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AFLR(I)B, LABOR & WAGES CONTROL COMMITTEE
SEPT. 1944 - MAR. 1945

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Declassified E.O. 12356 Section 3.3/NND No. 785015

4032/CC

Office of the
Chief Commissioner

ALLIED COMMISSION

LIST OF PAPERS

File under No. 4032 AFLRB(I)B
LABOR & WAGES CONTROL COMMITTEE

PART I

SERIAL NUMBER	FROM—	DATE	TO—	SYNOPSIS
1	Minutes 22nd Mtg	29 Sep 44		
2	Agenda, 23rd Mtg	30 Sep 44		
3	Addendum, Agenda 23rd Mtg	14 Oct 44		
4	Minutes 23rd Mtg	24 Oct 44		
5	Agenda 24th Mtg	8 Nov 44		
6	Minutes 24th Mtg	16 Nov 44		
6a	Minutes 20-24 Mtgs			Index to 20-24th Meetings.
7	Spcl Mtg - Agenda	5 Dec 44		
8	Minutes 25th Mtg	5 Dec 44		
9	Minutes 25th Mtg	5 Dec 44		Corrigendum
10	Agenda 26th Mtg	14 Dec 44		
11	Minutes 26th Mtg	14 Dec 44		
12	Cbl LRS-214D/108	17 Dec 44		Revision if AF Basic wage scale agreed in 26th Mtg go into effect.
13	Agenda 27th Mtg	18 Jan 45		
14	Minutes 27th Mtg	18 Jan 45		
15	Cbl LRS/214E/10	20 Jan 45		AC requests info on supply of clothing/footwear to empl. of AF.
16	Agenda 28th Mtg	15 Feb 45		
17	Agenda 28th Mtg	15 Feb 45		Addendum
18	Minutes 28th Mtg	15 Feb 45		
19	Min.29th(Sp) Mtg	27 Feb 45		"Caropane" Meeting.
20	Agenda 30th Mtg	15 Mar 45		
21	Minutes 5 Mar.	15 Mar 45		Mtg Wages Subcommittee 5 Mar.
22	Minutes 30th Mtg	15 Mar 45		

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COPY NO:____

CHIEF Comm A

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

MAR 19 RECD
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LRS/214A.

Postal Address :
AFLRS, ROME AREA
ALLIED COMMAND,
C.M.F.
TEL : 66063 ROME

15 March 1945

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - MINUTES

102. The thirtieth meeting of the Labour & Wages Control Committee was held at 0930 hours on Thursday, 15 MAR 45 in the AFLRS (AFHQ) Conference Room, ROME.

PRESENT: Colonel J. R. SMITH, A.C. (Chairman)

Representatives of:

C-in-c, Med
U.S. Eighth Fleet
D.Lab., AFHQ
C.G., MTOUSA
HQ, FIFTH Army
HQ, EIGHTH Army
HQ, A.C.
MAAF (Br)
AAFSC/MTO
C.G., PBS
No.1 District
No.2 District
No.3 District
CG, ROME Area Allied Command
DMR, ITALY
R.N. (FONAM)
HQ, Adriatic Depot

In Attendance:

Chiefs of Section, AFLRS, AFHQ

& Representatives of:

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

103. MINUTES OF TWENTY-EIGHTH MEETING:

The Minutes of the twenty-eighth meeting held on 15 FEB 45 were approved.

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C.G., MTOUSA
HQ, FIFTH Army
HQ, EIGHTH Army
HQ, A.C.
MAAF (Br)
AAFSO/MTO
C.G., PBS
No.1 District
No.2 District
No.3 District
CG, ROME Area Allied Command
DMR, ITALY
R.N. (FONAM)
HQ, Adriatic Depot

In Attendance:

Chiefs of Section, AFLRS, AFHQ

& Representatives of:

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

103. MINUTES OF TWENTY-EIGHTH MEETING:

The Minutes of the twenty-eighth meeting held on 15 FEB 45 were approved.

