secretary (Br.)
Joint Secretariat

(attached to Labour Sub Commission)

19/46 30/1.

3|4|5|6|7|8|9|10|11|12|13|14|15|16
26 GEN 1946
H.Q.51

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To date there has been one meeting
— 2 Dec 45. which approved increases
for II Dist and XIII Corps.
— The next meeting will be held on 31st Jan 46.

A special Sub-Committee has been formed
to enquire into
(a) Simplification of W.D. table of pay,
and comparison with Italian practice
(b) Travel Allowance for W.D. employees
who travel from place to place in
course of their duty. Present allowance
deemed to be too small.

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385

ALLIED FORCE LABOUR AND WAGES COMMITTEE
A.F.H.Q.

REF. : AFLWC/2A

17 January 1946

Temporary Postal Address:
c/o LABOUR SUB-COMMISSION
HQ Allied Commission
Rome

SUBJECT: Allied Force Labour and Wage Committee-Agenda.

The second meeting of the Labour and Wages Committee will be held at 09,30 hours on Thursday, 31 January 1946, in Room 31, 1st floor, HQ Allied Commission, Via Vittorio Veneto, Rome, to consider the following Agenda:

1. Minutes of the first meeting of the Labour and Wages Committee, held on the 28th Dec.45, in HQ Allied Commission, Rome.

2. Minutes of the fifth meeting of the Southern District, PBS, Local Sub-Committee held on the 11th to 14th January 46 - Minutes to be presented at meeting:

3. Any other business.

4. To set a date for the next meeting.

(WILLIAM E.DAVY, Major)
Secretary (Br.)

Encl & cc.

1904

4007 ~~HQ AFCOM~~ 384
Ex Comm R

COPY No. 85

ALLIED FORCE LABOUR AND WAGES COMMITTEE
A. F. H. Q.

DEC 27 1945

Postal Address:

REF. AFLWC/2A

21 Dec. 45

Civilian Personnel Division,
A.C.D. Section
Pen Base South
A.P.O. No. 782
U.S. ARMY

Allied Force Labour and Wages Committee - Addendum to Agenda
(Ref. AFLWC/1A dated 18 Dec 45)

With reference to para 5 of a/a agenda.

Minutes of a meeting held by 2 District Local Sub-Committee on 19th Dec 45 are attached.

(William T. Davy, Major)
Secretary (Br.)

for Joint Secretariat,
A. F. Labour and Wages Committee

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

21 Dec. 45

Pen Base South
A.P.O. No. 782
U.S. ARMY

Allied Force Labour and Wages Committee - Addendum to Agenda
(Ref. AFLWC/1A dated 18 Dec 45)

With reference to para 5 of a/a agenda.

Minutes of a meeting held by 2 District Local Sub-Committee on 19th Dec 45 are attached.

(William T. Davy, Major)
Secretary (Br.)

for Joint Secretariat,
A. F. Labour and Wages Committee

1903

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17 Fiscal Director, MTOUSA
18 Q(Maint), GHQ, CMF
19 Q(...), GHQ, CMF
20 A.M., GHQ, CMF
21 Ord, GHQ, CMF
22 ...E, GHQ, CMF
23 S & T, GHQ, CMF
24/25 Labour, GHQ, CMF
26 ...IC, GHQ, CMF
27 FA, GHQ, CMF
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73 NOIC, TRIESTE
74 SNO, Eastern Sicily
75 SACEB
76 WSC
77 Resident Naval Officer, HQ 3
78 Chief Commissioner, HQ AMGOT

19 [illegible], [illegible], CMF
20 D.F., [illegible], CMF
21 Brd, [illegible], CMF
22 [illegible], [illegible], CMF
23 S & T, [illegible], CMF
24/25 Labour, [illegible], CMF
26 [illegible], [illegible], CMF
27 PA, [illegible], CMF
28 A.O.C., AIR HQ, RAF, Italy
29/32 Naples Air Force General Depot
33 A/Pa, Air HQ, RAF, Italy
34/35 [illegible], 244 Group, RAF
36/37 HQ, XIII Corps (Include one copy for Local Sub-Committee)
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42/43 CO, PIS (South) (Includes one copy for Local Sub-Committee)
44 CO, PIS (East)
45 AG Civ Pers Div PIS
46 AG Civ Pers Div PIS (South)
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50/59 HQ, No 3 District (Includes copies for Local Sub-Committees)
60/65 Civ, Rome Area Allied Commend (Includes copy for Local Sub-Cttee)
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67 A.N.S.O., FAUL, Rome
68 CRSALUSNO
69 CS, TARANTO
70 [illegible], PALERMO
71/72 NOIC, NAPLES AREA
73 NOIC, TRIESTE
74 SNO, Eastern Sicily
75 AMCB
76 MG,
77 Resident Naval Officer, [illegible]
78 Chief Commissioner, HQ AMGOT
79 HQ, AMGOT
80 Vice-President, Economic Section, HQ AMGOT
81/86 Economic Section, HQ AMGOT
87 Finance Sub-Commission, HQ AMGOT
88/89 Labour Sub-Commission, HQ AMGOT
90 Mov'ts & Shipping Sub-Commission
91 [illegible], [illegible], CMF.
92 No 8 Command Pay Office
93 Chairman, Allied Force Labour & Wages Committee
94/96 War Diary
97 File
98/125 Spares.

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ALLIED FORCE LOCAL ARMAMENTS SECTION
A.F.L.A.S.

LAS/2-4/11.

Postal Address
A.F.L.A.S.
ROME AREA ALLIED COMMAND
C.M.F.

TEL : 68275 : ROME

13 November 1945

NOV 14 1945

ALLIED FORCE LABOUR & WAGES COMMITTEE

A G E N D A

The second meeting of the Allied Force Labour & Wages Committee will be held at 0930 hours on Wednesday 21st November 1945 in the AFHQ (APHQ) Conference Room, 2nd Floor, 68 Piazza dell'Esercito, ROME, to consider the following Agenda :-

1. To receive the minutes of the first meeting of the Committee held on 26th October 1945.

2. To receive the findings of the Sub-Committee established at the last meeting of the Committee (minute 3 refers), resulting from the meetings on 7th and 19th November 1945.

3. To complete any outstanding business with a view to the disbandment of this Committee by 30 November 1945.

4. Any other business.

E.F.B. LAVEN, Major, RA(AA),
Secretary,
ALLIED FORCE LABOUR & WAGES COMMITTEE.

The second meeting of the Allied Force Labour & Wages Committee will be held at 0930 hours on Wednesday 21st November 1945 in the AFLWS (AFHQ) Conference Room, 2nd Floor, 68 Piazza dell'Esedra, ROME, to consider the following Agenda :-

1. To receive the minutes of the first meeting of the Committee held on 24th October 1945.

2. To receive the findings of the Sub-Committee established at the last meeting of the Committee (minute 3 refers), resulting from the meetings of the 9th and 19th November 1945.

3. To complete any outstanding business with a view to the disbandment of this Committee by 30 November 1945.

4. Any other business.

S. J. B. LOULEY, Major, R.A.S.C.,
Secretary,
ALLIED FORCE LABOUR & WAGES COMMITTEE.

SJBL/gs.

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(CAPT BRAYBROOKE)

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

Postal Address
A.F.L.R.S.
ROME AREA ALLIED (COMMAND)
C.M.F.

NOV 26 1945

LRS/2143/12.

TEL : 65275 : ROME

21st November 1945

ALLIED FORCE LABOUR & WAGES COMMITTEE

M I N U T E S

12. The second meeting of the Allied Force Labour & Wages Committee was held on Wednesday, 21 November 1945, in the AFLRS (AFHQ) Conference Room, ROME.

PRESENT:

Chairman

Mr. W. H. EVANS, Labour Sub-Commission, AFHQ

Representatives of:

Flag Officer Italy & Liaison
A.O.C., Air HQ, RAF, Italy
Labour, G(S), CMF
D.M.R., Italy
C.O., P.B.S.
HQ, No 2 District
HQ, No 3 District
HQ, P.B.S. (Main)
HQ, P.B.S. (East)
CG, Rome Area Allied Command
HQ, XIII Corps
HQ, Allied Commission

P/A

IN ATTENDANCE:

Chief of Section (RS) AFLRS (AFHQ)
D.A.Q.M.G. AFLRS (AFHQ)
A/P.A., Air HQ, RAF, Italy

and Representative of:

P.A., (Z), CMF.

13. MINUTES OF THE FIRST MEETING:

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

12. The second meeting of the Allied Force Labour & Wages Committee was held on Wednesday, 21 November 1945, in the AFHQ (AFSC) Conference Room, MMAB.

PRESENT:

Chairman

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

Representatives of:

Flag Officer Italy & Liaison
A.O.C., Air HQ, RAF, Italy
Labour, HQ, CMF
D.M.R., Italy
C.G., F.B.S.
HQ, No 2 District
HQ, No 3 District
HQ, P.B.S. (Main)
HQ, P.B.S. (East)
C-, Rome Area Allied Command
HQ, XIII Corps
HQ, Allied Commission

P/A.

In attendance:

Chief of Section (US) AFHQ (AFSC)
D.A.Q.M.G. AFHQ (AFHQ)
A/F.A., Air HQ, RAF, Italy

and Representative of:

P.A., CMF, CMF.

13. MINUTES OF THE FIRST MEETING:

The minutes of the first meeting held on 26 October 1945 were approved.

14. 52 AREA LOCAL SUB-COMMITTEE - TORONTO:

The comments of the Financial Adviser (A), CMF (Annexure I attached) on the justification submitted by the 52 Area Local Sub-Committee for the rates of PW previously established for employees of the Eagle Clothing & Montylune Factory at Toronto were received by the Committee.

The Committee decided to refer this matter back to 52 Area Local Sub-Committee for reconsideration in the light of the Financial Adviser's observations.

15. WAGE CLAIMS IN NORTHERN ITALY:

US Allied Commission representative reported for the information of

/members.....

(Illegible)

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

members that negotiations were in progress for the establishment of new scales of wages in industry in the five northern regions of Italy. Local Sub-Committees in these regions were advised to keep in close touch with the local labour organisations in order that suitable adjustments might be made in the wage scales of Allied Force employees.

16. ALLIED FORCE LABOUR & WAGES SUB-COMMITTEE:

The minutes of the Allied Force Labour & Wages Sub-Committee meetings of 9th and 19th November 1945 were received (annexure II attached) and the recommendations contained therein are dealt with in minutes 17, 18, 19 and 20 below.

17. CHRISTMAS BONUS 1945:

As the result of representations made by the Italian Government to HQ Allied Commission the Committee had instructed the Sub-Committee to examine the alleged disparity in wages between Allied Force employees and employees of Italian civilian industry.

The Sub-Committee at its meetings held on the 9th and 19th November met with representatives of the Italian Government and of Italian labour (C.G.I.L.) and a proposal for the payment to Allied Force employees of a Christmas Bonus intended to be the equivalent of that to be received by employees of Italian civilian industry was submitted to the Sub-Committee on the 19th November by the Italian representatives. This proposal took into account the Allied Force method of consolidating indemnities and also based on a statement made at the Sub-Committee meeting of 9th November that Allied employing units would not be able to establish the employment history of their employees prior to 1st October 1945.

The Sub-Committee considered the scheme submitted by the Italian representatives and came to the conclusion that it would not be acceptable to the military financial authorities as a payment was proposed which was not directly related to work performed. It was also understood that employment history of workers would be readily available. A different proposal was consequently recommended by the Sub-Committee (minute 7 of Annexure II attached refers).

It was agreed by the Committee that:-

(a) The evidence as submitted by the Italian Government representatives as to the law and custom establishing a Christmas Bonus payable to Italian civilian industrial employees was sufficient, and that no provision had hitherto been taken for such bonus in adjusting Allied Force wage scales.

(b) Following the established policy of keeping the conditions of employment and wage scales for Allied Force employees in step with those prevailing in Italian Industry, a Christmas Bonus should be paid to Allied Force

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As the result of representations made by the Italian Government to the Allied Commission the Committee had instructed the Sub-Committee to examine the alleged disparity in wages between Allied Force employees and employees of Italian civilian industry.

The Sub-Committee at its meetings held on the 9th and 19th November met with representatives of the Italian Government and of Italian labour (C.G.I.L.) and a proposal for the payment to Allied Force employees of a Christmas Bonus intended to be the equivalent of that to be received by employees of Italian civilian industry was submitted to the Sub-Committee on the 19th November by the Italian representatives. This proposal took into account the Allied Force method of consolidating indemnities and also based on a statement made at the Sub-Committee meeting of 9th November that Allied employing units would not be able to establish the employment history of their employees prior to 1st October 1945.

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It was agreed by the Committee that:-

(a) The evidence so submitted by the Italian Government representatives as to the law and custom establishing a Christmas Bonus payable to Italian civilian industrial employees was sufficient, and that no provision had hitherto been taken for such bonus in adjusting Allied Force wage scales.

(b) Following the established policy of keeping the conditions of employment and wage scales for Allied Force employees in step with those prevailing in Italian industry, a Christmas Bonus should be paid to Allied Force employees for Christmas 1945.

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It was therefore recommended that all employees in the employ of the Allied Forces on 20 DEC 1945 should receive a Christmas Bonus equivalent to two days current basic pay and cost of living bonus for each month of completed continuous service during the year of 1945 with the unit concerned or the previous owners thereof. Those employees in employ as of 20 DEC 45 would be considered for the purpose of this computation as having been employed for the whole month of December.

In making this recommendation the Committee placed on record the following observations :-

(a) The maximum bonus payable closely approximates to the maximum payable in Italian Industry.

/(b).....

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(b) The minimum bonus proposed to be payable however, namely two days current basic pay and cost-of-living bonus, is considerably less than the minimum expected to be paid by Italian industry, viz: one-third of one months' bonuses and allowances in respect of at least one weeks' employment from 15th to 22nd December. The Committee decided to submit a recommendation to higher authority maintaining the minimum payment of two days basic pay and bonuses in order to relate payments as nearly as possible to services performed. Nevertheless the Committee realised that unfavourable criticism would undoubtedly be made when comparing the Italian practice with the one recommended above and decided to invite the attention of higher authority to the alternative of following more closely the Italian practice as regards the minimum.

(c) The above recommendation, if adopted, would apply to only some 250,000 workers in comparison with some 750,000 had the consolidated scheme, proposed in minute 19 below, been introduced earlier this year.

(d) Any scheme involving payments to workers discharged from the employ of the Allied Forces during the year was not considered possible due to the administrative difficulty of establishing individual work histories for each such employee.

(e) The recommendations made in minute 19 below, if adopted, would eliminate the need for the consideration of a bonus payment in the above form for Christmases subsequent to Christmas 1945.

18. NATIONAL HOLIDAYS:

The four National holidays with pay were among the items cited by the Italian Government where Allied Force employees were at a disadvantage in comparison with Italian industrial employees.

The Italian representatives' submission to the Sub-Committee that a percentage figure, representing the double pay for work performed on these days, should be included in the "Compensating Indemnity" referred to in minute 19 below, was not recommended by the Sub-Committee and it was considered that a closer approximation to the Italian practice could be achieved.

The Sub-Committee's recommendation (minute 6 of Annexure 2 attached refers) was considered by the Committee. It was agreed that the law and practice of granting four days as National Holidays with pay and of granting double pay for work performed on these days was established. The Committee consequently recommended that the following amendment be made to para 8 (c) of AFHQ Administrative Memorandum No 34 of 1945 :-

"(c) National Holidays

The following days may be granted as holidays with pay:

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employees in comparison with some [illegible] proposed in minute 19 below, been introduced earlier this year.

(d) Any scheme involving payments to workers discharged from the employ of the Allied Forces during the year was not considered possible due to the administrative difficulty of establishing individual work histories for each such employee.

(e) The recommendations made in minute 19 below, if adopted, would eliminate the need for the consideration of a bonus payment in the above form for Christmases subsequent to Christmas 1945.

18. National Holidays:

The four National holidays with pay were among the items cited by the Italian Government where Allied Force employees were at a disadvantage in comparison with Italian industrial employees.

The Italian representatives' submission to the Sub-Committee that a percentage figure, representing the double pay for work performed on these days, should be included in the "Compensating Indemnity" referred to in minute 19 below, was not recommended by the Sub-Committee and it was considered that a closer approximation to the Italian practice could be achieved.

The Sub-Committee's recommendation (minute 6 of Annexure 2 attached refers) was considered by the Committee. It was agreed that the Italian practice of granting four days as National Holidays with pay and of granting double pay for work performed on these days was established. The Committee consequently recommended that the following amendment be made to para 8 (c) of AFHQ Administrative Memorandum No 34 of 1945 :-

"(c) National Holidays

The following days may be granted as holidays with pay:

1st January
1st May
11th November
25th December.

When employees are required to work on any of those days no extra pay will be given but such employees will be granted a holiday with pay in lieu thereof as soon as convenient.

Public holidays other than those last mentioned above will not be recognized by any military unit or establishment and there will be no extra pay for work performed on feast days or holidays."

/The Committee.....

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The Committee decided to specify the above four days in the absence of definite information as to those days which the Italian Government may decide to declare as National Holidays in the future, it being understood that some change from Fascist nominated days is contemplated.

19. CONSOLIDATING BENEFITS:

As a result of the representations made by the Italian Government and by representatives of Italian labour to the Allied Commission a Sub-Committee of the Allied Force Labour & Wages Committee was established on 26 SEP 1945 to receive representatives of the Italian Government and of Italian Labour. This Sub-Committee investigated the allegations that although the take-home wage on pay day for Allied employees is approximately equivalent to that of Italian employees the latter enjoy the following additional benefits :-

(a) One month's wages as a Christmas Bonus.

(b) Dismissal Bonus.

(c) Annual Holidays with Pay.

(d) Pay on National Holidays.

(e) Extra Pay for work performed on Religious, etc. Holidays.

These benefits had been taken into account when the original Allied Force Basic Wage Scale was established in MID 1944 and the Scale having been made comparatively higher than the Basic Wage in civilian industry. Due to subsequent amendments to the Allied Force Basic Wage and Bonuses and the prevailing practice of Local Sub-Committees in comparing the take-home wage packet of Allied Force employees with that of employees of Italian Industry without taking the above into account, the compensation for the above discrepancies between Allied Force and civilian industrial employment had been lost.

The Italian Government had been asked, in connection with representations of Italian civil labour to submit to the Sub-Committee their proposals for eliminating the above discrepancy in a manner which could be adopted by Allied Force employers. These proposals were submitted to and considered by the Sub-Committee at its meeting on 19th November 1945 (Annexure Z attached refers).

The Committee considered the Sub-Committee's recommendation on the matter, with the following results :-

(a) Pay on National Holidays is dealt with by the recommendation contained in minute 18 above.

[illegible] on Religious, etc.,

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(b) Dismissal Bonus.

(c) Annual Holidays with Pay.

(d) Pay on National Holidays.

(e) Extra Pay for work performed on Religious, etc. Holidays.