104. MINUTES OF TWENTY-NINTH MEETING:

The Minutes of the twenty-ninth meeting held on 27 FEB 45 were approved. The Chairman reported the interim action taken, amending the proposed increases to the bonus authorised, by the addition of a footnote to Appendix "A", para 1, Daily Wage Group and para 2, Monthly Wage Group, as follows :-

NOTE: Abatement at the rate of ½ lire per day will be made from the maximum permissible bonus under (a) and (b) in respect of each day on which full rations, i.e., all meals, are provided to the employee by the employing service.

105. MEETING OF THE BOARD:

No matters arose for discussion from the meeting of the Board held on 3 MAR 45 save the one in para 106 below.

106. LOSS OR DAMAGE TO W.D. PROPERTY:

It was decided to withdraw the recommendation previously made on this subject.

(22) File *

/107. MEMBERSHIP OF.. ...

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107. MEMBERSHIP OF THE COMMITTEE:

All members desired to retain their membership.

108. MINUTES OF WAGES SUB-COMMITTEE:

The Minutes of the Wages Sub-Committee meetings of 27 FEB 45 and 5 MAR 45 were received.

The following terms of reference for the Wages Sub-Committee were decided :-

The Sub-Committee should :-

(a) consider proposed changes in wage scales and express its recommendations;

(b) recommend rates of pay for new categories of labour;

(c) consider any specific matter referred to it by the main Committee and make its recommendations.

109. NEW GRADES AND RATES OF PAY:

It was agreed that the following new grade be added to the Allied Force Basic Wage Scale and, subject to no protest having been received by AFLRS (AFHQ) within 48 hours of the termination of the meeting, become effective beginning with the first pay period after the actual receipt by the employing unit of the relevant AFHQ Administrative Memorandum (or competent directive based thereon), and are subject to the bonus at the rates and under the conditions prescribed by AFHQ Administrative Memorandum No 62.

Appendix "F" (SICILY) to AFHQ Adm Memo No.47

Driver - Steam Roller	100 130 lire per day

110. MUSICIANS - RATES OF PAY:

The Wages Sub-Committee was instructed to investigate the possibilities of establishing an Allied Force Basic Wage Scale for various categories of musicians.

111. INCENTIVE BONUS:

The Committee recommended to the Board that :-

(a) the principle of an incentive bonus payment to increase output should be accepted;

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It was agreed that the following new grade be added to the Allied Force Basic Wage Scale and, subject to no protest having been received by AFLRS (AFHQ) within 48 hours of the termination of the meeting, become effective beginning with the first pay period after the actual receipt by the employing unit of the relevant AFHQ Administrative Memorandum (or competent directive based thereon), and are subject to the bonus at the rates and under the conditions prescribed by AFHQ Administrative Memorandum No 62.

Appendix "F" (SICILY) to AFHQ Adm Memo No.47

Driver - Steam Roller 100 150 lire per day

110. MUSICIANS - RATES OF PAY:

The Wages Sub-Committee was instructed to investigate the possibilities of establishing an Allied Force Basic Wage Scale for various categories of musicians.

111. INCENTIVE BONUS:

The Committee recommended to the Board that :-

(a) the principle of an incentive bonus payment to increase output should be accepted;

(b) the bonus scheme proposed by 557 E.O.D. (Appendix "A" attached) should be approved as an experiment and subject to the addition of a minimum target figure of production under which no bonus would be payable.

112. RATES OF PAY - PRINTING GRADES:

Consideration was given to a request submitted by P.W.B., ROME, for an increase in rates for employees in the printing trade, due to an agreement recently reached between employers and employees which provides in substance for an increase in ROME of 88 lire per day.

Neither was the information submitted to the Committee sufficient, nor had the representative of CC, PAIC been informed of the difficulties being experienced by P.W.B., ROME, therefore it was not possible to reach a conclusion. It was agreed that the Chairman would investigate the matter and, after comparing the new civilian rate authorised with that permitted by the Allied Armed Forces Wage Scale, would take such interim action as he considered advisable.

/113. BONUS FOR.. .....

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113. BONUS FOR RAILWAY WORKERS:

A request was received from Military Railway Services for authority to issue a bonus amounting to 10% of the basic wage to civilians engaged on work in railway tunnels on tasks of operational priority.

On investigation it was discovered that although the Italian State Railways gave a bonus of 25% for such work, the rate so paid to their employees was below the maximum authorised by the Allied Armed Forces Basic Wage Scale. No change was therefore recommended by the Committee.

114. GENERAL WAGE POLICY:

A document on the wage variations in Italian industry as submitted by HQ AC was discussed. The AC representative reminded the Committee that certain areas of ITALY had been handed back to the control of the Italian Government, and that the policy of the United Nations was not to interfere with its activities unless invited to do so by that Government.

The Italian Government reaffirmed the principle that there should be free negotiations between representatives of industry and workers to adjust wages. It is therefore to be anticipated that the wage rates in Italian industry will undergo considerable change, and the following points were mentioned by HQ AC :-

(a) There is no compulsory direction of labour into industry and no control over the free movement of labour.

(b) There is no indication that the Italian Government proposes fixing a ceiling on civilian wages. The only ceiling established will be the current one agreed to as the result of negotiation between the representatives of industry and the workers.

The Committee views with grave concern the frequent and unpredictable changes in the Italian wage scale together with the institution of various bonuses which are being authorised. It is felt that in the light of such frequent changes the Armed Forces, not having any control over rates of pay in King's ITALY except for their own employees, will experience considerable difficulty in retaining the civilian labour essential for military purposes unless it is permitted, where necessary, to follow immediately and closely any such increase made, whether by the Italian Government or by private industry in King's ITALY.

49. The Committee concurred in the policy proposed by HQ AC, namely that :-

(a) the Armed Forces Wage Scale cannot be maintained at its present level without reflecting wage increases agreed in private industry

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wage rates between representatives of industry and workers [illegible]
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49. The Committee concurred in the policy proposed by HQ AC, namely that :-

(a) the Armed Forces Wage Scale cannot be maintained at its present level without reflecting wage increases agreed in private industry unless unrest among present employees and difficulty in meeting future demands can be faced;

(b) the present policy of making Armed Forces employment slightly more attractive than outside employment should continue.

115. LOCAL DIFFERENTIATION:

The Wages Sub-Committee was instructed to study the possibility of establishing an Allied Forces Wage Scale which would permit of the recognition of geographical differentiations in wage levels in different localities, and to include in their study the method of determining such differentiations.

116. LABOUR PUBLICATIONS:

A pamphlet headed "Regulations For The Employment Of Civilian Labour (ITALY, SICILY and SARDINIA), AFHQ 1945" was received by the Committee.

As this publication was applicable to British employed labour only, it was agreed that no reference would be made to it by the Committee as an authority on labour procedure.

(22)

/117. SUPPLEMENTARY RATION. .....

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117. SUPPLEMENTARY RATION CARDS - DISTRIBUTION OF:

It was notified for the information of all members that consequent upon the control of liberated ITALY being transferred to the Italian Government and the withdrawal of Allied Commission Regional Officers, the Supplementary Ration Cards will now be issued in bulk to Commands, Districts or Units by the SEPRIL (Sezione Provinciale Alimentazione) of the Province in which they are located. The procedure otherwise remains unaltered.

118. NEXT MEETING:

The next meeting of the Committee will be held at 0930 hours on Thursday, 12 APRIL 45, in the AMLRS (AFHQ) Conference Room, ROME.

SJBL/dght

J. T. Whittaker

JOHN T. WHITTAKER, Major, INF,
Secretary,
A. F. L. R. (ITALIAN) BOARD.

DISTRIBUTION

See page 5

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17/18	G-5, AFHQ
19	Q(Maint), AFHQ
20	CE, AFHQ
21	MGAE, AFHQ
22	DST, AFHQ
23	DOS, AFHQ
24	DME, AFHQ
25/26	D.Lab., AFHQ
27/28	DMR, ITALY
29	Fiscal Director, AFHQ
30	M., AFHQ
31	CG, MTOUSA
32	GPL, MTOUSA
33	DDL, 15 Army Group
34/36	CG, Fifth Army
37	CG, Fifth Army (For Attention of Br Increment - Labour
38/39	HQ, Eighth Army
40	HQ, AC
41	Vice-President, Economic Section, AC
42/47	Economic Section, AC
48	Finance Sub-Commission, AC
49	Labour Sub-Commission, AC
50/53	R.M. (FONAM)
54	R.M. (FOTALI)
55	R.M. (FOTALI), ROME
56	CS, TARANTO
57	NOIC, NAPLES
58	NOIC, ANCONA
59	NOIC, LEGHORN
60	The Senior Naval Officer, Eastern SICILY
61/63	Comdr, U.S. EIGHTH Fleet
64	SEALLUSNO
65	WSA.
66	MWTB
67	MWTB & Shipping Sub-Commission
68	Director of Engineer Production & Stores, AFHQ
69	MAAF (A)