These benefits had been taken into account when the original Allied Force Basic Wage Scale was established in MAY 1944 and the Scale having been made compensatingly higher than the Basic Wage in civilian industry. Due to subsequent amendments to the Allied Force Basic Wages and Bonuses and the prevailing practice of Local Sub-Committees in comparing the take-home wage packet of Allied Force employees with that of employees of Italian Industry without taking the above into account, the compensation for the above discrepancies between Allied Force and civilian industrial employment had been lost.

The Italian Government had been asked, in connection with representatives of Italian civil labour to submit to the Sub-Committee their proposals for eliminating the above discrepancy in a manner which could be adopted by Allied Force employers. These proposals were submitted to and considered by the Sub-Committee at its meeting on 19th November 1945 (Annexure 2 attached refers).

The Committee considered the Sub-Committee's recommendation on the matter, with the following results :-

(a) Pay on National Holidays is dealt with by the recommendation contained in minute 16 above.

(b) In respect of extra pay for work performed on Religious, etc., holidays, the Committee did not feel that any additional payments should be made by the Allied Forces for work performed on these days.

(c) It was agreed by the Committee that :-

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(i) following the established policy of keeping the overall conditions of employment and wage scales for Allied Force employees in step with those prevailing in Italian Industry, a Compensating Indemnity to remove the present disparity in respect of Christmas Bonus, Annual Holidays with pay and Dismissal Indemnity should be paid to Allied Force employees.

(ii) The evidence as submitted by the Italian Government and representatives of Italian Labour of these three items to Italian civilian industrial employees was sufficient

/(d).....

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(i) It was therefore recommended that a Compensating Indemnity based on the items shown in minute 4 of Annexure II should be paid to all employees of the Allied Forces on the following scales w.e.f. 1st April 1946 :-

Clerical & Administrative Grades	25%	(¼)
Hotel, Mess and Club Grades		
(i) Clerical & Administrative Staff	20%	(1/5)
(ii) For all employees other than those in sub-para (i) above	16 2/3%	(1/6)
Classified Artisan, Skilled & Unskilled Grades	12½%	(⅛)
Marine Grades	12½%	(⅛)

The above indemnities are to be calculated on the worker's take-home wage at normal rates for work performed during a normal work period, i.e. less any payments for overtime and less all payments for working on the seventh day.

The Committee recognised that the method of computing and manner and time of payment was for the administrative authorities to decide, but it further recommended that such payments should be made not less frequently than every three months save in the case of dismissal when such amount as was accrued up to the date of dismissal could be paid. The recommendation was made notwithstanding the administrative difficulties in effecting a payment in this manner in view of the importance, in the opinion of the Committee, of the over-riding consideration of divorcing this indemnity from normal payments, so that it should in no circumstances be regarded as part of basic pay or emoluments.

Should the above recommendation be approved the Committee was of the opinion that the fullest possible publicity both by notices prominently displayed where civilian labour is employed and through the civilian press should be given to the above Compensating Indemnity and the reasons for the payment clearly stated.

The Committee pointed out that the payment of such an indemnity would eliminate the necessity for a repetition of the proposal made in minute 17 above in respect of Christmas Bonus 1945.

20. LEAVE:

In view of the inclusion in the Compensating Indemnity of an element for annual leave, the Committee considered the Sub-Committee's recommendation and recommended that para 8 (a) of AFHQ Administrative Memorandum No 34 of 1945 be amended as follows :-

"Annual leave with pay.

[illegible] employees of the Allied

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The above indemnities are to be calculated on the worker's take-home wage at normal rates for work performed during a normal work period, i.e. less any payments for overtime and less all payments for working on the seventh day.

The Committee recognised that the method of computing and manner and time of payment was for the administrative authorities to decide, but it further recommended that such payments should be made not less frequently than every three months save in the case of dismissal when such amount as was accrued up to the date of dismissal could be paid. The recommendation was made notwithstanding the administrative difficulties in effecting a payment in this manner in view of the importance, in the opinion of the Committee, of the over-riding consideration of divorcing this indemnity from normal payments, so that it should in no circumstances be regarded as part of casual pay or earnings.

Should the above recommendation be approved the Committee was of the opinion that the fullest possible publicity both by notices prominently displayed where civilian labour is employed and through the civilian press should be given to the above Compensating Indemnity and the reasons for the payment clearly stated.

The Committee pointed out that the payment of such an Indemnity would eliminate the necessity for a repetition of the proposal made in minute 17 above in respect of Christmas Bonus 1945.

20. LEAVE:

In view of the inclusion in the Compensating Indemnity of an element for annual leave, the Committee considered the Sub-Committee's recommendation and recommended that para 8 (a) of AFW Administrative Memorandum No 34 of 1945 be amended as follows :-

"Annual Leave with Pay.

Leave with pay will no longer accrue to employees of the Allied Forces with effect from 1 JAN 46 but leave with pay which may have accrued prior to this date may be taken."

The Committee further recommended that employing units should be informed of the advisability of granting leave without pay, as authorised in para 8 (b) of AFW Administrative Memorandum No 34 of 1945, now that the reimbursement problem has been covered by the recommendation for the payment of the Compensating Indemnity.

/Para 21.....

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21. OTHER BUSINESS:

The Committee passed a vote of thanks to the Chairman for his services during his tenure of office and to A.F.L.N.S. for the excellent manner in which the secretarial work of the Committee has been performed.

There being no further outstanding business the Committee adjourned sine die.

R.J.B. LOUREN, Major, RASC,
Secretary,
ALLIED FORCE LIAISON & WAR'S COMMITTEE.

RJBL/gs.

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See page 7

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59 A.M.G.O., ROIL, Rome
60 CG, TAROMTO
61 COMMAC, TARANTO
62, 63 NOIC, Naples Area
64 NOIC, Trieste
65 SNO, Eastern Sicily
66 AMTB
67 Rome
68 Resident Naval Officer, Rome
69 Chief Commissioner, HQ. AMGOT
70 HQ, AMGOT
71 Vice-President, Economic Section HQ AMGOT

25 27 Labour, G(O), CMF.
28 P.A., HQ, CMF.
.9 A.O.C., AIR HQ, RAF, Italy
.0 A/P.A., AIR HQ, RAF, Italy
1/34 Naples Air Force General Depot
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AF Div Force Div PSD (South)
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A.M.F.O., HQIL, Rome
CO, TARANTO
COMNAV, PALERMO
NOIC, Naples Area
NOIC, Trieste
SNO, Eastern Sicily
AMTB
Resident Naval Officer, Rome
Chief Commissioner, HQ. AIRCA.
HQ, AIRCA
Vice-President, Economic Section HQ AIRCA
82 87 Economic Section, HQ AIRCA
88 Finance Sub-Commission, HQ AIRCA
89 90 Labour Sub-Commission, HQ AIRCA
91 MMTF & Shipping Sub-Commission
92 DDF, G(O), CMF.
93 No 8 Command Pay Office
94 Chairman, Allied Force Labour & Welfare Committee
95/97 War DIARY
98 File
99/130 Spares.

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ANNEXURE I.

Subject:- 52 Area Local Sub-Committee.

GM/5H/1(Q).

Financial Adviser,
General Headquarters,
C.M.F.

1st November, 1945.

Chief of Section,
A.F.L.R.S.
Rear Area Allied Command,
C.M.F.

Reference your LRS/2143/10/17 dated 30th October, 1945.

From the comparison tables in respect of other plants in Italy, it would appear that the rates of pay previously established by 52 Area Local Sub-Committee for the employees at the Sapio Oxygen & Acetylene Factory, Taranto, are relatively high and before further consideration is given to the acceptance of the rates, it is suggested that the sub-committee be asked to examine the practicability of their reduction to a more appropriate level.

If such a course is impracticable then it is considered that:

(i) the present rates should only apply to those workers now employed;

(ii) the rates and grades should be regarded as "Special" and not published for general information;

(iii) the fact that these workers are now overpaid should be borne in mind by the sub-committee in the event of consideration being given to any further increase in C.I.E. to employees in the area, at a later date.

(Signed)
Major,
for Brigadier,
Financial Adviser.

Copy to:- Assistant Financial Adviser,
Air Headquarters, R.A.F., Italy.

Fiscal Director,
M.T.O.U.S.A.

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EXURE "II"

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

Postal Address
A.F.L.R.S.
ROME AREA ALLIED COMMAND
C.M.F.

LRS/214F/5.

TEL : 66275 : ROME

19 November 1945

ALLIED FORCE LABOUR & WAGES COMMITTEE

SUB-COMMITTEE - MINUTES

1. In accordance with the instructions of the Allied Force Labour & Wages Committee at its meeting held on 26 October 1945 (minute 8 refers), meetings of the Sub-Committee were held on the 9th and 19th November 1945 in the AFLRS (AFHQ) Conference Room, ROME.

PRESENT:

Chairman

Mr. David C. SMITH
Labour Sub-Commission, ACC

Representatives of:

A.F.L.R.S., A.F.H.Q.
C.C., MTOUSA
Labour, G(G), CMF.
Labour Sub-Commission,
HQ Allied Commission

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Italian Delegation

Representatives of:

Italian Government, Ministry of Labour
Comm. SIMEONE
Dott. CRESTINI
Sig. PUPPIN

Managing Committee of the C.G.I.L.
Sig. BITOSSI

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1. In accordance with the instructions of the Allied Force Labour & Wages Committee at its meeting held on 26 October 1945 (minute 8 refers), meetings of the Sub-Committee were held on the 9th and 19th November 1945 in the AFLRS (AFHQ) Conference Room, RMS.

PRESENT:

Chairman

Mr. David C. SACHS
Labour Sub-Commission, ALIED

Representatives of:

A.F.L.R.S., A.F.H.Q.
C.C., ATOUSA
Labour, CSH, CMF.
Labour Sub-Commission,
HQ Allied Commission

P/A
RB.

Italian Delegation

Representatives of:

Italian Government, Ministry of Labour
Comm. SIMONINI
Dott. PENTILLO
Sig. PUPPURA

Managing Committee of the C.G.I.L.
Sig. BITOSSI

2. MEETING OF 9TH NOVEMBER:

The Italian delegation stated that the traditional Christmas Bonus has been in direct proportion to the number of days an employee worked during a year, the maximum possible payment for 12 months employment being 192 hours at the basic rate of pay. A decree covering payment for the year 1944 provided for a supplementary bonus computed on the basis of all indemnities then in force and the family allowance, in addition to the basic rate.

Negotiations are on foot between the C.G.I.L., employers and the Italian Government for the payment of a Christmas Bonus in 1945 similar in many respects to the one paid in 1944. Such a bonus to be payable in proportion to the period of employment during the year but all employees will be deemed to have worked a minimum of 4 months. The maximum possible payment for 12 months employment is proposed to be 200 hours at the basic rate of pay, plus all current indemnities, allowances, and bonuses.

/The Italian.....

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The Italian delegation stated it was hoped to reach agreement on the above negotiations within 10 days.

No suggestions were submitted by the Italian delegation as to the method by which the Allied Forces could make available a similar bonus to their employees nor as to the steps which the Italian Government considered desirable to overcome the present apparent disparity between the benefits enjoyed by employees of Italian Industry in comparison with those enjoyed by employees of the Allied Forces.

The Italian delegation agreed to submit to the Sub-Committee at its next meeting to be held on the 19th November 1945 their advice on the steps considered desirable for the Allied Forces to take in respect of the following points :-

(a) Christmas Bonus:

(i) The payment of a Christmas Bonus to Allied Force employees for Christmas 1945 bearing in mind the impossibility of the Allied Forces to effect any payment which is not related to work performed.

(ii) Whether any additional payment, and if so, the amount of such payment, should be made to Allied Force employees in future to bring their conditions of employment in respect of Christmas Bonus payments more in line with those applicable to employees of Italian Industry.

(b) All Other Indemnities:

The steps that should be taken to overcome the present apparent disparity between the benefits (excluding the Christmas Bonus) enjoyed by employees of Italian Industry in comparison with those enjoyed by employees of the Allied Forces, viz: summer holidays with pay, pay on National holidays, etc.

(c) Consolidated Bonus:

The consolidation of the proposals in paragraphs (a) (i) and (b) above.

3. MEETING OF 19TH NOVEMBER:

The Italian delegation which consisted of:

Representatives of the Italian Government: Comm. Simone
Sig. Postillo
Sig. Purpura

Representatives of the C.G.I.L.: Sig. Parodi
Sig. Contigliani

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work performed.

(ii) Whether any additional payment, and if so, the amount of such payment, should be made to Allied Force employees in future to bring their conditions of employment in respect of Christmas Bonus payments more in line with those applicable to employees of Italian Industry.

(b) All Other Indemnities:

The steps that should be taken to overcome the present apparent disparity between the benefits (excluding the Christmas Bonus) enjoyed by employees of Italian Industry in comparison with those enjoyed by employees of the Allied Forces, viz: summer holidays with pay, pay on National holidays, etc.

(c) Consolidated Bonus:

The consolidation of the proposals in paragraphs (a) (i) and (b) above.

3. MEETING OF 19TH NOVEMBER:

The Italian delegation which consisted of:

Representatives of the Italian Government: Comm. Giacone
Sig. Portillo
Sig. Purpura

Representatives of the C.G.I.L.: Sig. Parodi
Sig. Contiglioni

presented the proposals as requested in minute 2 above (Appendix "A" attached).

4. COMPENSATING INDEMNITY:

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The proposals submitted by the Italian delegation on the steps that should be taken by the Allied Forces to overcome the present disparity between the benefits enjoyed by employees of Italian Industry in comparison with employees of the Armed Forces were considered.

The Sub-Committee recommends that a Compensating Indemnity be paid to all employees of the Allied Forces on the following scales w.e.f. 1 JULY 46 :-

/Clerical & Administ.....

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Clerical & Administrative Grades	25%
Hotel Mess & Club Grades:-	
(a) Clerical & Administrative Staff	20%
(b) For all employees other than those in sub-para (a) above	16 2/3%
Classified Artisan, Skilled & Unskilled Grades	12½%
Marine Grades	12½%

This indemnity is calculated to remove the present disparity in respect of Christmas Bonus, Annual Holidays with pay and Dismissal Indemnity. According to the presentation of the Italian Government, these items have the following approximate percentage equivalent on the take-home wage of the worker :-

Clerical & Administrative Grades

Christmas Bonus	8.3%
Annual Holidays with pay	8.3%
Dismissal Indemnity	8.3%
	24.9%

Hotel, Mess & Club Grades

(a) Clerical & Administrative Staff

Christmas Bonus	8.3%
Annual Holidays with pay	4.1%
Dismissal Indemnity	8.3
	20.7%

(b) All employees other than those in sub-para (a) above

Christmas Bonus	8.3%
Annual Holidays with pay	4.1%
Dismissal Indemnity	4.1%
	16.5%

Classified Artisan, Skilled & Unskilled Grades

Christmas Bonus	8.3%
Annual Holidays with pay	4.0%
Dismissal Bonus	0.7
	13.0%

Marine Grades

Christmas Bonus	8.3%

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...Christmas Bonus, Annual Holidays with pay and Dismissal Indemnity, these items have the following approximate percentage equivalent on the take-home weekly pay of the worker :-

to the presentation of the Italian Government,

Clerical & Administrative Grades

Christmas Bonus	8.3%
Annual Holidays with pay	8.3%
Dismissal Indemnity	8.3%
	24.9%

Hotel, Mess & Club Grades

(a) Clerical & Administrative Staff

Christmas Bonus	8.3%
Annual Holidays with pay	4.1%
Dismissal Indemnity	8.3%
	20.7%

(b) All employees other than those in sub-para (a) above

Christmas Bonus	8.3%
Annual Holidays with pay	4.1%
Dismissal Indemnity	4.1%
	16.5%

Classified Artisan, Skilled & Unskilled Grades

Christmas Bonus	8.3%
Annual Holidays with pay	4.0%
Dismissal Bonus	8.3%
	12.3%

Marine Grades

Christmas Bonus	8.3%
Annual Holidays with pay	4.0%
Dismissal Bonus	8.3%
	12.3%

The above indemnities are to be calculated on the worker's take-home ... less any payments for overtime or night work included therein.

The Sub-Committee recognised the advantages of the above bonus being paid at a time other than the regular pay day, such as on a quarterly basis, but in view of the possible administrative difficulties were of the opinion that the method of payment should be dealt with by the Allied Force Labour & Wages Committee. It was strongly recommended that the fullest possible publicity both by national press & ... displayed where civilian labour is employed and through the civilian press & ... to the above Compensating Indemnity, if approved, and the method for the payment clearly stated.

/Para 5.....

5. LEAVE:

In view of the inclusion in the Compensating Indemnity of an element for annual leave the Sub-Committee recommends that AFHQ Administrative Memorandum No. 34 of 1945, para 8 (a) be amended as follows :-

"Annual Leave with Pay

No leave with pay will be granted to employees of the Allied Forces w.e.f. 1 JAN 1946.

This does not preclude the individual from obtaining any leave with pay accrued under the provisions of para 8 (a) of AFHQ Administrative Memorandum No 34 up to and including 31 DEC 1945."

6. NATIONAL HOLIDAYS:

The Sub-Committee rejected the Italian delegation's recommendations for the inclusion of a compensating percentage in the Compensating Indemnity for work performed on National Holidays. It recommends that the following amendment be made to para 8 (c) of AFHQ Admin Memorandum No 34 of 1945 :-

"(c) National Holidays

The following days may be granted as holidays with pay :-

1st January
1st May
11th November
25th December

When employees are required to work on any of these days no extra pay will be given but such employees will be granted a holiday with pay in lieu thereof as soon as convenient.

Public holidays other than those hereinbefore enumerated will not be recognised by any military unit or establishment and there will be no extra pay for work performed on feast days or holidays."

7. CHRISTMAS BONUS 1945:

The Sub-Committee received the Italian delegation's proposals regarding the payment of a Christmas Bonus to Allied Force employees for work performed during the year 1945.

It was decided to recommend that all employees in the employ of the Allied Forces on 20 DEC 45 will receive a Christmas Bonus equivalent to two days

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...ssible to 34 up to and including 31 DEC 1945."

6. NATIONAL HOLIDAYS:

The Sub-Committee rejected the Italian delegation's recommendations for the inclusion of a compensating percentage in the Compensating Indemnity for work performed on National Holidays. It recommends that the following amendment be made to para 8 (c) of AFHQ Admin Memorandum No 34 of 1945 :-

"(c) National Holidays

The following days may be granted as holidays with pay :-

1st January
1st May
11th November
25th December

When employees are required to work on any of these days no extra pay will be given but such employees will be granted a holiday with pay in lieu thereof as soon as convenient.

Public holidays other than those specifically noted above will not be recognised by any military unit or establishment and there will be no extra pay for work performed on these days or holidays."

7. CHRISTMAS BONUS 1945:

The Sub-Committee received the Italian delegation's proposals regarding the payment of a Christmas Bonus to Allied Force employees for work performed during the year 1945.

It was decided to recommend that all employees in the employ of the Allied Forces on 25 DEC 45 will receive a Christmas Bonus equivalent to two days current basic pay or cost of living bonus for each month of completed continuous service with the unit concerned during the year 1945. Those employees in employment as of 25 DEC 45 will be considered for the purposes of this computation as having completed the whole month of December.