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52	GPA, ATOUR.
53	DDL, 15 Army Group
54/56	CG, Fifth Army
57	CG, Fifth Army (For attention of Dr Increment - Labour
58/59	HQ, Eighth Army
40	HQ, AC
41	Vice-President, Economic Section, AC
42/47	Economic Section, AC
48	Finance Sub-Commission, AC
49	Labour Sub-Commission, AC
50/53	R.N. (FONAA)
54	R.N. (FOTALI)
55	R.N. (FOTALI), ROME
56	CS, TARANTO
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64	SEN.LUSNO
65	WSA
66	MTB
67	MTB & Shipping Sub-Commission
68	Director of Engineer Production & Stores, AFHQ
69	MAAF (A)
70	MAAF (B)
71/74	AAFSC/MTO
75/76	HQ, 214 Group, RAF
77/79	HQ 1 District
80/82	HQ 2 District
83/84	HQ 3 District
85/89	CG, ROTE Area Allied Command
90	PENBASE
91/92	PENBASE Forward
93/94	BPA, PENBASE
95	PENBASE South
96/97	HQ Adriatic Depot
98	Chairman, Labour & Wages Control Committee
99/104	AFLRS AFHQ (Adv Hqs), c/o HQ 59 Area
105/	AFLRS NAPLES Area
106	AFLRS S.E. Area
107	AFLRS LEGHORN Area
108/109	AFLRS SICILIAN Area
110/113	War Diary
114	AFLRS AFHQ CASERTA
115	File
116/120	Spares

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COPY

APPENDIX "A"

SUBJECT: Bonus Scheme - R.S.D.

Headquarters,
557 BOD, CME.
HQ/52/6
4 Feb 45.

D.D.L., 3 District.

Copy to: DOS, AFHQ,) My even ref. dated
DEOS, L of C.) 31 Jan 45 refers.

1. In order to increase the output of the sorting sheds at RSD where clothing is conditioned a trial was recently given to a bonus scheme. This scheme involved the division of the female workers into teams of 31, the teams obtaining the highest weekly output being awarded in theory one day's holiday with pay. Actually so that no working time was lost each member of the winning team was given six hours overtime pay (i.e. one hour overtime for every day worked during the week) as a bonus instead of the day's holiday and 'runners up' three hours overtime.

2. The great success of this scheme can be seen from the following figures:-

Before Bonus was introduced

Week ending	10 Nov 44	Sorted Clothing	63 tons
" "	17 Nov 44	" "	75 "
" "	24 Nov 44	" "	72 "
" "	1 Dec 44	" "	79 "
" "	8 Dec 44	" "	71 "

After Bonus was introduced

Week ending	15 Dec 44	Sorted Clothing	112 tons
" "	22 Dec 44	" "	143 "
" "	29 Dec 44	" "	135 "
" "	5 Jan 45	" "	118 "
" "	12 Jan 45	" "	114 "

Thus at a cost of paying 31 women x 6 hours at 13 lire per hour (L.2418) as a warming bonus and 31 women by 3 hours at 13 lire per hour (L.1209) as 'runners up', a total weekly outlay of L.3627, the output was increased by 78%. Normally to achieve this increase it would necessitate employing some 450 extra women at 120 lire per day or 54,000 lire.

On the advice of DADL 56 Area this scheme, not being officially recognised, was abandoned on 12 Jan 45 and as a result the output for the ensuing week dropped to 83 tons.