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G.J.B. LOWER, Major, DAPM,
ALLIED FORCE LABOUR & MANPOWER COMMITTEE.
SUB-COMMITTEE

SUB/jb

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7/14 HQ ALCOM, Labour Sub-Committee (Includes copies for Italian government delegation)
15/17 War Diary
18/30 Spares.

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APPENDIX "A".

WAGE POSITION OF ALLIED ARMED FORCES EMPLOYEES

PREFACE

Reference is made to the decisions reached in the meetings held on 12 October and 9 November 1945 for the consideration of the wage position of Allied Armed Forces employees, as well as to the Agenda of the next meeting to be held on 19 November 1945.

WAGE ADJUSTMENT.

1. Acknowledgement is made of the assurance given by Allied Armed Forces representatives in the meeting held on 9 November 45 to submit to the appropriate provincial Allied and Italian Authorities the requests for an adjustment between the Allied basic wages and salaries and those paid by the Italian employers.

2. The C.G.I.L. has given assurance to instruct the local Camere del Lavoro, to ascertain eventual differential situations between the two above wage scales, and to forward - if there are any - detailed requests to the Allied Commands of the various provinces.

3. The comparison between the two wage scales could be made on the following line:

Allied Wage Scale	Italian Wage Scale
a) Present wage	a) Basic wage + 70% increase Presence Indemnity Family allowances (3 dependents)
b) Currents Indemnity	b) Carovita Indemnity
c) Contingency Indemnity	c) Contingency Indemnity

4. The Allied Military Government should instruct the depending provincial Commands to consider from a favourable point of view the requests which will be presented by the local Camere del Lavoro.

PRESENT ITALIAN WAGE SITUATION.

1. We are showing hereunder the present Italian situation for each professional category and for each of the three essential branches of industrial activity - metalmechanical, building, mines and hotels - insofar as Christmas Bonus, holidays, national festivities and

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appropriate Provincial Allied and Italian Authorities the requests for an adjustment between the Allied basic wages and salaries and those paid by the Italian employers.

2. The C.G.I.L. has given assurance to instruct the local Camere del Lavoro, to ascertain eventual differential situations between the two above wage scales, and to forward - if there are any - detailed requests to the Allied Commands of the various provinces.

3. The comparison between the two wage scales would be made on the following lines:

Allied Wage Scale	Italian Wage Scale
a) Present wage	a) Basic wage + 70% increase Presence Indemnity Family allowances (3 dependants)
b) Carovita Indemnity	b) Carovita Indemnity
c) Contingency Indemnity	c) Contingency Indemnity

4. The Allied Military Government should instruct the dependent provincial Commands to examine from a favourable point of view the requests which will be presented by the local Camere del Lavoro.

PRESENT ITALIAN WAGE SITUATION.

1. We are showing hereunder the present Italian situation for each professional category and for each of the three essential branches of industrial activity - metallomechanical, building, mines and hotels - insofar as Christmas Bonus, holidays, national festivities and dismissal bonus are concerned.

2. Christmas Bonus.

a) We are pointing out firstly that the C.G.I.L. has requested for Italian industrial workers' employees the payment of a 13th month of pay (including basic wage increased by 70%, presence indemnity, carovita, contingency and some indemnities, as well as family allowances). Negotiations are in process between the employers' and workers' trade unions.

b) For office workers, on the basis of an average monthly salary of 11,000 lire, the Christmas bonus is :-

- if paid at the end of the year	11,000 lire
- if computed on a monthly basis	916 "
- % in respect of one month of salary.....	8.3 %

(c)/

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a) For metal-mechanical workers the Christmas Bonus would be as follows --

	Specialized Workers (daily pay: 320 L.)	Qualified Workers (daily pay: 295 L)	Common Workers (daily pay: 275 L.)
per year	8,000	7,375	6,875
per month	666.70	614.80	573
per day	26.70	24.60	22.90
% per month	8.3%	8.3%	8.3%

b) For manual workers in the building industry the Christmas Bonus would be as follows:

	Masons (daily pay 300 L.)	Common Labourers (daily pay 260 L)
per year	7,500	7,000
per month	625	585.35
per day	25	23.35
% per month	8.3%	8.3%

c) For mercantile workers the Christmas Bonus would be as follows:-

	Workers (monthly pay 6,300 L)	Waiters (daily pay 6,300L)	Office Workers (monthly Salary 6,300)
per year	L. 6,000	6,300	6,300
per month	500	525	521.60
% per month	8.3%	8.3%	8.3%

3. Paid yearly holidays

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for casual workers in the building industry the Christmas Bonus would be as follows:

	Masons (daily pay 500 L.)	Common labourers (daily pay 280 L.)
per year	3,500	7,000
per month	625	583.33
per day	25	23.35
% per month	8.3%	8.3%

b) For grocers and hotels' workers the Christmas Bonus would be as follows:-

	Workers (monthly pay 6,000 L)	Waiters (m'ly pay 6 300L)	Office Workers (Monthly salary 6500)
per year	L. 6,000	6,300	6,500
per month	500	525	541.60
% per month	8.3%	8.3%	8.3%

3. Paid yearly holidays

As regards paid yearly holidays, it is understood that office workers will be normally entitled to 1 month per year, while manual workers will normally receive 12 days.

1899

Moreover:

a) for office workers the amount of the yearly holidays will be, on the basis of an average monthly salary of 11,000 Lire,

- if computed on a yearly basis ..... 11,000 Lire
- if computed on a monthly basis..... 925 "
- % in respect of one month of salary..... 8.3 %

b) For manual workers difference must be made - as shown above - between professional categories and branches of industrial activity. Therefore in

c) For the workers of the metal-mechanical industry the amount of the vacation' wage would be :

	Skilled workers (Pay rate per day L. 320	Qualif. workers (Pay rate per day L.295)	Common workers (Pay rate per day L. 275
computed on 1 year basis	3.840	3.540	3.300
" " 1 month "	320	295	275
" " per day "	12,80	11,80	11
percentage per month	4,0%	4,0%	4,0%

d) For the building construction workers the amount of the vacation wage would be

	Masons (Pay rate per day L.300)	Labourers (Pay rate per day L. 280)
computed on 1 year basis	3.600	3.360
" " 1 month "	300	280
" " per day "	12	11,20
percentage per month	4,0%	4,0%

e) For the hotel and mess workers the amount of the vacation wage would be

	Manual workers (wage per month L. 6.000)	Waiters (wage p.m. L.6.300)	Office workers (salary p.m. L.6.500)
computed on 1 year basis	3.000	3.150	3.250
" " 1 month "	250	262,50	270,80
percentage per month	4,1%	4,1%	4,1%

4. National holidays (4 per year)

Workers in the employ of Italian firms are enjoying 4 paid holidays

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per day "	12,00	11,60	11
percentage per month	4,0%	4,0%	4,0%

d) for the building construction workers the amount of the vacation wage would be

	Miners (Pay rate per day L.300)	Labourers (Pay rate per day L. 280)
computed on 1 year basis	3.600	3.360
" " month "	300	280
" " per day "	12	11,20
percentage per month	4,0%	4,0%

e) for the hotel and mess workers the amount of the vacation wage would be

	Manual workers (wage per month L. 6.000)	Waiters (wage p.m. L.6.300)	Office workers (salary p.m. L.6.500)
computed on 1 year basis	3.000	3.150	3.250
" " month "	250	262,50	270,80
percentage per month	4,1%	4,1%	4,2%

4. National holidays (4 per year)

Workers in the employ of Italian firms are enjoying 4 paid holidays per year. If on said holidays they are working the wage or salary is doubled.

a) for the office employees, viz a per month basic salary of M.6.000 like the amount of the National holidays is:

if computed on one year basis	L. 1.446,80
" " " month "	122
on a percentage basis with respect to the per month salary	1,1%.

b) for hotel-mechanical workers the national holidays are evaluated to:

	Specialized workers (daily pay 520 L)	Qualified workers (daily pay 395 L)	Common workers (daily pay 47[illegible]
per year	1,[illegible]80	1,180	1.100
per month	106	98	91
per day	4.20	3.90	3.60
% per month	1.3%	1.3%	1.3%

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(c) For building workers the national holidays are equivalent to:-

	Masons (daily pay 320 L.)	Common Labourers (daily pay 280 L.)
per year	1,200	1,120
per month	100	93.35
per day	4	3.70
% per month	1.5%	1.5%

(d) For masons and hotels' workers the national holidays are equivalent to:-

	Manual Workers (monthly pay 6,000 L.)	Waiters (monthly pay 6,300 L.)	Office Workers (Salary 6,500 L.)
per year	800	840	865
per month	66.70	70	72
per day	2.20	2.30	2.40
% per month	1.1%	1.1%	1.1%

5. Dismissal Indemnity - The office workers entitled to one month's salary indemnity for each year of service; the metal-mechanical and building industry workers are entitled to two days wage indemnity per year, and the masons and hotels' workers and waiters to a fortnight wage indemnity for each year of service.

(a) Therefore the amount of the said indemnity is, for office workers, receiving an average monthly salary of 11,000 lire:

per year	.....	11,000 lire
per month	.....	915 "
percentage per month	.....	8.3%

(b) For metal-mechanical workers it is equivalent to :-

	Specialized	Qualified	Common
per year	640	590	550
per month	53.36	49.10	46.80
% per month	0.8%	0.8%	0.8%

(c) For building workers it is equivalent to :-

	Masons	Common Labourers
per year	600	560
per month	50	46.70
% per month	0.8%	0.8%

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per year	800	840	865
per month	66.70	70	72
per day	2.20	2.30	2.40
% per month	1.1%	1.1%	1.1%

b. Dismissal Indemnity - The office workers entitled to one month's salary indemnity for each year of service; the metal-mechanical and building industry workers are entitled to two days wage indemnity per year, and the tobacco and hotels' workers and waiters to a fortnight wage indemnity for each year of service.

(a) Therefore the amount of the said indemnity is, for office workers receiving an average monthly salary of 11,000 lire:

per year	.....	11,000 lire
per month	.....	915 "
percentage per month	.....	8.3%

(b) For metal-mechanical workers it is equivalent to :-

	Specialised	Qualified	Common
per year	640	590	550
per month	53.35	49.10	45.80
% per month	0.6%	0.6%	0.6%

(c) For building workers it is equivalent to :-

	Masons	Common Labourers
per year	600	563
per month	50	46.70
% per month	0.5%	0.5%

(d) For tobacco and hotel workers it is equivalent to:- 1909

	Manual Workers (average daily pay 5000 L.)	Waiters (average pay 6300 L.)	Office Workers (salary 6500 L.)
per year	3,000	3,150	6,500
per month	250	262.50	541.60
% per month	4.1%	4.1%	4.1%

CONCLUSIONS PROPOSED:

1. From the detailed examination of the figures regarding the various items of the requests made by the Italian Government and the C.G.I.L. on behalf of the Allied Forces' employees, it appears that the result of each item, considered both on a monthly and percentage basis, is nearly the same,

/insofar.....

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insofar as the average wages and salaries received by the various categories of workers are concerned.

2. For this reason, and in order to furnish a simple and practical system for realising the improvements requested on behalf of the workers, we are proposing the following increases specified for the three branches - office workers, metal-mechanical and building workers, seamen and hotels' workers - as well as for items for monthly and percentage results.

3. For office workers:

Average monthly basic salary	L. 11,500	100%
a) Christmas Bonus (1 month)	915	8.3%
b) Summer holidays (1 month)	915	8.3%
c) National Festivities (4 days)	122	1.1%
d) Dismissal Bonus (1 month)	915	8.3%
Total:	2,867	26,0%

4. For metalmechanical and building workers:

Average monthly basic wage (1)	L. 7,500	100%
a) Christmas Bonus (1 month)	625	8.3%
b) Holidays (12 days)	300	4.0
c) Festivities (4 days)	100	1.3
d) Dismissal Bonus (2 days)	50	0.7
Total:	L. 1,075	14.3%

(1) For reducing the above figures from a monthly to a daily basis it is necessary to divide them by 25.

5. For Hotel and Mess Workers:

Average monthly basic wage		L. 6,500	100%	
	workers	Clerical wkrs	workers	clerical wkrs
a) Christmas Bonus (1 month)	542	542	8.3%	8.3%
b) Holidays (15 days)	271	271	4.1%	4.1%
c) National holidays (4 days)	72	72	1.1%	1.1%
d) Dismissal Bonus clerical workers 1 month)		542		8.3
Dismissal Bonus manual workers (15 days)	271		4.1	
Total L.	1,156	1,427	17.5%	21.8%

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d) Dismissal Bonus (1 month)	945	8.3%
Total:	2,847	25.0%

4. For metalmechanical and building workers:

Average monthly basic wage (1)	L. 7,500	100%
a) Christmas Bonus (1 month)	625	8.3%
b) Holidays (12 days)	300	4.0
c) Festivities (4 days)	100	1.3
d) Dismissal Bonus (2 days)	50	0.7
Total:	L. 1,075	14.3%

(1) For reducing the above figures from a monthly to a daily basis it is necessary to divide them by 25.

5. For Hotel and Mess Workers:

Average monthly basic wage			L. 6,500	100%
	Workers	Clerical wkrs	Workers	Clerical wkrs
a) Christmas Bonus (1 month)	542	542	8.3%	8.3%
b) Holidays (15 days)	271	271	4.1%	4.1%
c) National holidays (4 days)	72	72	1.1%	1.1%
d) Dismissal Bonus				
Clerical workers (1 month)		542		8.3
Dismissal Bonus				
Normal workers (15 days)	271		4.1	
Total L.	1,156	1,427	17.8%	21.8%

6. General Observations on Proposals

The above-mentioned proposals should be made effective immediately and increases should be paid on the next pay-day of the current month on items such as yearly holidays, national holidays and dismissal bonus.

On the question of the Christmas Bonus, however, the above proposals should be applied as from 1 January 1946. Clerical workers and manual workers who are in the employ of the Allied Forces on 20th December 1945 should be paid as follows :-

1 month's wages if in service from at least 1 October 1945
2/3 " " " " " " " " " 1 November 1945
1/3 " " " " " " " " " 1 December 1945

/Over 7.....

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- - -

7. Pay on Holidays, for Overtime and Night Work

Workers in Italian Industry who work on holidays (letter c) of attachment to note sent on 6 November last by Labour Sub-Commission to Ministry of Labour, or work over 8 hours daily, or at night, generally receive wages augmented by 50% of their daily wage.

The Ministry of Labour and the CGIL ask for the same treatment for workers of the Allied Forces.

RMAF 18 November 1945.

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Workers in Italian Industry to Work 54 Hours

Workers in Italian industry who work on holidays (letter c) of attachment to note sent on 6 November last by Labour Sub-Commission to Ministry of Labour, or work over 8 hours daily, or at night, generally receive wages augmented by 5% of their daily wage.

The Ministry of Labour and the CGIL ask for the same treatment for workers of the Allied Forces.

MMZ 16 November 1945.

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

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/lcs

ALLIED FORCE HEADQUARTERS
APO 512

EX-COMMIT (2) 370

ADMINISTRATIVE MEMORANDUM)
:
NUMBER 52) 17 December 1945

DEC 20 1945

ALLIED FORCE LABOR AND WAGES COMMITTEE

1. In order to carry out the continuing functions of the former Labor and Wages Control Committee of AFLR(I) Board relative to the coordination and control of the level of rates of pay and conditions of employment of Italian civilians employed by the Allied Forces, there is hereby established the ALLIED FORCE LABOR AND WAGES COMMITTEE.

2. a. This committee, initially, shall be composed of labor representatives of the following commands:

Flag Officer Italy & Liaison, RN	Hq, NTOUSA
US Naval Forces NW African Waters	Hq, PBS
Air HQ, RAF, Italy	Hq, PBS (Southern District)
GHQ CMF	Hq, ALCOM
Military Railways, Italy	HQ, XIII Corps
Hq, Naples Air Force General Depot	HQ, 2 District
Hq, Rome Area Allied Command	HQ, 3 District

b. A command which is about to be dissolved or which has ceased to employ Italian civilians will automatically cease to be a member of the Committee. Any command, which employs local civilians and which initially was not a member of the committee may be entitled to membership therein by vote of the committee.

3. The Chairman of the Committee will be designated by AFHQ. There will be a joint Anglo-American Secretariat. One U.S. Officer will be provided by the Civilian Personnel Division, PBS and one British Officer will be provided by the Labour Directorate, GHQ CMF.

4. The committee will meet as and when considered necessary by the Chairman in consultation with the Secretariat. The location of meeting will be fixed by the Secretariat.

5. The committee shall be empowered:

a. To review rates of compensation and all other conditions of employment for Italian civilian employees of the Allied Forces in Italy.

b. To recommend any regulations considered necessary to control such compensation and other conditions of employment.

c. To exercise the powers vested in AFLRS by AFHQ Administrative Memorandum Number 25, 1945; and to approve or disapprove the actions of Local Sub-Committees established in accordance with that memorandum.

PA 20/12

RESTRICTED

See M.372

(MAJ H) SRAK 20/12/45 20/12.

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AFHQ Administrative Memorandum Number 52 (cont'd).

6881 The Secretariat will submit the Committee minutes and any other business for final action through G-4 MTOUSA and Q(Maint) GHQ CMF to the Chief Administrative Officer who will be responsible for the necessary Allied and/or Italian coordination.