3. If this scheme can be [illegible]

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Before Bonus was introduced

Week ending	10 Nov 44	Sorted Clothing	63 tons
" "	17 Nov 44	" "	75 "
" "	24 Nov 44	" "	72 "
" "	1 Dec 44	" "	79 "
" "	8 Dec 44	" "	71 "

After Bonus was introduced

Week ending	15 Dec 44	Sorted Clothing	112 tons
" "	22 Dec 44	" "	147 "
" "	29 Dec 44	" "	155 "
" "	5 Jan 45	" "	118 "
" "	12 Jan 45	" "	114 "

Thus at a cost of paying 31 women x 6 hours at 13 lire per hour (L.2418) as a winding bonus and 31 women by 3 hours at 13 lire per hour (L.1209) as 'runners up', a total weekly outlay of L.3627, the output was increased by 76%. Normally to achieve this increase it would necessitate employing some 450 extra women at 120 lire per day or 54,000 lire.

On the advice of RDL 56 Area the scheme, not being officially recognised, was abandoned on 12 Jan 45 and as a result the output for the ensuing week dropped to 83 tons.

3. If the scheme can be given official recognition it is my intention to apply it to other types of work at RSD entailing sorting and conditioning of clothing and equipment, particularly to the sorting of winter and summer clothing returned as a result of the seasonal change. As far as can be foreseen this will involve a bonus of three or four winding teams each consisting of about 31 women.

Thus, if authority can be given for the payment of bonuses up to the sum of 10,000 lire a week, not only will it avoid the necessity of taking on extra labour costing many times this sum, but the speed at which clothing, etc, can be put back into service will be greatly increased.

4. The matter was referred through DOS, AFHQ to the financial authorities who state that it is entirely a labour question for you to settle. May I have your comments, please?

(SIGNED)

??????????????????

Brigadier,
C.O.O., 557 B.O.D.

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So to CHIEF COMMISSIONER

MAR 9 RECD 5 2075

COPY NO:

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

Postal Address:
AFLRS, Rome Area
Allied Command,
C.M.F.
TEL : ROME 66275

LRS/214A.

8 March 1945.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - AGENDA

Enclosed herewith are copies of the Minutes of the meeting of the Wages Sub-Committee held on 5 March 45 (para.6 of the Agenda circulated under reference LRS/214A dated 6 March 45 refers).

A.F.H.Q. A.F.L.R.S.

A

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

SJBL/dcht
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50	Labour Sub-Commission, AC
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53	R.N. (NOTALI)
54	R.N (FOTALI), ROME
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58	NOIC, ANCONA
59	The Senior Naval Officer, Eastern SICILY
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75	PA, RAF
76/78	HQ 1 District
79/80	HQ 2 District
81/82	HQ 3 District
85/87	CG, ROME Area Allied Command
88/89	RPA, PESCARA (Main)
90	RPA, PESCARA (South)
91/92	HQ, Adriatic Depot
93	Chairman, Labour & Wages Control Committee
94/98	AFHQ AMG (Adv Ech), c/o HQ 59 Area
99	AFHQ NAPLES Area
100	AFHQ AMG C.SMITH
101	AFHQ S.E. Area
102	AFHQ SICILIAN Area
103	AFHQ LEGHORN Area
104/107	War Diary
108	File
109/140	Spares

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THE SUB-COMMITTEE OF THE LABOUR & WAGES CONTROL COMMITTEE

MINUTES

1. A meeting of the Wages Sub-Committee was held at 1000 hrs on 5 Mar 45 at HQ PENSOUTH, NAPLES.

2. Present: Lt. Col. H.S. PEARCE, ADL(Civil), AFHQ. Chairman

Representatives of:
AC - Mr. DAVID C. SACHS
PBS - Major R.B. EATON
RN FONAI - Lieut (S) P.R. GRINDLE, RNVR
MAAF - Fl/Lt. A.A. HARLEY

In attendance:
Lt. Col. J.U. HALL, AFA(Br), AFHQ
Major J.R. CARSON, G-4(A), AFHQ
Capt T.W. ARCHER, Deputy Fiscal Director, MTOUSA
Major E.F.F. BRAUND) DAWS, AFHQ
Capt T.S.T. TREGILLAS)
Lieut J. SMART, RNSA
Major K.R. HOWARD, DADL, No. 3 District
Mr. J.B. STRALEY) PWB, AFHQ
Mr. J.A. THOMASON)
Capt G.H. CRUTTENDEN, DCO, RSD, 557 SGD

3. Minutes of the last meeting

The minutes of the meeting held on 30 Jan 45 and of the special meeting held on 28 Feb 45 were approved.