BY COMMAND OF LIEUTENANT GENERAL MORGAN:

EDMUND R. STUART
Colonel, AGD
Adjutant General

DISTRIBUTION:
C



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HEADQUARTERS ALLIED COMMISSION
APO 394

Suspense AFHQ. ADMIN-MEMO-52 Date 18/12/45

FROM		TO	FROM		TO
	Staff Officer to OC	✓		Political Advisers	
	Executive Commissioner	2✓		Establishment Section	✓
	Message Center			Executive Officer (A)	
	Liaison Division			Executive Officer (B)	
	Civil Affairs Section	✓		G-1 (A)	
	Dis Per & Repat			G-1 (A) Civilian Emp.	
	Local Govt			G-1 (B)	
	Patriots Branch			G-4 (A)	✓
	Public Safety			G-4 (B)	✓
	Security Division			2675th Regt	✓
	Public Health			Headquarters Commandant	✓
	Legal	✓		Allied Civ. Pers. Director	
	Education			Adjutant, Allied Commission	✓
	Monuments & Fine Arts			Navy	✓
	Economic Section	✓		Land Forces (MMLA)	✓
	Requisition Branch			Air	✓
	Agriculture			Communications	
	Commerce			Civil Censorship Group	
	Coal Div			WMD & POW	
	Finance	✓		Truck Operating Group	
	Property Control Div			Public Relations Branch	
	Food			Information Division	
	Industry			Archivist	
	Mining Division			ALL REGIONS	
	Labor			COMMUNES	
	Public Works & Utilities			ZONES	
	Shipping			AND ALLO'S	
	Transportation				

Signature
Remarks & Recommendations
Information
Approval/Disposal
Appropriate Action
Investigation & Report
Dispatch

Remarks: _____

ALLIED JOINT LABOUR RELATIONS COMMITTEE

DISTRIBUTION LIST

	AGENDA	MINUTES
A.F.H.Q. GROUP		
C-in-C, MED.	2	2
CAO, AFHQ	1	1
DCAO, AFHQ	1	1
G-5, AFHQ	2	2
MTOUSA GROUP		
CG, MTOUSA	1	1
G-4, MTOUSA	8	8
Engineer Section, MTOUSA	-	1
AG Civ Pers Div, MTOUSA	1	1
Fiscal Director, MTOUSA	1	1
G.H.Q. GROUP		
Q (Maint), GHQ CMF	1	1
Q (AE), GHQ CMF	1	1
D.W., GHQ CMF	1	1
Ord, GHQ CMF	1	1
RSME, GHQ CMF	1	1
S & T, GHQ CMF	1	1
Labour, GHQ CMF	2	2
DPIC, GHQ CMF	1	1
F.A., GHQ, CMF	1	1
MISCELLANEOUS GROUP I.		
A.C.C., AIR HQ RAF, Italy	1	1
F.A. & Chief Auditor, HQ RAF, MEDME, Cairo, MEF.	1	1
A/F.A., AIR HQ RAF, Italy	1	1
Naples Air Force General Depot	2	2
HQ, 214 Group R.A.F.	2	2
HQ. XIII Corps	2+	2+
D.M.R., Italy	2	2
P.B.S. GROUP		
CG, PBS	2+	2+
CO, PBS (South)	2+	2+
CO, PBS (East)	1	1
AG Civ Pers Div. PBS	1	1
AG Civ Pers Div, PBS (South)	1	1

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MTOUSA GROUP		
CG, MTOUSA	1	1
G-4, MTOUSA	8	8
Engineer Section, MTOUSA	-	1
AG Civ Pers Div, MTOUSA	1	1
Fiscal Director, MTOUSA	1	1
G.H.Q. GROUP		
Q (Maint), GHQ CMF	1	1
Q (AE), GHQ CMF	1	1
D.W., GHQ CMF	1	1
Ord, GHQ CMF	1	1
REME, GHQ CMF	1	1
S & T, GHQ CMF	1	1
Labour, GHQ CMF	2	2
DPIC, GHQ CMF	1	1
F.A., GHQ, CMF	1	1
MISCELLANEOUS GROUP I.		
A.O.C., AIR HQ RAF, Italy	1	1
F.A. & Chief Auditor, HQ RAF, MEDME, Cairo, MEF.	1	1
A/F.A., AIR HQ RAF, Italy	1	1
Naples Air Force General Depot	2	2
HQ, 214 Group R.A.F.	2	2
HQ. XIII Corps	2+	2+
D.M.R., Italy	2	2
P.B.S. GROUP		
CG, PBS	2+	2+
CO, PBS (South)	2+	2+
CO, PBS (East)	1	1
AG Civ Pers Div. PBS	1	1
AG Civ Pers Div, PBS (South)	1	1
DISTRICTS & AREAS GROUP		
HQ, No 2 District	8+	8+
HQ, No 3 District	10+	10+
CG, Rome Area Allied Command	6+	6+

NOTE (+) Includes copy/copies for Local Sub-Committee (s) for information.

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	AGENDA	MINUTES
NAVAL GROUP		
FOIL, Rome	1	1
A.N.S.O., FOIL, Rome	1	1
SENALUSNO, ITALY	1	1
Resident Naval Officer, ROME	1	1
CS, TARANTO	1	1
COMNOB, PALERMO	1	1
NOIC, NAPLES AREA	2	2
NOIC, TRIESTE	1	1
SNO, Eastern Sicily	1	1
M.W.T.B.	1	1
W.S.A.	1	1
ALLIED COMMISSION GROUP		
Chief Commissioner, HQ ALCOM	1	1
HQ, ALCOM	1	1
Vice-President Economic Section, HQ ALCOM	1	1
Economic Section, HQ ALCOM	6	6
Finance Sub-Commission, HQ ALCOM	1	1
Labour Sub-Commission, HQ ALCOM	2	2
MWTB & Shipping Sub-Commission	1	1
MISCELLANEOUS GROUP II.		
DSP, UDF, CMF.	1	1
8 Base Command Pay Office	-	1
CHAIRMAN GROUP		
Chairman, Allied Force Labour & Wages Committee	1	1

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HQ No. 2 District CMF
1214/8/Q1

19 DEC 45.

NO. 2 DISTRICT LOCAL LABOUR AND WAGES SUB-COMMITTEE

M I N U T E S

19. The Third Meeting of No. 2 District Local Labour and Wages Sub-Committee was held, at 10.00 hours, on Wednesday, 19 Dec 1945, in the Conference Room of HQ No. 2 District.

PRESENT:

CHAIRMAN

Lt.Col. J.F.A. McADAM, CMF - A/DDL 2 DISTRICT

VICE CHAIRMAN

Lt.Col. R.O. WADE - O.C. 91 Group Pioneer Corps

REPRESENTATIVES OF:

(ADV) HQ ALLIED COMMISSION
'Q' BRANCH NO. 2 DISTRICT
HQ 2 GROUP PIONEER CORPS
59 AREA
217 AREA
60 SUB-AREA

IN ATTENDANCE:

ANZ HQ XIII CORPS

20. MINUTES OF THE SECOND MEETING

The minutes of the second meeting held on 23 July 1945 were approved.

21. WAGES AGREEMENT NORTHERN ITALY

The Chairman explained the terms and outlined the effect of "The Agreement for the Equalisation of Wages in respect of Industrial Workers, Northern Italy", dated 6 Dec 1945, of which the pertinent extracts are attached as Appendix "A".

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

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

[illegible], at 10.00 hours, on Wednesday, 19 Dec 1945, in the Conference Room of HQ No. 2 District.

PRESENT:

CHAIRMAN

Lt.Col. J.P.A. McADAM, ORE - A/DDL 2 DISTRICT

VICE CHAIRMAN

Lt.Col. R.O. WAIN - O.C. 91 Group Pioneer Corps

REPRESENTATIVES OF:

(ADV) HQ ALLIED COMMISSION
'Q' BRANCH NO. 2 DISTRICT
HQ 2 GROUP PIONEER CORPS
59 AREA
217 AREA
60 SUB-AREA

IN ATTENDANCE:
ADL HQ XIII CORPS

20. MINUTES OF THE SECOND MEETING

The minutes of the second meeting held on 23 July 1945 were approved.

21. WAGES AGREEMENT NORTHERN ITALY

The Chairman explained the terms and outlined the effect of "The Agreement for the Equalisation of Wages in respect of Industrial Workers, Northern Italy", dated 6 Dec 1945, of which the pertinent extracts are attached as Appendix "A".

The representative of (Adv) HQ Allied Commission confirmed the Chairman's summary and that the new wage scales laid down for Industrially employed civilians in Northern Italy, are already being paid in most Zones, and will be put into effect, totally, in the immediate future retroactive to either 1 Oct or 15 Oct 1945. In addition he stated that dissatisfaction had already been expressed by deputations from Allied employed civilians, at the discrepancy between the Allied "take home" packet and that of Civilian Industry.

22. COMPARATIVE TABLES

The Chairman drew attention to the comparative tables attached as Appendices 'B' and 'C', and obtained confirmation from the representatives of (Adv) HQ Allied Commission, 59 Area, 217 Area and 60 Sub-Area that the tables indicated a true comparison between Allied Scales of Wages and bonuses and those now being paid, or about to be paid, as a result of the new agreement.

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22. COMPARATIVE TABLES (Cont'd)

The Committee agreed that additional Bonuses should be granted to Allied employed civilians so that the maximum Allied 'take home' packet, throughout 2 District, should be in line with the minimum obtaining in civilian industry in No. 1 Area. (see Article I and Article III of the Agreement)

23. RECOMMENDATIONS

On the invitation of the Chairman, the representative of 5th Area, which includes all No. 1 Area of the Agreement, submitted a proposal, which after discussion emerged as the following firm recommendations by the Sub-Committee:

(a) that an immediate award be made throughout 2 District, suitably scaled between Male, Female and Juvenile, up to the limit of the powers of the Sub-Committee, as laid down in para 6(a) of AFHQ Admin Memo No. 25 dated 18 April 1945.

This will result in the following immediate awards:

		59 AMMA (Less Provinces of PARMA and PIACENZA)	217 AMMA (Plus the Provinces of PARMA and PIACENZA) and 60 SUB-AMMA
MONTHLY PAID GRADES: (Less Hotel, Mess and Club Grades, for whom full rations are drawn)	MALE	650 Lire	2600 Lire
	FEMALE	520 Lire	2080 Lire
	JUV.	- -	1040 Lire
HOTEL, MESS AND CLUB GRADES (for whom full rations are drawn)	MALE	600 Lire	2400 Lire
	FEMALE	450 Lire	1950 Lire
	JUV	300 Lire	1050 Lire
DAILY PAID GRADES:	MALE	25 Lire	100 Lire
	FEMALE	25 Lire	85 Lire
	JUV	- -	40 Lire

(b) that this Sub-Committee be granted further powers of award, of 100 lire per day, as foreseen in para 6(b) of AFHQ Admin Memo No. 25 dated 18 April 1945; and that immediate action be taken by AFLRS to obtain this additional power from GHQ CMF:

(c) that conditional on the grant of this new power, in accordance with minute 23(b), the following further awards be authorised throughout 2 District.

MONTHLY PAID GRADES: (Less Hotel, Mess and Club Grades for whom full rations are	MALE	1950 Lire
	FEMALE	1560 Lire

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22. COMPARATIVE TABLES (cont'd)

The Committee agreed that additional Bonuses should be granted to Allied employed civilians so that the maximum Allied 'take home' packet, throughout 2 District, should be in line with the minimum obtaining in civilian industry in No. 1 Area. (see Article I and Article III of the Agreement)

23. RECOMMENDATIONS

On the invitation of the Chairman, the representative of 59 Area, which includes all No. 1 Area of the Agreement, submitted a proposal, which after discussion emerged as the following firm recommendations by the Sub-Committee:

(a) that an immediate award be made throughout 2 District, suitably scaled between Male, Female and Juvenile, up to the limit of the powers of the Sub-Committee, as laid down in para 6(a) of AFHQ Admin Memo No . 25 dated 18 April 1945.

This will result in the following immediate awards:

	59 AREA (Less Provinces of PARMA and PIACENZA)		217 AREA (Plus the Provinces of PARMA and PIACENZA) and 60 SUB-AREA
MONTHLY PAID GRADES: (Less Hotel, Mess and Club Grades, for whom full rations are drawn)	MALE	650 Lire	2600 Lire
	FEMALE	520 Lire	2070 Lire
	JUV.	- -	1040 Lire
HOTEL, MESS AND CLUB GRADES (for whom full rations are drawn)	MALE	600 Lire	2400 Lire
	FEMALE	450 Lire	1950 Lire
	JUV	300 Lire	1050 Lire
DAILY PAID GRADES:	MALE	25 Lire	100 Lire
	FEMALE	25 Lire	85 Lire
	JUV	- -	40 Lire

(b) that this Sub-Committee be granted further powers of award, of 100 lire per day, as foreseen in para 6(b) of AFHQ Admin Memo No. 25 dated 18 April 1945; and that immediate action be taken by AFHQ to obtain this additional power from GHQ CMF:

(c) that conditional on the grant of this new power, in accordance with minute 23(b), the following further awards be authorised throughout 2 District.

MONTHLY PAID GRADES: (Less Hotel, Mess and Club Grades for whom full rations are drawn)	MALE	1950 Lire
	FEMALE	1820 Lire

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PARMA and PIACENZA) and 60 SUB-AREA

MONTHLY PAID GRADES: (Less Hotel, Mess and Club Grades, for whom full rations are drawn)	MALE	650 Lire	2600 Lire
	FEMALE	520 Lire	2080 Lire
	JUV.	- -	1040 Lire
HOTEL, MESS AND CLUB GRADES (for whom full rations are drawn)	MALE	600 Lire	2400 Lire
	FEMALE	450 Lire	1950 Lire
	JUV	300 Lire	1050 Lire
DAILY PAID GRADES:	MALE	25 Lire	100 Lire
	FEMALE	25 Lire	85 Lire
	JUV	- -	40 Lire

(b) that this Sub-Committee be granted further powers of award, of 100 lire per day, as foreseen in para 6(b) of AFHQ Admin Memo No. 25 dated 18 April 1945; and that immediate action be taken by AFHQ to obtain this additional power from CHQ CMF:

(c) that conditional on the grant of this new power, in accordance with minute 23(b), the following further awards be authorised throughout 2 District.

MONTHLY PAID GRADES: (Less Hotel, Mess and Club Grades for whom full rations are drawn)	MALE	1950 Lire
	FEMALE	1820 Lire
	JUV	910 Lire
HOTEL, MESS AND CLUB GRADES : (for whom full rations are drawn)	MALE	2100 Lire
	FEMALE	1950 Lire
	JUV	900 Lire

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23. (cont'd)

DAILY PAID GRADES:	MALE	40 Lire
	FEMALE	35 Lire
	JUV	35 Lire

24. OTHER BUSINESS

There being no further business the meeting was declared closed.

Major,
DADL,
Secretary,
No. 2 District Local Labour and Wages Sub-Committee

JPAN/vbm

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Major,
DALL.,
Secretary,
No. 2 District Local Labour and Wages Sub-Committee

JFAM/vbm

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EXTRACTS From:- APPENDIX 'A'

AGREEMENT FOR THE EQUALISATION OF WAGES IN RESPECT OF INDUSTRIAL WORKERS N. ITALY

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6 Dec 45, MILAN

Between the Italian General Confederation of Industry and the Italian General Confederation of Workers.

. . . . . .

FOREWORD

Representatives of the Camera del Lavoro and the Industrial Associations, N ITALY, assisted by the representatives of IGC of Workers and IGC of Industry, taking into consideration:-

(1) The desire to better the country's economic position, it's reconstruction and improvement in the standard of living.

(2) The necessity to terminate the existing race between wages and cost of living, having as an aim, a reduction in cost of production and therefore a reduction in the retail price of products.

(3) The desire to obtain peaceful and useful work:-

(a) by the elimination of wage differences in the different provinces and localities which tend to cause agitation.

(b) by the elimination of workers having to request increase of pay, because of continued increase in the cost of living.

K..... they have as a whole agreed .....

(a) To bring all industries into line, bearing in mind the difference between groups, and areas of production.

(b) Establish a sliding scale of wages, by groups and areas.

(c) Revised conditions of work and methods of payments, to result in the betterment of workers' interests and general production.

Bearing this in mind the following stipulations were made:-

ART. 1

Minimum hourly rates of pay for workers of industrial firms n Lombardia, Piemonte, Liguria, Veneto and Emilia regions (i.e. the

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FOREWORD

Representatives of the Camera del Lavoro and the Industrial Associations, N ITALY, assisted by the representatives of IGC of Workers and IGC of Industry, taking into consideration:-

(1) The desire to better the country's economic position, it's reconstruction and improvement in the standard of living.

(2) The necessity to terminate the existing race between wages and cost of living, having as an aim, a reduction in cost of production and therefore a reduction in the retail price of products.

(3) The desire to obtain peaceful and useful work:-

(a) by the elimination of wage differences in the different provinces and localities which tend to cause agitation.

(b) by the elimination of workers having to request increase of pay, because of continued increase in the cost of living.

K..... they have as a whole agreed .....

(a) To bring all industries into line, bearing in mind the difference between groups, and areas of production.

(b) Establish a sliding scale of wages, by groups and areas.

(c) Revised conditions of work and methods of payments, to result in the betterment of workers' interests and general production.

Bearing this in mind the following stipulations were made:-

ART. 1

Minimum hourly rates of pay for workers of industrial firms in Lombardia, Piemonte, Liguria, Veneto and Emilia regions (i.e. the part of Italy north of the Gothic Line) are established, but differ according to the location with local cost of material and the local cost of industry.

1st Area : MILANO, GENOVA, TORINO

2nd Area : BOLOGNA, VENEZIA, NOVARA, VERCELLI, AOSTA, ASTI, VARESE, COMO, SAVONA, BRESCIA, ALESSANDRIA, LA SPEZIA, SAVIGLIANO, PADOVA, BOLZANO: reduction of 6% in respect of the 1st Area.

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ART. 1 contd.

3rd Area : IMPERIA, LOSTA, BELLUNO, CREMONA, FERRARA, MANTOVA, MODENA, PARMA, REGGIO EMILIA, ROVIGO, SONDRIO, TRENTO, TREVISO, UDINE, VERONA, BERGAMO, FORLI', PIACENZA, RAVENNA, CUNEO (exclusive Savigliano), VICENZA, PAVIA: reduction of 11% in respect of the 1st Area.

In the provinces - except Bergamo and Pavia - where after the liberation, wages were agreed with foresight in respect of communes not classified as main towns, the local authorities must exercise the reduction of wages if considered necessary.

This must not exceed 5%, but workers in Group C, however, the minimum wage of 14 lire must not fall below that figure.

ART. 11

GROUPS

Group O (zero) Individuals or firms as for Group A, who are established through many years in these trades/productions.

" A Metalurgists, mechanics, building, (excluding those in Group O). Woodworkers (joinery, carpentry, furniture, upholstery, etc.)

" B Rubber, chemistry, electricity, tannery - Group A -5%.

" C Paper, brush manufacture, manufacturing tailors, button manufacture, buckle manufacture, pottery (excluding arts), sand and gravel - Group B - 5%.

Categories not included in A,B,C to be dealt with later under provincial arrangements.

" T Textile.

ART. 111

TABLES OF PAY - Minimum hourly rates of pay for male workers aged 20 and over.

In relation to the new minimum rates of pay, workers are divided into the following categories:-

Specialised workers, qualified workers, specialised labourers, unskilled labourers.

Firms are divided into groups A, B, & C for different areas

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ART. 11

GROUPS

Group O (zero) Individuals or firms as for Group A, who are established through many years in these trades/productions.

" A Metalurgists, mechanics, building, (excluding those in Group O). Woodworkers (joinery, carpentry, furniture, upholstery, etc.)

" B Rubber, chemistry, electricity, tannery - Group A -5%.

" C Paper, brush manufacture, manufacturing tailors, button manufacture, buckle manufacture, pottery (excluding arts), sand and gravel - Group B - 5%.

Categories not included in A,B,C to be dealt with later under provincial arrangements.

" T Textile.

ART. 111

TABLES OF PAY - Minimum hourly rates of pay for male workers aged 20 and over.

In relation to the new minimum rates of pay, workers are divided into the following categories:-

Specialised workers, qualified workers, specialised labourers, unskilled labourers.

Firms are divided into groups A, B, & C for different areas 1, 2 & 3.
The rates of pay are as follows:-

Category	Area	Specialised Workers	Qualified Workers	Specialised Labourers	Unskilled Labourers
A	1	21,00	19,00	17,90	16,50
	2	19,75	17,85	16,85	15,50
	3	18,70	16,90	15,95	14,70
B	1	20,00	17,90	17,00	15,60
	2	18,80	16,85	16,00	14,65
	3	17,80	16,00	15,15	14,00
C	1	19,00	17,00	16,15	14,80
	2	17,85	16,00	15,20	14,00
	3	16,90	15,15	14,40	14,00

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For the branches of industry which do not fall within the above schedule, it has been decided that the National Association for the Confederation of Industry may form a second category of trade for each of those shown in the above schedule or may even alter completely the system of classification to that akin to the trade.

ART IV

WOMEN & JUVENILES

New rate of pay for women over 18 years will be:-

(a) Qualified workers - Cat. 1 -) Reduction of 30% Groups
(b) Specialised unskilled-Cat 2-) A, B & C (except where
(c) Unskilled -Cat 3-) present reduction is less than 30%)

JUVENILES - MALE

Minimum rate of pay for male juvenile under 20 years:-

(a)	Specialised unskilled	18 - 20	yrs	- reduction	of	10%
(b)	" "	16 - 18	"	- "	"	30%
(c)	Unskilled	18 - 20	"	- "	"	10%
(d)	"	16 - 18	"	- "	"	30%

JUVENILES - FEMALE

Minimum rate of pay for female juveniles from 16 - 18 yrs and both sexes under 16 yrs will be calculated as for apprentices (ART V).

Females between 16 and 18 yrs and under 16 yrs will be paidon calculations made in Cats. 2 & 3.

Male juveniles under 16 yrs - Cat. 4 (unskilled)

Females undergoing the same conditions of work and/or replacing males, will be paid at the male rate.

Where work is performed and additional gratuity is given for amount and quality produced (cottimo), male and female will receive the same payment.

. . . . . .

ART IX

CLERKS

Wages for TURIN & VENICE from 1st Oct and in all other localities except those specifically excluded from Art. 1 from

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than 30%)

JUVENILES - MALE

Minimum rate of pay for male juvenile under 20 years:-

(a)	Specialised unskilled	18 - 20 yrs	- reduction of	10%
(b)	" "	16 - 18 "	- " "	30%
(c)	Unskilled	18 - 20 "	- " "	10%
(d)	"	16 - 18 "	- " "	30%

JUVENILES - FEMALE

Minimum rate of pay for female juveniles from 16 - 18 yrs and both sexes under 16 yrs will be calculated as for apprentices (ART V).

Females between 16 and 18 yrs and under 16 yrs will be paidon calculations made in Cats. 2 & 3.

Male juveniles under 16 yrs - Cat. 4 (unskilled)

Females undergoing the same conditions of work and/or replacing males, will be paid at the male rate.

Where work is performed and additional gratuity is given for amount and quality produced (cottimo), male and female will receive the same payment.

. . . . . .

ART IX

CLERKS

Wages for TURIN & VENICE from 1st Oct and in all other localities except those specifically excluded from Art. 1 from 15 Oct, will compare with the rates for MILAN authorised by the contract of 11 Oct 45.

The following scale will be effective from Dec 1st 45 - minimum rates, with exclusion as above:-

Clerks	- 1st Class	L. 7,500
"	- 2nd Class	L. 6,000
"	- 3rd Class	L. 4,400

For women and juveniles, deductions will be calculated from these new minimum rates in the same way as outlined in the contract of 11 Oct 45.

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For contingency bonuses, see Art. 10.

ART X

CONTINGENCY BONUS - Women and Juveniles.

For women and men under 20, calculations will be based on the full contingency bonus for males according to the following percentages:-

Men over 20 yrs of age	100%
Men between 18 & 20 years	90%
Men between 16 & 18 years	75%
Men under 16 years	50%
Women over 20 years	87%
Women between 18 & 20 yrs	70%
Women between 16 & 18 yrs	63%
Women under 16 years	50%

ART X

These percentages will take effect from Jan 1st.
Percentages to be calculated to the nearest 50 cents i.e.
73.40 = 73,5 lire
73.60 = 74.0 lire

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SPECIAL COMPARISON TABLE CIVILIAN LABOUR RATES 1945

MILAN, GENOA, TURIN ("ZONE I" UNDER THE ITALIAN GOVT AGREEMENT FOR CIVIL INDUSTRY IN NORTHERN ITALY)

ALLIED FORCE BASIC RATE							ITALIAN INDUSTRY RATES					
			PLUS				P . L U S					MINI
GRADE	MALE OR FEMALE	BASIC MAX	C. OF L.	TAKE HOME	BASE PAY (1)	PRESENCE INDEMNITY	WIFE	2 CHILDREN	CARO VITA	EMER BONUS	SOCI IN	
ACCOUNTANT	M	5400	3420	8820	3500			804		3750		
BOOK KEEPER	M	5000	3640	8640	6000			804		3750		
CLERK	M	3600	3640	7240	6000			804		3750		
CASHIER	M	3600	3640	7240	7500			804		3750		
COOK (MESS & CLUB)	M	4000	2975	6975	4560			840		4500		
WAITER (MESS & CLUB)	M	3700	3075	6775	4200			840		4500		
BLACKSMITH	M	125	147	272	160			20		150		
BRICKLAYER	M	120	150	270	152			20		150		
CARPENTER	M	120	150	270	160			20		150		
DRIVER, TRUCK	M	115	150	265	152			20		150		
ELECTRICIAN	M	135	142	277	160			20		150		
JOINER	M	125	147	272	160			20		150		
MASON	M	125	147	272	160			20		150		
MECHANIC	M	135	142	277	152			20		150		
PAINTER	M	120	150	270	152			20		150		
STOREMEN	M	100	150	250	144			20		150		
TIMEKEEPER	M	135	142	277	144			20		150		
WELDER	M	135	142	277	152			20		150		
UNSKILLED	M	85	150	235	136			20		150		
UNSKILLED	F	72	135	207	96			20		150		
UNSKILLED	JUV	45	69	114	92			-		56		

(1) THE DATE OF THE COLLECTIVE AGREEMENT IS 6 DEC 1945

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SPECIAL COMPARISON TABLE CIVILIAN LABOUR RATES 1945

APPENDIX "D"

MILAN, GENOA, TURIN ("ZONE I" UNDER THE ITALIAN GOVT AGREEMENT FOR CIVIL INDUSTRY IN NORTHERN ITALY)

PLUS				ITALIAN INDUSTRY RATES					MINUS	
				P - L U S						
C. OF L.	TAKE HOME	BASE PAY (1)	PRESENCE INDEMNITY	WIFE	2 CHILDREN	CARO VITA	EMER BONUS		SOCIAL INS.	TAKE HOME
3420	6020	3500			004		3750			12134
3640	6640	6000			004		3750			10634
3640	7240	6000			004		3750			10634
3640	7240	7500			004		3750			12134
2975	6875	4560			040		4500			9900
3075	6775	4200			040		4500			9630
147	272	160			28		150			338
150	270	152			28		150			330
150	270	168			28		150			346
150	265	152			28		150			330
142	277	160			28		150			330
147	272	160			28		150			330
147	272	160			28		150			330
142	277	160			28		150			330
150	270	152			28		150			330
150	250	144			28		150			322
142	277	144			28		150			322
142	277	152			28		150			330
150	235	136			28		150			314
135	207	96			28		150			254
69	114	92			-		50			140

(1) DATE OF THE COLLECTIVE AGREEMENT IS 6 DEC 1945

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SPECIAL COMPARISON TABLE CIVILIAN LABOUR RATES 1945

PADUA & BOLZANO ("ZONE II" UNDER THE ITALIAN GOVT AGREEMENT FOR CIVIL INDUSTRY IN NORTHERN ITALY)

	ALLIED FORCE BASIC RATE						ITALIAN INDUSTRY RATES			
			PLUS				PLUS			
GRADE	MALE OR FEMALE	BASIC MAX	C. OF L.	TAKE HOME	BASE PAY (1)	PRESENCE INDEMNITY	WIFE	2 CHILDREN	CARD VITA	
ACCOUNTANT	M	5400	1470	6870	7050			864		
BOOK KEEPER	M	5000	1690	6590	5640			864		
CLERK	M	3600	1690	5290	4440			864		
CASHIER	M	3600	1690	5290	5640			864		
COOK (MESS & CLUB)	M	4000	1175	5175	4000			864		
WAITER (MESS & CLUB)	M	3700	1225	4925	7300 (2)			864		
BLACKSMITH	M	125	72	197	143			20		
BRICKLAYER	M	120	75	195	143			20		
CARPENTER	M	120	75	195	143			20		
DRIVER , TRUCK	M	115	75	190	143			20		
ELECTRICIAN	M	135	67	202	150			20		
JOINER	M	125	72	197	143			20		
MASON	M	125	72	197	143			20		
MECHANIC	M	135	67	202	143			20		
PAINTER	M	120	75	195	143			20		
STOREMAN	M	100	75	175	143			20		
TIMEKEEPER	M	135	67	202	159			20		
WELDER	M	135	67	202	150			20		
UNSKILLED	M	05	75	180	124			20		
UNSKILLED	F	72	75	147	07			20		
UNSKILLED	JUV	45	29	74	07			-		

(1) THE DATE OF THE COLLECTIVE AGREEMENT IS 6 DEC 1945

(2) THIS INCLUDES REPRESENTATIVE AVERAGE MONTHLY SUM RECEIVED IN GRATUITIES.

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APPENDIX "C"

SPECIAL COMPARISON TABLE CIVILIAN LABOUR RATES 1945

PADUA & BOLZANO ("ZONE II" UNDER THE ITALIAN GOVT AGREEMENT FOR CIVIL INDUSTRY IN NORTHERN ITALY)

PLUS				ITALIAN INDUSTRY RATES					MINUS	
C. OF L.	TAKE HOME	BASE PAY (1)	PRESENCE INDEMNITY	PLUS WIFE	PLUS 2 CHILDREN	PLUS CARO VITA	PLUS ENER BONUS	PLUS	MINUS SOCIAL INS.	TAKE HOME
1470	6870	7050			804		3750			11604
1690	6590	5640			804		3750			10274
1690	5290	4140			804		3750			8774
1690	5290	5640			804		3750			10274
1175	5175	4000			804		3000			7984
1225	4925	7000 (2)			804		-			8684
72	197	143			20		150			321
75	195	143			20		150			321
75	195	143			20		150			321
75	190	143			20		150			321
67	202	150			20		150			334
72	197	143			20		150			321
72	197	143			20		150			321
67	202	143			20		150			321
75	195	143			20		150			321
75	175	143			20		150			321
67	202	159			20		150			357
67	202	150			20		150			334
75	160	124			20		150			312
75	147	07			20		125			247
28	74	07			-		56			163

(1) AS 6 DEC 1945

(2) MONTHLY SUM RECEIVED IN GRATUITIES.

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APPENDIX 'D'

QUESTIONNAIRE

1. REASON FOR MEETING

(i.e. was there evidence of disparity of rates of wages?)

There was evidence of disparity between rates of wages payable by the Allied Forces and those being paid by civilian industry.

2. Source of information for the Italian Industry Rates as on the attached forms.

Uffici and Camere del Lavoro in No 2 District territory. Confirmed by representative (Adv) HQ Allied Commission.

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

Visits by SLCOs to civilian firms, and a study made of "The Agreement for the Equalisation of Wages in respect of Industrial Workers, Northern Italy", dated 6 Dec 1945.

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

As in minute 23(a) (b) and (c), it was found that Monthly Paid Workers were on a proportionately higher rate of pay than Daily Paid Workers.

5. Is the Award in the form of a Bonus or of an Augmentation of the Basic Rate.

The Award is in the form of a Bonus to be known as the Emergency Bonus in order to distinguish it from the Cost of Living Bonus on a sliding scale.

6. Effective date and area of award.

1 Dec 1945 throughout No 2 District.

(i.e. was there evidence of disparity of rates of wages?)

There was evidence of disparity between rates of wages payable by the Allied Forces and those being paid by civilian industry.

2. Source of information for the Italian Industry Rates as on the attached forms.

Uffici and Camere del Lavoro in No 2 District territory. Confirmed by representative (Adv) HQ Allied Commission.

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

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As in minute 23(a) (b) and (c), it was found that Monthly Paid Workers were on a proportionately higher rate of pay than Daily Paid Workers.

5. Is the Award in the form of a Bonus or of an Augmentation of the Basic Rate.

The Award is in the form of a Bonus to be known as the Emergency Bonus in order to distinguish it from the Cost of Living Bonus on a sliding scale.

6. Effective date and area of award.

1 Dec 1945 throughout No 2 District.

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A.F.H.Q. Ex Comm R

Postal Address:
AFHQ Zone Area Allied Command
C. M. F.
Telephone 6627/5 Rome 347

LRS/2148/1.

19th October 1945

OCT 22 1945

ALLIED FORCE LABOUR & WAGES COMMITTEE

A G E N D A

The first meeting of the Allied Force Labour & Wages Committee will be held at 0930 hours on Friday, 26th October 1945 in the AFHQ (AFHQ) Conference Room, 2nd Floor, 66 Piazza dell' Esedra, Rome, to consider the following Agenda :-

1. To receive the minutes of the thirty-ninth meeting of the Labour & Wages Control Committee held on 26 SEP 45.

2. To receive the minutes of the meeting of the following Local Sub-Committees :-

   (a) XIII Corps Local Sub-Committee - TRIESTE meeting of 21 SEP 45. (Annexure 1)

3. To receive the findings of the Sub-Committee established at the last meeting of the Labour & Wages Control Committee (minute 229 refers) to receive a delegation from the Italian Government on the payment of a Liberation Bonus. (Findings are attached at Annexure 2)

4. To receive a request from HQ 2 District for approval of the following new grades and rates of pay :-

Ski Run Maintainer	300 - 350 daily
Ski Leap Maintainer	350 - 400 "
Ski Instructor	300 - 350 "
Ski Leader (Trenk)	350 - 600 "
Bob run Driver	200 - 250 "
Bob run Brakeman	200 - 250 "
Bob run Maintainer	300 - 250 "
Ice Rink Attendant	300 - 350 "
Ice Rink Sweeper	300 - 350 "
Ice Rink Electrician	400 - 450 "
Ice Rink Instructor	300 - 350 "

See 314

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The first meeting of the Allied Force Labour & Wages Committee will be held at 0930 hours on Friday, 26th October 1945 in the ASIPS (ANZAC) Conference Room, 2nd Floor, 68 Piazza Dell' Esedra, Rome, to consider the following Agenda :-

1. To receive the minutes of the thirty-ninth meeting of the Labour & Wages Control Committee held on 26 SEP 45.

2. To receive the minutes of the meeting of the following Local Sub-Committees :-

   (a) XIII Corps Local Sub-Committee - TODI'EE meeting of 21 SEP 45. (Annexure 1)

3. To receive the findings of the Sub-Committee established at the last meeting of the Labour & Wages Control Committee (minute 229 refers) to receive a delegation from the Italian Government on the payment of a Liberation Bonus. (Findings are attached at Annexure 2)

4. To receive a request from HQ 2 District for approval of the following new grades and rates of pay :-

Ski Run Maintainer	300 - 350 daily
Ski Loop Maintainer	350 - 400 "
Ski Instructor	300 - 350 "
Ski Loader (Truck)	250 - 600 "
Bob run Driver	200 - 250 "
Bob run Brakeman	200 - 250 "
Bob run Maintainer	200 - 250 "
Ice Rink Attendant	300 - 350 "
Ice Rink Sweeper	300 - 350 "
Ice Rink Electrician	400 - 450 "
Ice Rink Instructor	300 - 350 "

All the above are full rates and include cost of living bonus.

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5. Any other business.

6. To set a date for the next meeting.

21 OCT 1945

S.J.B. LOUDEN, Major, RAOMC,
Secretary,
ALLIED FORCE LABOUR & WAGES COMMITTEE.

NJBL/gs.

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77	SNO, Eastern Sicily
78	MWEB
79	WSA
80	Chief Commissioner, AUCM
81	HQ, AUCM

	)(Malta), GHQ, CMF
22	)(AE), GHQ, CMF
23	DW, GHQ, CMF
24	Ord, GHQ, CMF
25	MEME, GHQ, CMF
26	S & T, GHQ, CMF
27/28	Labour, GHQ, CMF
29	Pa, GHQ, CMF
30	D.P.I.C., GHQ, CMF
31	a.D.C. Air HQ, R...F., ITALY
32/35	AAFSC/MTO
36	a/Pa, Air HQ, RAF, ITALY
37/38	HQ 214 Group RAF
39/43	HQ, XIII Corps (Includes copy for Local Sub-Committee)
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43/44	CG, PBS (Includes one copy for Local Sub-Committee)
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ANNEXURE 1.

Hqar HQ XIII Corps, CMF.

Date:- 21 September 1945

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ALLIED POLITICAL, ECONOMIC (ITALIAN) BOARD

LABOUR AND WAGES CONTROL COMMITTEE

XIII CORPS LOCAL SUB COMMITTEE

1. The Second Meeting of the XIII Corps Local Sub Committee of the Labour & Wages Control Committee was held at Hqar HQ XIII Corps on 21 Sept 45.

2. PRESENT

CHAIRMAN: Lieut.Col. F. [illegible] WADE - A.D.L. XIII Corps

REPRESENTATIVES OF :

M.G.I.C. Trieste	Lt.Cdr.	HARPER SMITH	R.
A.M.G. Udine Province	Capt.	GLYNN HALL	W.
201 Sub Area	Major	[illegible]ZERVARI	J.
Q Branch XIII Corps	Major	FITZGERALD	S.A.R.
Q (Mov) XIII Corps	Major	WILSON	D.U.R.
RE(Wks) XIII Corps	Lt.Col.	[illegible]ENETT	H.M.
SOT XIII Corps	Major	[illegible]ENDER	J.C.
2901 Civil Lab Unit	Major	[illegible]NGERT	D.G.H.
2920 Civil Lab Unit	Major	MITCHELL	W.D.

IN ATTENDANCE A.D. (Wks) XIII Corps Major CAMERON W.R.

SECRETARY : Major I.M. [illegible]STAFFORD - [illegible].D.L. XIII Corps

3. APPOINTMENT OF CHAIRMAN AND SECRETARY

It was agreed that permanent Chairman and Secretary of XIII Corps Local Sub-Committee should be A.D.L. and D.A.D.L. respectively.

4. MINUTES OF THE FIRST MEETING

The Minutes of the first meeting, held on 26 July 45, were approved.

5. MATTERS ARISING OUT OF MINUTES OF THE FIRST MEETING

For the benefit of newly joined members, the Chairman amplified the implementation of Minutes 7, 8 and 9 of the first meeting.

6. COST OF LIVING INDEX

Appendix 'A' to these minutes was considered, and it was agreed that the differential above between Allied Force Wage and those of Italian Industry, plus [illegible]

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CHAIRMAN Lieut.Col. F. [illegible] WADE A.D.L. XIII Corps

REPRESENTATIVES OF :

M.G.I.C. Trieste	Cpt./Mr.	HARDEN SMITH	D.
A.M.G. Udine Province	Capt.	GLYNN HALL	W.
201 Sub Area	Major	SERVARD	J.
Q Branch XIII Corps	Major	FITZGERALD	B.A.E.
Q (Mov) XIII Corps	Major	WILSON	D.C.E.
RE(Wks) XIII Corps	Lt.Col.	JENNER	H.K.
GAT XIII Corps	Major	TENNANT	J.O.
2901 Civil Lab Unit	Major	DOCKET	D.C.E.
2920 Civil Lab Unit	Major	MITCHELL	J.D.