4. New Grades and Rates of Pay

(a) It was agreed and recommended that the following grades and rates of pay be included in the Allied Forces Basic Wage Scale:

Appendix "D" (ITALY)

First-aid post attendant	120 - 150 lire per day

Appendix "F" (SICILY)

Driver Steam-roller	100 - 130 lire per day

(b) It was further recommended that the grade of:

Stevedore, coaling ore	100 - 115 lire per day,

now included in Appendix "D" of the Allied Forces Basic Wage Scale, should be

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Major J.R. CARSON, G-4(A), AFHQ
Capt T.W. ARCHER, Deputy Fiscal Director, MTOUSA
Major E.F.F. BRAUND } DAWS, AFHQ
Capt T.S.T. TREGELLAS }
Lieut J. SMART, ENSA
Major K.R. HAYWARD, DADL, No. 3 District
Mr. J.E. STRALEY } PWB, AFHQ
Mr. J.A. THOMASON }
Capt G.H. CRUTTENDEN, DCO, RSD, 557 SCD

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Appendix "D" (ITALY)

First-aid post attendant	120 - 150 lire per day

Appendix "F" (SICILY)

Driver Steam-roller	100 - 130 lire per day

(b) It was further recommended that the grade of:

Stevedore, coaling ore	100 - 115 lire per day,

now included in Appendix "D" of the Allied Forces Basic Wage Scale, should be amended to read:

Stevedore, coaling ore	100 - 120 lire per day.

(c) Consideration was given to a request submitted by DAWS AFHQ for rates of pay to be established in respect of civilian instrumentalists:

(i) by the hour;
(ii) if permanently employed.

It was agreed that, as civilian instrumentalists to be employed by DAWS AFHQ will be employed within War Establishment, they will fall within a special category affecting the British Forces only. The committee considered, therefore, that a rate of pay for this type of employee should not be included in the Allied Forces Basic Wage Scale, but that the matter should be referred to D Lab AFHQ who, in consultation with FA(Br) AFHQ, would establish the rates to be paid by DAWS.

(2) A request submitted...../

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(d) A request submitted by DDL No. 3 District for the approval of the classification of "Firefighter" was deferred pending the receipt of further information regarding the terms of service under which it is proposed to employ this grade. The representative of DDL No. 3 District undertook to present this information to the Labour & Wages Control Committee at its next meeting.

5. Hard-effort Bonus Schemes

(a) The committee considered a proposal, submitted by CCO 557 BOD and reproduced at Appendix "A", for the institution of a Hard-effort Bonus Scheme in respect of civilians employed in the sorting and conditioning of clothing and equipment.

(b) The committee recognised the principle that there may be situations where the application of piece-work or bonus schemes is desirable in terms of increased output, and recommended that:

(i) the bonus scheme proposed by 557 BOD should be submitted to Q(Maint) AFHQ for approval;

(ii) to deal with future cases, the sub-committee should be delegated the authority to examine and consider such schemes and, if satisfactory, to forward them direct to the appropriate Staff section of AFHQ for approval.

6. Rates of Pay - Printing Grades

(a) Consideration was given to a request submitted by PWB ROME and presented by the Labour Sub Commission AC for an increase in rates for employees in the printing trade.

(b) The basis of this request was an agreement, reached recently in ROME between Printers and employees, which provides in substance for an increase in ROME of 60 lire per day, but scaled down to a lesser sum where the increase would bring the rate to more than 280 lire per day for employees outside the city of ROME and for women and juveniles.

(c) The committee took note of the fact that, as a result of civilian Printing firms in ROME increasing wage rates, the progress of work of operational importance, undertaken by PWB ROME in a Press controlled by them, was being jeopardised by the unwillingness of civilian employees to continue in receipt of a wage lower than that prevailing for comparable work in the same locality.

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situations where the application of piece-work or bonus schemes is desirable in terms of increased output, and recommended that:

(i) the bonus scheme proposed by 357 BOB should be submitted to Q(Maint) AFHQ for approval;

(ii) to deal with future cases, the sub-committee should be delegated the authority to examine and consider such schemes and, if satisfactory, to forward them direct to the appropriate Staff section of AFHQ for approval.