IN ATTENDANCE R.E. (Wks) XIII Corps Major CAMERON W.H.

SECRETARY : Major I.M. PARASCHAKIS - A.A.D.L. XIII Corps

5. APPOINTMENT OF CHAIRMAN AND SECRETARY

It was agreed that permanent Chairman and Secretary of XIII Corps Local Sub-Committee should be A.D.L. and D.A.D.L. respectively.

4. MINUTES OF THE FIRST MEETING

The Minutes of the first meeting, held on 26 July 45, were approved.

5. MATTERS ARISING OUT OF MINUTES OF THE FIRST MEETING

For the benefit of newly joined members, the Chairman amplified the implementation of Minutes 7, 8 and 9 of the first meeting.

6. COST OF LIVING BONUS

Appendix 'A' to these minutes was examined, and it was agreed that the differential shown between Allied Force Wages and those of Civilian Industry, plus representations which have been made by all classes of workers, call for an increase in pay in the form of a Cost of Living Bonus.

It was agreed that this Sub Committee should strictly minimum requirements by the award of an overall Cost of Living Bonus, under authority AFHQ Admin. Memo No. 25 of 18 Apr 45, applicable throughout XIII Corps w.e.f. 1 Oct 45, as follows :-

DAILY PAID WORKERS

MALES . . . . . Lire 75 per day
FEMALES . . . . . Lire 40 per day
JUVENILES . . . . . Lire 40 per day

MONTHLY PAID WORKERS

MALES . . . . . Lire 650 per month
FEMALES . . . . . Lire 520 per month
JUVENILES . . . . . Lire 260 per month

See also appendix 'B' attached.

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...../Cont'd 2

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7. EXTRA FOOD FOR CIVILIAN EMPLOYEES OF THE ALLIED FORCES

This Sub Committee views with concern that A.M.G. XIII Corps and A.M.G.Region XII did not, in response to H. XIII Corps signal G1253 of 17 Sept 45, send representatives competent to discuss the projected discontinuance of Supplementary Rations and the substitution of a Midshift Meal.

The Chairman explained that a Heavy Workers' Supplementary Ration, arranged between 15th Army HQ and A.M.G., was in issue throughout XIII Corps Command to All Civilian Employees of the Allied Forces.
Workers in TRIESTE ONLY receive, in addition, a Midshift Meal.

In view of Draft AFHQ Admin. Memo, attached to Agenda of Labour & Wages Control Committee meeting to be held on 26 Sept 45, which will have the effect of cancelling Admin. Memo No. 30 and thereby instituting a Midshift Meal with entitlement to additional Civilian Rations for heavy workers only, the position in XIII Corps requires immediate adjustment.

The absence of an authoritative A.M.G. spokesman made it impossible for this meeting to make recommendations to H. XIII Corps as to the procedure to be adopted to comply with the new Admin. Memo on 1 Oct 45.

'Q' Branch, XIII Corps, undertook to write to A.M.G. requesting immediate clarification of their position regarding policy in VENEZIA GIULIA and VENEZIA REGION and a declaration of their supply position. The letter would also state that if, as a result of no decision being possible at this meeting, it was found impossible to comply with the new Admin Memo in XIII Corps on 1 Oct 45, A.M.G. would be requested to continue the present system until the supply position is assured and final arrangements are made, in order to prevent any hiatus and minimise the possibilities of labour disturbances.

8. WAGES OF MESS GRADES

It was agreed that the Labour & Wages Control Committee be requested to examine wages received by Mess Staffs after Reduction of Lire 900 per month for rations. Such employees are penalised a second time by the Lower Cost of Living Bonus, and the net cash payment to lower grade employees in these categories is less than the unemployment benefit now received by an unemployed man with wife and two children :

ALLIED FORCE SCALE

Cook (Lire 2700 per month, basic)	Lire 90 per day
" (Lire 1525 per month, $\frac{1}{2}$ of L)	Lire 51 per day
	Lire 141 per day
Deduct Rations	30 per day
	Lire 108 per day

UNEMPLOYED MALE

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

meeting to be held on 26 Sept 45, which will have the effect of cancelling Admin Memo No. 30 and thereby instituting a Midshift Meal with entitlement to additional Civilian Rations for heavy workers only, the position in XIII Corps requires immediate adjustment.

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AIRFIELD FORCE SCALE

Cook (Lire 2700 per month, basic)	Lire 90 per day	
" (Lire 1825 per month, C of L)	Lire 44 per day	
	Lire 134 per day	
Deduct rations	30 per day	
	Lire 104 per day	

UNEMPLOYED MALE
(WIFE and TWO CHILDREN)

UNEMPLOYMENT BENEFIT Lire 120 per day

It is becoming impossible in this Command to engage Cooks at the minimum rate under para 4 (d) (1) of AFHQ Admin Memo No. 34 and it is recommended that minimum basic rates be raised.

9. 'Z' CRAFT - VENICE

Crews of 'Z' Craft in VENICE harbour are paid at 'HARBOUR CRAFT' rates under Appendix 'E' to Admin Memo 34. They will shortly be required to go to sea on ferry duties to Southern Italy.

Naval representative confirmed that the type of work to be carried out would be comparable with that at present being done by Schooners.

...../Sheet 3

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9. (Contd)

It was agreed that, while in port, 'A' Craft crews should continue to be paid at Harbour Craft Rates and for all days at sea they should be paid at Sea-Going Rates (Schooners) under Appendix 'E' to Admin Memo 30.

10. RATES OF PAY - TRADESMEN

C.R.E.(SOME I, XIII Corps) stated that he was unable to obtain better class tradesmen for the reason that additions of Cost of Living Bonuses have reduced the proportionate differential between the Take-Home wages of Unskilled and Skilled workers to such a small margin that highly skilled workers are not attracted by Allied Force Rates and obtain employment at 'Black Market' rates in Civilian Industry or with Contractors.

It was agreed that the Labour & Wages Control Committee be requested to consider the following recommendations :-

(a) Wage Scales should be re-adjusted to produce a minimum difference on gross pay of 30% between Unskilled and Skilled Labour.

(b) That the provisions of para 4 (d) (i) of Admin Memo No.34 be relaxed in order to make it possible to engage highly skilled workers at rates above the minimum as the highly skilled workers which exist in this Command refuse to commence work at Allied Force minimum rates. R.E. Officers are capable of assessing a man's skill within a few hours of commencing work.

(c) Tradesmen supplying their own tools should be paid a bonus of from 10% to 25% on the Basic Wage at the discretion of the Employer and in relation to the quantity and value of the tools supplied.

11. FEMALE RATES - UNSKILLED LABOUR

Certain Units ex Eighth Army are paying 65 Lire whereas the authorised rate is 85 - 15% = Lire 72. It was agreed that Female Unskilled labour should be paid the authorised rate of Lire 72 per day throughout XIII Corps.

12. NEXT MEETING

It was agreed that HQ XIII Corps would call the next meeting of this Sub-Committee when warranted by circumstances.

L.M. PATRICK, Major.
D.A.D.L. Secretary.

/as

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order to make it possible to engage highly skilled workers which exist in this Command [illegible] on the highly skilled workers which exist in this Command [illegible] at Allied Force minimum rates. P.C. Officers are capable of assessing a man's skill within a few hours of commencing work.

(c) Tradesmen supplying their own tools should be paid a bonus of from 10% to 25% on the Basic Wage at the discretion of the Employer and in relation to the quantity and value of the tools supplied.

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I.H. [illegible], Major.
D.A.D.L. Secretary.

/SA

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SPECIAL COMPARISON TABLE : CIVILIAN LABOR RATES

Grade	Male or Female	Allied Force Basic Pay: Basic Pay	Plus C of L.	TAZ Area	BASIC PAY	Plus: Premium Indemnity	3 Dependents	Overtime	Cont. & Gra
UNSKILLED									
TRIESTE	M	85	75	160	76	- -	16.40		1
VENICE		"	"	"	87	- -	16.40		1
VERONA		"	"	"	94	- -	16.40		1
CARPENTER									
TRIESTE	M	120	75	195	96	- -	16.40		
VENICE	"	"	"	"	103	- -	16.40		
VERONA	"	"	"	"	110	- -	16.40		
MECHANIC									
TRIESTE	M	135	67	202	100	- -	16.40		
VENICE	"	"	"	"	106	- -	16.40		
VERONA	"	"	"	"	113	- -	16.40		
ZONE									
TRIESTE	M	4000	1175	5175	2000	- -	492.00		3
VENICE	"	"	"	"	2085	- -	492.00		3
VERONA	"	"	"	"	2160	- -	492.00		3
CLERK, OFFICE									
TRIESTE	M	3600	1650	5250	3000	- -	492.00		2
VENICE	"	"	"	"	3000	- -	492.00		3
VERONA	"	"	"	"	3000	- -	492.00		3
JUN. ADM. ASS.									
TRIESTE	M	5600	1170	6870	-	- -	-		-
VENICE	"	"	"	"					
VERONA	"	"	"	"					

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Appendix 'A'

: CIVILIAN LABOUR RATES

Armed Forces Public Works Plan C of L.	Plan Class HOURS	Plan Class PAY	Plan Premium Indemnity	Plan 3 Dep endents	Travel Rate Car- ria	Contingency & Carriage	Total ins, etc.	Take Home	Difference
75	160	76	- -	16.40		115	3.68	203.72	43.72
"	"	87	- -	16.40		120	4.12	219.28	59.28
"	"	94	- -	16.40		120	4.40	226.00	66.00
75	133	103	- -	16.40		115	4.33	216.07	46.07
"	"	103	- -	16.40		120	4.77	234.83	59.83
"	"	110	- -	16.40		120	5.05	241.55	66.55
67	202	100	- -	16.40		115	4.65	226.75	26.75
"	"	106	- -	16.40		120	4.89	237.91	37.91
"	"	113	- -	16.40		120	5.17	244.25	44.25
1175	5175	2000	- -	492.00		3430	200.00	5742.00	567.00
"	"	2000	- -	492.00		3600	200.00	5892.00	717.00
"	"	2101	- -	492.00		3600	206.00	5986.00	811.00
1650	5290	3000	- -	492.00		2875	273.00	6058.00	790.00
"	"	3000	- -	492.00		3075	272.00	6238.00	990.00
"	"	3000	- -	492.00		3075	270.00	6288.00	995.00
1470	6870	-	- -	-		-	-	8000.00	
"	"							8000.00	1130.00
"	"							8000.00	

Appendix 'B'

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1. Reason for Meeting

(i.e. was there evidence of disparity of rates of wages)

Difficulty in filling vacancies in Mess Grades at W.D. rates and general complaint of disparity between W.D. rates for unskilled labour and local civilian Industry.

2. Source of Information for the Italian industry rates as on attached Form

UFFICIO DEL LAVORO, confirmed by A.M.G. Officers XIII Corps and Region XII.

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

A.M.G. and C.L.I. Interviews with civilian Firms and Employees with scrutiny of agreements.

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

As per paragraph No.6 of these Minutes.

5. Is the award in the form of a Bonus or of an augmentation of the basic pay

Bonus.

6. Effective date and area of Award

1 Oct 45.
whole of XIII Corps.

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difficulty in filling vacancies in Base Centres at W.C. rates and general complaint of disparity between W.C. rates for unskilled labour and local civilian Industry.

2. Source of Information for the Italian industry rates as on attached form

UFFICIO DEL LAVORO, confirmed by A.M.G. Officers XIII Corps and Region XII.

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

A.M.G. and C.L.I. interviews with civilian Firms and Employees with scrutiny of agreements.

4. Increase/Increase and if, give explanation of any variations in proportions of the award as between Sec and Italy

As per paragraph No.6 to above Minutes.

5. Is the award in the form of a Bonus or of an augmentation of the basic day

Bonus.

6. Effective date and area of award

1 Oct 45.
Whole of XIII Corps.

(Sgd)... Major

1869

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ANNEXURE Z-1

Copy No. 81

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ALLIED FORCE HEADQUARTERS
APO

Postal Address :
AFHQ, Rome Area, Allied Command,
CMF
Telephone : ROME 66275

12 October 1943

LABOUR & MANPOWER SUB-COMMITTEE

LIBERATION BONUS FOR WORKERS - ITALY.

1. In accordance with the instruction of the Civil Affairs Control Committee at its meeting held on 26 September 1943 (Annex 229 refers), a meeting of the Sub-Committee was held on Friday, 12 October 1943 at the Ministry of Labour Rome.

Present : -

Chairman

Mr. Davis C. [illegible],
Labour Sub-Commission AFHQ.

Representatives of :-

A.M.G., AFHQ.
C.C., [illegible]A.
Labour, S.H.A.E.F.

Italian Delegation

Representatives of :-

Under Secretary of State to the Italian Government.
Director General of Labour.
Member of Council of the C.G.I.L.

2. Liberation Bonus

The representative of the C.G.I.L. reported to the Sub-Committee that a Liberation Bonus had been paid to workers in Northern Italy as a reward for their services to Italy during the German occupation. The payment had however been extended to Central & Southern Italy to alleviate the difficult economic situation of the workers. A copy of the relevant agreement is attached as Appendix "A". He pointed out that at one time employees of the Allied Forces enjoyed a preferential position in comparison to employees in Italian

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1. In accordance with the instructions of the Labour & Manpower Control Committee at its meeting held on 26 September 1945 (Minute 329 refers), a meeting of the Sub-Committee was held on Friday, 12 October 1945 at the Ministry of Labour Rome.

Present :-

Chairman

Mr. David G. [illegible],
Labour Sub-Commission A.C.C.

Representatives of :-

A.F.H.Q.
G.S.I. M.E.T.O.
Labour, G.H.Q. [illegible]

Italian Delegation

Representatives of :-
Under Secretary of Labour to the Italian Government.
Director General of Labour.
Member for Commission of the C.G.I.L.

2. Liberation Bonus

The representative of the C.G.I.L. reported to the Sub-Committee that a Liberation Bonus had been paid to workers in Northern Italy as a reward for their services to Italy during the German occupation. Its payment had however been extended to Central & Southern Italy to alleviate the difficult economic situation of the workers. A copy of the relevant agreement is attached as Appendix "A". It pointed out that at one time employees of the Allied Forces enjoyed a preferential position in comparison with employees in Italian Industry but that this preference has now been lost and that in respect of both wages and food supplies, employees of the Allied Forces were approximately on a level with employees in civilian industry. The latter however enjoyed certain advantages over those available to employees of the Allied Forces (see Appendix 'B' below) and that the non-payment of a liberation bonus to employees of the Allied Forces placed them at a still further disadvantage in comparison with employees of Italian industry.

1858

The Chairman explained to the Italian delegation that in view of the above report it appeared that the Liberation Bonus had now become a gratuity to allay in part the economic difficulties of the workers and that the military financial structure did not lend itself to a gratuity payment not related to work performed.

The Sub-Committee agreed to recommend to the Labour & Manpower Control Committee that a Liberation Bonus as such be not paid to employees of the Allied Forces on account of

(c) the possible objection from Ministry of Fiscal Matters that;

(b) the inadvisability of authorising gratuitous payments which were not related to work performed.

(c) the administrative difficulty which employing units would experience in establishing the work history of each employee for the six months period prior to August 1st 1943.

3. Comparison of Conditions of Employment.

When the Allied Force Scale Pay Table was originally established on 1 February 1944, consideration had been taken of

(a) paid national holidays.
(b) paid annual holidays.
(c) 13th month payment (Christmas Bonus).
(d) extra pay for work performed during religious festivities.

and the whole thing was made comparatively higher than the pay then in civilian industry. Due to subsequent readjustments to the Allied Force Scale Pays and Bonuses, and the prevailing practice of local collective agreements comparing the "take-home" wage packet of Allied Force employees with that of employees of Italian industry without taking the above into account, the comparative for the above discrepancies between Allied Force and civilian industrial employment had been lost.

According to the attachments of the Italian delegation the present "take-home" wage for Allied employees is approximately equivalent to that of Italian industrial employees. The latter employees however enjoy the following additional benefits :

(a) One month's wages as a Christmas bonus : This is calculated in proportion to the time of employment during the preceding year. For clerical workers the bonus is calculated on the basis of one month's pay and bonuses for twelve months employment and for manual workers on the basis of 200 hours' pay and bonuses for twelve months employment.

(b) Biennial Bonus : This is calculated in proportion to the length of the workers' service. It is not related to any personal qualification of merit

(c) Summer holidays with pay : For office workers up to one month's holiday with pay and for manual workers up to 15 days' holiday with pay is granted. The extent

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3. Comparison of Conditions of Employment.

When the Allied Force Basic Wage Scale was originally established on 1 February 1946, comparisons had been drawn of

(a) Paid National Holidays.
(b) Paid Annual Holidays.
(c) 13th month payment (Christmas Bonus).
(d) Extra pay for work performed during religious festivities.

and the Basic Wage was made comparatively higher than that paid to Locals in civilian industry. Due to subsequent amendments to the Allied Force Basic Wage and Bonuses, and the periodic practice of Local Sub-Committees in comparing the "take-home" wage packet of Allied Force employees with that of employees of Indian Industry without taking the above into account, the comparison for the above discrepancies between Allied Force and civilian is no valid employment has been kept.

According to the statements of the Indian delegation the present "take-home" wage for Allied employees is approximately equivalent to that of Indian industrial employees. The latter employees however enjoy the following additional benefits :

(a) One month's wages as a Christmas bonus :

This is calculated in proportion to the time of employment during the preceding year. For clerical workers the amount is calculated on the basis of one months of actual pay and bonuses for twelve months employment and for skilled workers on the basis of 240 hours' pay and bonuses for twelve months employment.

(b) Ministerial Holidays :

This is calculated in proportion to the length of the workers' service. It is not related to any payment made in lieu of notice.

(c) Annual holidays with pay :

For office workers up to one month's holiday with pay and for manual workers up to 15 days' holiday with pay is granted. The extent of the holiday with pay for the above mentioned is proportion to the length of service.

(d) Pay on National Holidays recognised in Indian Contracts :

The following additional holidays with pay are recommended :

(i) 1 day.
(ii) 2 days.
(iii) 4 days.

Workers employed on these days receive double pay.

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(1) Factory Canteens : Italian workers have the benefit of a factory canteen with meals comprising a fair quantity of pasta and vegetables.

The new payment to Allied Force employees of the Liberation Bonus, which in Central and Southern Italy has been granted solely to assist workers in the present difficult economic conditions, will make their position even more unfavourable in comparison with that of employees in Italian industry.

It would therefore appear advisable that a review should be made of the present level of the "take-home" wages of Allied Force employees.

S.J.B. LOMAS, Major, DAQMG.,
for Secretary.

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S.J.B. LOCKER, Major, RAOMC.,
Secretary.

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Appendix "A"

LIBERATION BONUS

Industry

On 4th August in Rome, between the Confederation of Italian Industry, and the General Confederation of Labour :

HAVING CONSIDERED :

(1) that the General Italian Confederation of Labour, in order to colonize the total liberation of the national territory in an atmosphere of concord and harmony among the different production factories, and having considered the several circumstances in which it is necessary to alleviate, even provisionally, the difficult economic situation of the workers, has asked for the concession of a Liberation Bonus to be paid also in the territories already liberated before the insurrection of the end of April;

(2) that it is the opinion of the above Confederation that such request will not be out of keeping with the recent statement of the Management that a general increase in salaries would not be opportune, and that it was necessary to proceed with the efforts to reach an adjustment between prices and the actual standard of remuneration;

(3) that the General Confederation of Italian Industry has taken note of the above statement;

(4) that the General Confederation of Italian Industry has accepted the expense as per the present agreement with the reservation that the burden will be accepted by public Administration in the necessary calculation of costs for contracts and concessions;

The following has been agreed and will be effective for industrial establishments south of the Gothic Line.

Art 1. AMOUNT OF THE BONUS.

- The workers (office and manual workers) employed in industrial establishments at the date of the present agreement, and who have been working at least for six months, will receive a liberation bonus in the following amounts :

I. - Men and women over 21 years who are entitled to family allowances
Lire 3,000 (three thousand).

II. - Men and women between 18 and twenty-one years entitled to family allowances
Lire 2,500 (two thousand five hundred).

III.- Men and women over 21 years who are not entitled to family allowances
Lire 2,500 (two thousand five hundred).

...ing with the recent statement of the Management that a general increase in salaries would not be opportune, and that it was necessary to proceed with the efforts to reach an adjustment between prices and the actual standard of remuneration;

(3) that the General Confederation of Italian Industry has taken note of the above statement;

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I. - Men and women over 21 years who are entitled to family allowances Lire 3,000 (three thousand).

II. - Men and women between 18 and twenty-one years entitled to family allowances Lire 2,500 (two thousand five hundred).

III.- Men and women over 21 years who are not entitled to family allowances Lire 2,500 (two thousand five hundred).

IV. - Men and women between 18 and 21 years of age who are not entitled to family allowances Lire 2,000 (two thousand).

V. - Men and women from 16 to 18 years 1,500 lire (one thousand five hundred).

VI. - Boys and girls between 14 and 16 years 1,000 lire (one thousand).

1852

The workers temporarily absent for sickness, accidents while at work, vacations maternity, release, suspension not for disciplinary reasons and for less than 6 months will be considered as employed.

Art.2. REDUCTION FOR LOW SENIORITY. - For the workers who at the date of the present agreement have at least two weeks of service, but less than 6 months, the liberation bonus will be paid in the amount of 1/6 for each completed month of service. After the two first weeks, each fraction of a month will be considered as a complete month.

Art. 3. PROVISION FOR PAYMENT BY INSTALLMENTS. - Having considered the financial difficulties in which many establishments find themselves, the payment of the premium may be divided in 3 installments, half of the total amount to be paid before 15th August, one quarter before 15th September, and the remaining quarter before 15th October.

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[illegible] TERMS IN SPECIAL CIRCUMSTANCES. - The liberation bonus will be redu[illegible] for the establishments which are inactive or which are in process reconstruction without having started production.

[illegible] reduction will be made for the establishments which are carrying an extremely reduced activity by means of agreement between the establishment and the [illegible] Commission, or in case of disagreement between the appropriate associations.

[illegible] WORKERS EMPLOYED BY MORE THAN ONE ESTABLISHMENT & PART-TIME WORKERS.

For workers who have worked for more than one employer the responsibility for the payment of the premium will be divided among the employers in proportion to the days normally worked in each establishment.

For part-time workers employed in industrial establishments for less than four hours a day, the bonus will be paid in an amount corresponding to as many eighths as hours of work performed.

ADJUSTMENT. - The funds providing for by the present agreement will [illegible] its total amount whatever payments which in relation to the liberation have already been conceded, even under a different name, except in the case of contingency indemnity specially as such as may be paid by the establishments carrying on public [illegible] services in connection with [illegible] No.369 of 4th June 1945, without any modification to the already existing provisions established by local and [illegible] agreements.

The present agreement will not refer to those regions in which at the time of its [illegible] conclusion special agreements have been made for the same purpose, even with different methods of payment (for example, Florence).

For [illegible] region or establishment in which after 1st June wage agreements have been made giving economic betterment to the worker, the local association will consider [illegible] to what amount the liberation bonus will be reduced.

[illegible] WORKERS UNDER [illegible] - For the workers suspended pending an agreement, the payment of the bonus will be suspended until the result of the [illegible] will be known.

[illegible] TAX DEDUCTIONS & OTHER DEDUCTIONS - Owing to its nature the liberation bonus is exempt from any deduction, insurance or social contribution.

The parties will take steps with the Italian Government to obtain exemption from income tax.

[illegible] EFFECT OF APPLICATION - Special agreements will be made for building [illegible] and artisan and [illegible] owing to their special condition.

As [illegible] Sicily provinces are concerned, the General Confederation of Labour [illegible] not been able to complete the consultation of the interested local associations and therefore they asked for a delay in the final decision.

The [illegible] Italian Confederation of Labour accepted such suspension but [illegible] their intention of extending the present agreement also to the Sicilian territory. The two Confederations have agreed that a further meeting will be held in August to consider the situation of Sicily.

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A.P.O.Q.

LRS/21AN/4.

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

TEL : 66275 ROME

26 October 1945

NOV 1 1945

ALLIED FORCE LABOUR & WAGES COMMITTEE

MINUTES

1. The first meeting of the Allied Force Labour & Wages Committee was held on Friday, 26 October 1945, in the APLRS (AFHQ) Conference Room, ROME.

PRESENT:

Chairman
Mr. W. H. BRAINE, Labour Sub-Commission, AIACM

REPRESENTATIVES OF:

Flag Officer ITALY and LIAISON
A.O.C., AIR HQ, RAF, ITALY
Labour, GHQ, CMF
D.M.R., ITALY
APSC/MTO
C.C., P.B.S.
HQ, 2 District
HQ, 3 District
HQ, P.B.S. (South)
HQ, P.B.S. (East)
C.C., Rome Area Allied Command

31 OCT 1945
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IN ATTENDANCE:

DAQMG, APLRS, AFHQ
F.A., AIR HQ, RAF, ITALY

AND REPRESENTATIVES OF:

F.A., GHQ, CMF
Chief of Section (US), APLRS, AFHQ

PA Comm 1875 1/11

2. ESTABLISHMENT OF THE COMMITTEE:

The Chairman reported to the meeting that the necessary steps had

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PRESENT:

Chairman

Mr. W. H. HEATHE, Labour Sub-Commission, AICOM

REPRESENTATIVES OF:

Flag Officer ITALY and LIAISON
A.O.C., AIR HQ, RAF, ITALY
Labour, CMHQ, CMF
D.M.R., ITALY
AAFSC/PTO
C.G., P.B.S.
HQ, 2 District
HQ, 3 District
HQ, P.B.S. (South)
HQ, P.B.S. (East)
C.G., Rome Area Allied Command



IN ATTENDANCE:

DAQMG, AFLRS, AFHQ
F.A., AIR HQ, RAF, ITALY

AND REPRESENTATIVES OF:

F.A., CMHQ, CMF
Chief of Section (US), AFLRS, AFHQ

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2. ESTABLISHMENT OF THE COMMITTEE:

The Chairman reported to the meeting that the recommendations made at the thirty-ninth meeting of the Labour & Wages Control Committee, (Minute 231 refers) on the continuation of its functions when the Allied Force Local Resources (Italian) Board is dissolved, have been approved by the CAO, AFHQ and the Chief Commissioner, Allied Commission, in their capacity as Joint Chairmen of the Board.

The Allied Force Labour & Wages Committee was therefore duly constituted with chairmanship, membership, terms of reference and procedure as detailed in Minute 231 of the 39th meeting of the Labour & Wages Control Committee.

3. MINUTES OF 39TH MEETING OF THE LABOUR & WAGES CONTROL COMMITTEE:

The minutes of the 39th meeting of the Labour & Wages Control Committee were received.

/Minute 4.....

(CAPT WHITE)

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4. NO. 3 DISTRICT LOCAL SUB-COMMITTEE - RARI:

The representative of HQ 3 District reported to the meeting that there were no special reasons for the divergence of the 3 District Local Sub-Committee - RARI at its meeting on 23 MAY 45 from the general policy of paying female labour less than male labour. (Minute 226 of the minutes of the 39th meeting of the Labour & Wages Control Committee refers).

HQ 3 District representative agreed to take the necessary action to bring future payments to female labour at RARI in line with general policy.

5. 12 AUSA LOCAL SUB-COMMITTEE - TARANTO:

It was reported that a reply to the queries raised by the Labour & Wages Control Committee at its 39th meeting (minute 223 refers) was in course of preparation by HQ 3 District for submission to AFLWS (AFHQ).

6. XIII CORPS LOCAL SUB-COMMITTEE - TRIESTE:

(a) Meeting of 21 September 1945

The increases granted by XIII Corps Local Sub-Committee in the form of a Cost of Living Bonus w.e.f. 1 October 1945 were accepted and recommended to the CRO, AFHQ and the Chief Commissioner, Allied Commission, for approval.

The recommendation in respect of the raising of the minimum rate of the Allied Force Basic Wage Scale was received and is dealt with in minute 7 below.

The recommendations submitted in respect of rates of pay - tradesmen (minute 19) were considered and the Committee decided as follows:-

Recommendation (a) was not approved as the current difference in Italian Industry between the gross pay of skilled and unskilled labour does not, on the figures submitted, support the proposal of a 30% differential. The question of the adjustment of the differential between skilled and unskilled labour is for consideration by the representatives of Italian Industry and any changes would be reflected in Allied Forces's wage scales in accord with the policy of keeping the rates of pay of Allied Force employees in line with those of employees of Italian Industry.

Recommendation (b) was accepted, see minute 7 below.

Recommendation (c) was not approved. It was pointed out that the question of a payment to those workers who supplied their own tools had been previously considered by the Labour & Wages Control Committee on several

5. [redacted] LOCAL SUB-COMMITTEE - [redacted]:

It was reported that a reply to the queries raised by the Labour & Wages Control Committee at its 39th meeting (minute 223 refers) was in course of preparation by HQ 3 District for submission to AFLAS (A.FE).

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The recommendation in respect of the raising of the minimum rate of the Allied Force Basic Wage Scale was received and is dealt with in minute 7 below.

The recommendations submitted in respect of rates of pay - tradesmen (minute 10) were considered and the Committee decided as follows:-

Recommendation (a) was not approved as the current difference in Italian Industry between the gross pay of skilled and unskilled labour does not, on the figures submitted, support the proposal of a 30% differential. The question of the adjustment of the differential between skilled and unskilled labour is for consideration by the representatives of Italian Industry and any changes would be reflected in Allied Force's wage scales in accord with the policy of keeping the rates of pay of Allied Force employees in line with those of employees of Italian Industry.

Recommendation (b) was accepted, see minute 7 below.

Recommendation (c) was not approved. It was pointed out that the question of a payment to those workers who supplied their own tools had been previously considered by the Labour & Wages Control Committee on several occasions. It was agreed that the cost of the hire of tools or equipment should not be included in wage payments but should be dealt with as a separate hiring agreement in view of the difficulty in establishing a procedure which would maintain the policy of uniformity of payment to workers of the Allied Forces.

(b) Meeting of 19 October 1945 (Annexure 1 attached).

The recommendations on the increase of the minimum and maximum rates for skilled grades and Hotel, Mess and Club Employees were received. In view of the Committee's recommendation in minute 7 below it was decided to request the Local Sub-Committee to reconsider its recommended increases and to take such action as was deemed necessary in accordance with AFHQ Administrative Memorandum No 25, 1945 if, after further study, it was discovered that Allied Force Mess-Hall wages in XIII Corps were not comparable with those of civilian industry. If the Local Sub-Committee decides to recommend an increase throughout the scale for Hotel, Mess and Club Employees the Committee requires further comparison rates than the two submitted, namely Cooks and Waiters.

/Minute 7.....

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7. PAY ON ENGAGEMENT:

The Committee considered the situation which had arisen in respect of the pay on engagement of Allied Force employees. The present regulations stipulate that all labour will be engaged at or below the minimum rate of pay and will be paid at this rate for at least seven days. This stipulation was originally instituted to avoid competition between employing agencies of the Allied Forces when large quantities of labour were being engaged. Since the institution of the regulation the Allied Forces had developed a system for the engagement of civilian personnel which overcame the danger of competition. The Committee therefore considered that this regulation should be abolished as it was proving a bar to obtaining suitable employees for the Allied Forces on account of the low commencing rates of wages.

The Committee consequently recommended to the CAO, AFHQ and to the Chief Commissioner, Allied Commission, that paragraph 4 (d) (i) of AFHQ Administrative Memorandum No 34, 1945, be amended to permit of labour being trade-tested on engagement and thereafter receive a rate of pay commensurate with their skill and ability below or within the wages set out in Appendices "A", "B", "C", "D", "E", "F" and "G" to AFHQ Administrative Memorandum No 34 of 1945.

8. LIBERATION BONUS SUB-COMMITTEE:

The minutes of the meeting of the Liberation Bonus Sub-Committee meeting held on 26 SEPT 1945 were received.

The Committee accepted the Sub-Committee's recommendation on the non-payment of a Liberation Bonus, as such, to employees of the Allied Forces.

The statements made by the Italian delegation to the above mentioned Sub-Committee in respect of the additional benefits enjoyed by employees of the Italian industry in comparison with Allied Force employees were noted by the Committee. It was decided that the Italian Government should be invited to study these additional benefits and to advise the Committee of the steps which it considered desirable to overcome the present apparent disparity. A Sub-Committee consisting of representatives of :-

A.F.L.R.S., A.F.H.Q.
Labour, GHQ, C.M.F.
C.C., MTOUSA
HQ, AICC.

was set up to :-

(a) receive and to study such advice given by the Italian Government, and to submit its recommendations to the Committee;

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A.F.L.R.S., A.F.H.Q.
Labour, SHQ, C.M.F.
C.G., MTOUSA
HQ, ALCOM.

was set up to :-

(a) receive and to study such advice given by the Italian Government, and to submit its recommendations to the Committee;

(b) study and to recommend to the Committee what action, if any, should be taken by the Allied Forces in respect to a Christmas Bonus payment to Allied Force employees for Christmas 1945.

1874.

9. CORTINA REST CENTRE:

A request was received from HQ No 2 District for the establishment of certain new rates of pay in respect of civilian personnel employed at the Cortina Rest Centre in connection with winter sports.

The Committee, on the understanding that such personnel are not paid from Public Funds, expressed no objection to the proposed rates. The attention of the operating authorities was however invited to the instability of the present civilian wage structure in Northern Italy and the advisability of employing such specialist personnel as a group on a contractual basis through the appropriate Associations. The rates submitted would provide a basis of calculation for such a contract.

/Minute 10.....

10. LOCAL SUB-COMMITTEES:

The Committee, at the request of AFLRS, AFHQ, considered the advisability of continuing the existence of Local Sub-Committees in the event of the activities of the Allied Force Labour & Wages Committee being terminated.

It was unanimously agreed that considerable advantages had accrued from the decentralization of authority for effecting variations at short notice in the "take-home" wages of Allied Force employees and that a reversion to the former practice of centralization was to be deprecated. It was strongly recommended that decentralization be continued and that, in the event of authority being delegated in future through command channels, the principle of Local Committees meeting to study and discuss difficulties, thus permitting members to consider jointly local labour problems, be maintained.

11. NEXT MEETING:

The next meeting of the Committee will be held at 0930 hours on Wednesday 21st November 1945.

S.J.E. LOUDEN, Major, DAQMG,
Secretary.
ALLIED FORCE LABOUR & WAGES COMMITTEE.

SJEL/gn.

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74 COMNOB, NAPLES
75 NOIC, NAPLES
76 NOIC, TRIESTE
77 SNO, Eastern Sicily
78 MWTB
79 WSA
80 Chief Commissioner, HQ, AIOCC
81 HQ, AIOCC
82 Vice-President, Economic Section, HQ AIOCC
83/88 Economic Section, HQ AIOCC
89 Finance Sub-Commission, HQ AIOCC
90/91 Labour Sub-Commission, HQ AIOCC
92 MWTB & Shipping Sub-Commission
93 DEP, UDF, CMF
94 No 8 Command Pay Office
95 Chairman, Allied Force Labour & Wages Committee.
96/98 War Diary
99 File
100/130 Spares.

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

Postal Address:-
AFLRS, Rome Area Allied
Command, CMF.

Tel: ROME 66275

LRS/21/M/5

31 OCT 45

NOV 1 1945

ALLIED FORCE LABOUR & WAGES COMMITTEE. 347

Reference this office LRS/21/M/4, dated 26 OCT 45.

Annexure I was inadvertently omitted and is forwarded herewith.

S.J.P. LOUDEN, Major, DAOMC,
Secretary,
Allied Force Labour & Wages Committee.

WGM

DISTRIBUTION

As for Minutes

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(CAPT WHITE)

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ANNEXURE 1

303

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ALLIED FORCE HQ, REGIONAL SECTION

LABOUR AND WAGES CONTROL SUB-COMMITTEE

XIII CORPS ZONE SUB COMMITTEE.

1. The THIRD meeting of the XIII Corps Zone Sub Committee of Labour and Wages Control Committee was held at Hqr XIII Corps on 19 Oct 45.

2. PRESENT

CHAIRMAN - Major J.D. MITCHELL - SAO 2020 (Civil Labour Unit

REPRESENTATIVES (5)

H.Q.I.C. TROOPS - Maj-Gen. LAMPEN C.B.
A.H.Q. XIII CORPS - Capt. MOSTERT
"G" HQ XIII CORPS - Major J. FRASER
"A" HQ XIII CORPS - Major A.A. TELLER
HQ(TA) CMA XIII CORPS - Lt.Col.
290 CIV LAB BTN - Major P.C.

IN ATTENDANCE

86 (WC) DIVISION - Lieut.Col. ALLEN
(ASSISTANT
1st Mont.
- Capt.
- Capt.
HQ(TA) CMA XIII CORPS - Capt.
OUR OWN XIII CORPS - Capt.

SECRETARY

Major W.F.B. WOOD

3. ATTENDANCE OF CIVILIAN AND LABOUR

In the absence of the A.D.L. and D.A.L. XIII Corps (who

LABOUR AND WAGES CONTROL COMMITTEE.

XIII CORPS LOCAL SUB COMMITTEE.

1. The THIRD meeting of the XIII Corps Local Sub Committee of the Labour and Wages Control Committee was held at Rear HQ XIII Corps on 19 Oct 45.

2. PRESENT

CHAIRMAN — Major J.D. MITCHELL - 2100 2920 Civil Labour Unit

REPRESENTATIVES OF

M.O.L.C. CALCUTTA — Lieut -Cdr. JARVIS-SMITH R.
A.M.S. XIII CORPS — Capt. [illegible]
DDA REAR XIII CORPS — Major A.A.M. FITZGERALD
SO(Wks) REAR XIII CORPS — Lt.Col. [illegible]
2904 CIV LAB UNIT — Major R.P.N. [illegible]

IN ATTENDANCE

36 (WI) DIVISION — Lieut.Col. JACKS I. [illegible]
1st Lieut. [illegible]
A.C. 36 ARMY — Capt. [illegible]
SO(Wks) REAR XIII CORPS - Capt. [illegible]
DDA REAR XIII CORPS - Capt R.C. WILLIS

SECRETARY — Major F.W.P. THORP

3. APPOINTMENT OF CHAIRMAN AND SECRETARY

In the absence of the A.D.L. and D.A.D.L. XIII Corps Major J.D. MITCHELL and Major F.W.P. THORP were appointed Chairman and Secretary respectively.

4. MINUTES OF THE SECOND MEETING

The Minutes of the SECOND meeting, held on the 21st SEPT 1879 were approved.

5. MATTERS ARISING OUT OF THE MINUTES OF THE SECOND MEETING

The Chairman stated that, as a result of the publication of C.L.C. 175/45 the additional Cost of Living Parah mentioned at the SECOND meeting had been implemented. The procedure for the issue of rations and Mid-Shift meals in conformity with A.F.W.S. Admin Memo No.43/45 was in process of implementation throughout the Corps area.

..../A.A.M.S. XIII Corps.....

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D.A.Q.M.G. XIII Corps stated that the issue of full scale rations to civilian employees was being very strictly limited, in accordance with the instructions of the A.F.H.Q. Admin Memo.

The question of rations for Govt. employed roadworkers was raised by S.O.S.E. (1) and it was decided that he would investigate the position and report at the next meeting.

6. MATTERS ARISING OUT OF THE THIRTY-SIXTH MEETING OF THE LABOUR AND WAGES CONTROL COMMITTEE (A.F.L.W.S.)

The Chairman stated that the minutes of the SECOND meeting of the XIII Corps Sub Committee would be considered by the Labour and Wages Control Committee (A.F.L.W.S.) on the 26 Oct, when the reconstituted Committee hold its FIRST Meeting.

7. RATES OF PAY - TRADESMEN

Appendix 'A' to these minutes was examined.

It was pointed out that the differentials shown for skilled grades were the minimum, which, in many cases were exceeded, and that in addition many skilled tradesmen received food free of charge from their civilian employers.

The resultant favourable position of civilian employed skilled workers had an adverse effect upon recruiting and Civil Labour Units were unable to satisfy the demands of employing services in respect of certain important grades.

It was also stated that the increases in the Cost of Living Bonus had so reduced the proportionate differential between the rates for skilled and unskilled grades that there was little inducement to obtain employment as skilled workers at Allied Force Rates.

It was agreed that an adjustment of the Wage Scales was desirable.

The Sub-Committee accordingly recommended:

(a) That the minimum and maximum rates quoted in Appendix 'D' to 'Regulations for the Employment of Civilian Labour (Italy, Sicily and Sardinia) 1943' be increased by 25 Lire for all skilled grades with the exception of female grades and Artisan's Mate (Sulpar).

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and report at the next meeting.

6. MATTERS ARISING OUT OF THE TWENTY-FIFTH MEETING OF THE LABOUR AND WAGES CONTROL COMMITTEE (A.F.L.W.S.)

The Chairman stated that the minutes of the SECOND meeting of the XXII Corps Sub Committee would be considered by the Labour and Wages Control Committee (A.F.L.W.S.) on the 26 Oct, when the reconstituted Committee held its FIRST Meeting.

7. RATES OF PAY - CIVILIAN

Appendix 'A' to these Minutes was examined.

It was pointed out that the differentials shown for skilled grades were the minimum, which, in many cases were exceeded, and that in addition many skilled tradesmen received food free of charge from their civilian employers.

The resultant favourable position of civilian employed skilled workers had an adverse effect upon recruiting and Civil Labour Units were unable to satisfy the demands of employing services in respect of certain important grades.

It was also stated that the increases in the Cost of Living Bonus had so reduced the proportionate differential between the rates for skilled and unskilled grades that there was little inducement to obtain employment as skilled workers at Allied Force Units.

It was agreed that an adjustment of the Wage Scales was desirable.

The Sub-Committee accordingly recommended:

(a) That the minimum and maximum rates quoted in Appendix 'D' to 'Regulations for the Employment of Civilian Labour (Italy, Sicily and Sardinia) 1943' be increased by 25 Lire for all skilled grades with the exception of female grades and Artisan's Mate (Helper).

(b) That the above increases be effective from 1 NOV 1945 subject to the prior approval of the Labour and Wages Control Committee (A.F.L.W.S.).

See also Appendix 'B' attached.

8. RATES OF PAY - HOTEL, MESS AND CLUB EMPLOYEES

The Sub-Committee then proceeded to examine the case of Hotel, Mess and Club grades (See Appendix 'A').

It was stated that difficulty was being experienced in supplying suitable employees in such grades at the present W.D. commencing rates, compared with recognised civilian rates, despite the attraction of an Army ration which is of more value than the 900 Lire per month which is deducted.

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It was agreed that it was preferable to increase these rates rather than to award a further Cost of Living Bonus.

The Sub-Committee accordingly recommended:

(a) That the minimum and maximum rates for all Mess, Club and Hotel grades shown in Appendices 'B' and 'C' to Regulations for the Employment of Civilian Labour (Italy, Sicily and Sardinia) 1945' be increased by 30 .

(b) That the above increases be effective from 1 NOV 1945 subject to the prior approval of the Labour and Wages Control Committee (A.F.H.Q.).

See also Appendix 'B' attached.

NOTES:

(1) A percentage increase is recommended to maintain the existing balance between grades.

(2) Only a small number of Hotels are affected, the majority of which are controlled by the U.S. Military Authorities.

(3) The proposed amended Basic Rates are shown in Appendices 'C' and 'D'.

9. RATES OF PAY - ADMINISTRATIVE GRADES

A.M.G. XIII Corps representative stressed the differences which existed between Civil and Allied Force Rates for Administrative Grades.

It was decided that all available information should be laid before the next meeting, when the position would be examined.

10. NEXT MEETING

It was agreed that M.G. XIII Corps would call the next meeting of this Sub Committee when warranted by circumstances.

P.W. TROUP

Natal grades shown in Appendices 'B' and 'C' to Regulations for the Employment of Civilian Labour (Italy, Sicily and Sardinia) 1945' be increased by 10%.

(b) That the above increases be effective from 1 NOV 1945 subject to the prior approval of the Labour and Wages Control Committee (A.F.L.H.Q.).

See also Appendix 'D' attached.

NOTES:

(1) A percentage increase is recommended to maintain the existing balance between grades.

(2) Only a small number of Hotels are affected, the majority of which are controlled by the U.S. Military Authorities.

(3) The proposed revised Basic Rates are shown in Appendices 'C' and 'D'.

9. RATES OF PAY - ADMINISTRATIVE GRADES

A.M.G. XIII Corps representative stressed the differences which existed between Civil and Allied Force Rates for Administrative Grades.

It was decided that all available information should be laid before the next meeting, when the position would be examined.

10. NEXT MEETING

It was agreed that H.Q. XIII Corps would call the next meeting of this Sub Committee when warranted by circumstances.

P.W. TYDEMAN
Major,
D.A.D.L.
Secretary

1869

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

SPECIAL COMPARISON

Grade	Male or Female.	Allied Forces Basic Rate: Basic	Plus C of L	TOTAL BASE.	BASE Pct.	PLUS: Presence Indemnity	5 Dependents.	Cost-of-Living Index: Carnivia.	Cont
VENICE									
Blacksmith	Male	90-125	100-97	190-222	76	Included in Base Pay	28	30	
Carpenter	"	90-120	100-100	190-220	76		28	30	
Fitter M.T.	"	100-135	100- 92	200-227	76		28	30	
Turner	"	90-135	100- 92	190-227	76		28	30	
Welder,etc	"	95-135	100- 92	190-227	76		28	30	
TRIESTE X									
Bricklayer	"	90-120	100-100	190-220	120	Nothing Official-ly.	16.4	-	
Carpenter	"	90-120	100-100	190-220	120		16.4	-	
Fitter M.T.etc.	"	100-135	100- 92	200-227	120		16.4	-	
VENICE									
Cook	"	2700-4000 (Less 900)		1975-1825			3775-4925		
Waiter	"	2700-3700 (Less 900)		1975-1925			3775-4725		
TRIESTE									
Cook	"	2700-4000 (Less 900)		1975-1825			3775-4925		
Waiter	"	2700-3700 (Less 900)		1975-1825			3775-4725		

Hotel workers are paid a small wage plus a percentage of service charges. Commercial Worker's Union and the ... of Hotel Proprietors state that ... Cook and Waiter earns 6500 Lire per ... (Less 200 Lire Social Insurance ... per month)

Free meals and accommodation are p...

X Italian rates are those recognised as paid by civilian firms in TRIESTE. In practice civilia...

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Allied Forces Basic Rate: Basic	Plus C of L	TAKE HOME.	BASE PAY.	PLUS: Presence Indemnity	3 Dependents.	Overseas.	Contingency	MINUS: Social Insurance	TAX	DIFFERENCE
90-125	100-97	190-222	76	Included In Base Pay	28	30	120	3	251	-29
90-120	100-100	190-220	76		28	30	120	3	251	-31
100-135	100- 92	200-227	76		28	30	120	3	251	-24
90-135	100- 92	190-227	76		28	30	120	3	251	-24
90-135	100- 92	190-227	76		28	30	120	3	251	-24
90-120	100-100	190-220	120	Nothing Official.	16.4	-	115	5.4	246	-26
90-120	100-100	190-220	120		16.4	-	115	5.4	246	-26
100-135	100- 92	200-227	120		16.4	-	115	5.4	246	-21

2700-4000 (Less 900)	1975-1825	3775-4925	Hotel workers are paid a small nominal wage, plus a percentage of service charges. The Commercial Worker's Union and the Association of Hotel Proprietors state that an average Cook and Waiter earns 6500 Lire per month (Less 200 Lire Social Insurance = 6300 Lire per month)	6300	-1575
2700-3700 (Less 900)	1975-1925	3775-4725		6300	-1575
2700-4000 (Less 900)	1975-1825	3775-4925	Free meals and accommodation are provided.	6300	-1575
2700-3700 (Less 900)	1975-1825	3775-4725		6300	-1575

Recommend as paid by civilian firms in THEATER. In practice civilian firms, as elsewhere, pay here.

1948

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Appendix 'B'

QUESTIONAIRE.

1. Reason for meeting.
(i.e. Was there evidence of disparity of rates of wages)

Difficulty in recruiting Mess Grades and Skilled Grades at existing W.D. rates compared with Civilian Rates.

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

UFFICIO DEL LAVORO, confirmed by A.M.G. Officers XIII Corps and Region XII.

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

A.M.G. and C.L.U. interviews with civilian firms and employees with examination of wage agreements.

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

As in paras 7 and 8 of these Minutes

5. Is the award in the form of a bonus or of an augmentation of the Basic Rate.

Augmentation of the Basic Rate.

6. Effective date and area of award.

1 NOVEMBER 1945. Whole of XIII Corps.

- :::::::::: -

Antos.

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

UFFICIO DEL LAVORO, confirmed by A.M.G. Officers XIII Corps and Region XII.

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

A.M.G. and C.L.U. interviews with civilian firms and employees with examination of wage agreements.

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

As in paras 7 and 8 of these Minutes

5. Is the award in the form of a bonus or of an augmentation of the Basic Rate.

Augmentation of the Basic Rate.

6. Effective date and area of award.

1 NOVEMBER 1945. Whole of XIII Corps.

- ::::::::::: -

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

Appendix 'J'

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PROPOSED BASIC WAGE SCALES
MESS AND CLUB GRADES
(Monthly Rates)

GRADE	Lire Monthly Min	Max
Assistant Cook	3250	3640
Assistant Manager	3900	6630
Assistant Waiter	3250	3640
Barman	4550	5850
Cashier	3250	4680
Cook	3640	5200
Dish Washer	3250	3640
Handyman	3250	3640
Head Cook	3770	7150
Head Waiter	3900	6500
Housekeeper (Female)	3120	4420
Laundry Hand (Male)	3510	4550
Linen Keeper Linen hand (Female)	2730	4420
Manager	5070	8450
Orderly (British Mess)	3250	3900
Waiter	3510	4810
Waitress	2066	4030
Juveniles (Male and Female under 18 years of age) all grades	-	1950

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Assistant Cook	3250	6500
Assistant Manager	3900	3640
Assistant Waiter	3250	5850
Barman	4550	4680
Cashier	3250	5200
Cook	3510	3640
Dish Washer	3250	3640
Handyman	3250	7150
Head Cook	3770	6500
Head Waiter	3900	4420
House Keeper (Female)	3120	4550
Laundry Hand (Male)	3510	4420
Linen Keeper Linen hand (Female)	2730	5460
Manager	5070	3900
Orderly (British Mess)	3250	4810
Waiter	3510	4030
Waitress	2860	
Juveniles (Male and Female under 18 years of age) all grades	-	1950

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Appendix 'D'

PROPOSED BASIC WAGE SCALE
HOTEL GRADES
(Monthly Rates)

344

GRADES	LINE MONTHLY Min	Max
Manager	5070	9620
Assistant Manager, Head Receptionist or Personal Controller	4550	7670
Chief Cashier	3250	5720
Book-keeper	2600	5200
Hall Porter	3900	7670
Porter	3250	4290
Hotel Watchman	3510	5070
Telephone Operator (English Speaking) (Male or Female)	2730	4660
Telephone Operator (Non English Speaking) (Male or Female)	2145	3250
Elevator Operator	3250	3640
Bell Boy	3250	3640
Bell Boy (under 18 years of age)		1950
Handyman	3250	4290
Head Waiter	4420	8450
Waiter, Second Head	4420	7150
Waiter	3510	5720
Waitress	2860	4030
Assistant Waiter	3250	3640
Butcher	4550	5850
Head Cook or Chef	3770	9100
Chef, Second	3770	7800
Cook	3510	5720
Assistant Cook	3250	3640
Pot or Utensil Washer	3250	3900
Dish Washer	3250	3640
Storeman, Pantryman	3250	4680
Still Room Hand	3250	3900
Housekeeper (Female)	3120	4420
Linen Keeper, Linen Hand (Female)	2730	4420
Chambermaid	2730	3900
Laundry Hand (Male)	3510	4030
Laundry Hand (Female) or Ironing Women	2730	3770
Hotel Plumber	3120	4095
Hotel Electrician	3315	4680
Hotel Painter	3315	4095
Hotel Boilerman	3120	4095
Hotel Mason	3120	4290
Hotel Carpenter	3120	4095

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

Manager, Head Receptionist or Personal Controller	4550	7670
Chief Cashier	3250	5720
Book-Keeper	2600	5200
Hall Porter	3900	7670
Porter	3250	4290
Hotel Watchman	3510	5070
Telephone Operator (English Speaking) (Male or Female)	2730	4680
Telephone Operator (Non English Speaking) (Male or Female)	2145	3250
Elevator Operator	3250	3640
Bell Boy	3250	3640
Bell Boy (under 18 years of age)		1950
Handyman	3250	4290
Head Waiter	4420	5850
Waiter, Second Hand	4420	7150
Waiter	3510	5720
Waitress	2860	4030
Assistant Waiter	3250	3640
Barman	4550	5850
Head Cook or Chef	3770	5100
Chef, Second	3770	7800
Cook	3510	5720
Assistant Cook	3250	3640
Pot or Utensil Washer	3250	3900
Dish Washer	3250	3640
Storeman, Pantryman	3250	4680
Still Room Hand	3250	3900
Housekeeper (Female)	3120	4420
Linen Keeper, Linen Hand (Female)	2730	4420
Chambermaid	2730	3900
Laundry Hand (Male)	3510	4550
Laundry Hand (Female) or Ironing Woman	2730	3770
Hotel Plumber	3120	4095
Hotel Electrician	3315	4680
Hotel Painter	3315	4095
Hotel Boilerman	3120	4095
Hotel Mason	3120	4290
Hotel Carpenter	3120	4095
Juveniles (Male and Female under 18 years of age) all grades		1950 1865

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HEADQUARTERS ALLIED COMMISSIO
Office of the Chief Commissioner
APO 394

REF. : L90/906 10 October 1945

SUBJECT : A.F.H.Q. Administrative Memorandum No. 34 of 1945.

OCT 13 1945

TO : The Labour and Wages Control Committee
A.F.L.R.O. (MAAC) APO 512

The Labour and Wages Control Committee is advised that consideration has been given to the amendments to AFHQ Administrative Memorandum No. 34 of 1945, proposed at its meeting of the 26th Sept., relating to (a) the computation of overtime and (b) payment of cost of living bonus and that I concur with its recommendations.

/s/ Ellery W. Stone

ELLERY W. STONE
Rear Admiral USNR
Chief Commissioner

1351 15/10

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

40074

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CC 4032

2 October 1945

Subject: Approval of Local Sub-Committee Minutes

OCT -4 1945

To: Allied Force Local Resources Section, Rome Area Allied Command, CMF.
(Attention: Chiefs of Section)

326

Reference your letter file LRS/214 G/26, 1 October 1945, subject: Local Sub-Committees, the minutes of the following local sub-committee meetings are approved:

Rome Area Allied Command Local Sub-Committee meeting, 4 Sep 45

No. 1 District Local Sub-Committee meeting, 30 Jun 45

No. 3 District Local Sub-Committee - Bari meeting, 23 May 45, with the exception of those increases made for female grades

/s/ Ellery W. Stone

ELLERY W. STONE
Rear Admiral, USNR
Chief Commissioner

Copy to: CAO, AFHQ
Exec. Comar.
Labor Sub-Com.

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Encl

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(CAPT WHITE)

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

326

ALLIED FORCE LOCAL RESOURCES SECTION
AFHQ

Postal Address :
AFLRS, Rome Area Allied Command,
C.M.T.
Telephone : ROME 66275.

LRS/214 3/26

SUBJECT : Local Sub-Committees.

TO : CAO, AFHQ.
: Chief Commissioner A.C.

1 October 1945

1. At its meeting held on 26 September 1945, the Labour & Wages Control Committee recommended to the AFLR (Italian) Board that the minutes of the following local Sub-Committees be approved :-

Rome Area Allied Command Local Sub-Committee meeting of 4 Sept 45
(Minute 224 refers).

No.1 District Local Sub-Committee meeting of 30 June 45
(Minute 225 refers).

No.3 District Local Sub-Committee - Bari meeting of 2 May 45, with the exception of those increases made for female grades.
(Minute 226 refers).

2. In the event of no further meeting of the AFLR (Italian) Board being held, the above recommendations are passed to you.
May this Section please be informed of your decisions.

THOMAS R. GIBBON, Col. AUS,
Chief of Section (US),
A.F.L.R.S.

B.A. MICHAELSON, Lt. Col AGD
Chief of Section (Br),
A.F.L.R.S.

SJBL/dd

See F 327

cc: Exec. Comm.
Labor S/C

18/9

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