6. Rates of Pay - Printing Trades

(a) Consideration was given to a request submitted by PWB ROME and presented by the Labour Sub Commission AC for an increase in rates for employees in the printing trade.

(b) The basis of this request was an agreement, reached recently in ROME between Printers and employees, which provides in substance for an increase in ROME of 80 lire per day, but scaled down to a lesser sum where the increase would bring the rate to more than 280 lire per day for employees outside the city of ROME and for women and juveniles.

(c) The committee took note of the fact that, as a result of civilian Printing firms in ROME increasing wage rates, the progress of work of operational importance, undertaken by PWB ROME in a press controlled by them, was being jeopardised by the unwillingness of civilian employees to continue in receipt of a wage lower than that prevailing for comparable work in the same locality.

(d) In the absence of information regarding rates payable by civilian printing firms in other cities, the committee were unable to recommend any amendments to the Allied Forces Basic Wage Scale.

(e) It was agreed, however, that as an operational necessity the Chairman of the Labour & Wages Control Committee should be requested to take action with the joint chairman of the AMG (Italian) Board with a view to PWB ROME being authorised to pay the increase in wages in accordance with the agreement made in ROME affecting the printing trade there.

(f) In view of the need for urgent interim action, the Chairman undertook to signal the recommendation, made in sub-para (e) above, to the Chairman of the Labour & Wages Control Committee.

7. General Wage Policy ...../

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7. General Wage Policy

Arising out of the action taken in RCAF to increase the rates payable in civilian Printing firms, which is understood to be only a part of a more comprehensive agreement entered into in RCAF between CGIL and employers, it was agreed that the following declaration should be placed on record:

> "The Sub-Committee views with grave concern the frequent and unpredictable changes in the Italian wage scale together with the institution of various bonuses which are being authorised by local labour organisations. It is felt that - in the light of such frequent changes - the Armed Forces will rapidly lose all control of rates of pay and will experience considerable difficulty in retaining the civilian labour essential for military purposes".

8. Bonus for Railway Workers

(a) A request was received from DGFS for authority to issue a bonus, amounting to 10% of the basic wage, to civilians engaged on dangerous work in railway tunnels on tasks of operational priority.

(b) The majority of the Committee was opposed to the principle of establishing a bonus of this nature.

(c) A minority, however, recommended that this bonus should be authorised providing it is proved that:

(i) such work is highly dangerous;

(ii) it is customary for the Italian State Railways to pay such a bonus;

(iii) the progress of work of operational necessity is being jeopardised by the non-payment of the bonus.

9. Terminal Leave Notice

(a) The AC representative presented a proposal for the present regulations to be amended to provide that civilians employed in administrative, clerical and office grades, who have been employed for a minimum of six months, be entitled to one-half month's notice of dismissal or, in lieu thereof, one-half month's pay where services are discontinued without fault on the part of the employee.

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8. Bonus for Railway Workers

(a) A request was received from DG PS for authority to issue a bonus, amounting to 10% of the basic wage, to civilians engaged on dangerous work in railway tunnels or tasks of operational priority.

(b) The majority of the Committee was opposed to the principle of establishing a bonus of this nature.

(c) A minority, however, recommended that this bonus should be authorised providing it is proved that:

(i) such work is highly dangerous;

(ii) it is customary for the Italian State Railways to pay such a bonus;

(iii) the progress of work of operational necessity is being jeopardised by the non-payment of the bonus.

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(b) The committee considered that:

(i) in cases where it is known that a unit is closing down or changing location every effort should be made to give suitable notice and/or find alternative employment;

(ii) as a general rule there is ample opportunity of giving suitable notice to civilian employees affected, and that there is no justification for amending the present regulations as proposed by AC.

10. Issue of Rations

(a) The Committee considered a proposal that the notes to appendices "B" and "C" of AFHQ Adm Memo No. 47 dated 16 Nov 44 should be amended to read:

"All rates subject to a deduction of 30 lire per day where meals are provided";

thereby permitting a gross deduction of 930 lire in a 31 day month.

(b) It was considered...../

(21)

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(b) It was considered that the present instruction allowing for a deduction of 900 lire per month was unsatisfactory, and that this deduction was the maximum permissible deduction - even in the case of a 31 day month.

11. Date of Next Meeting

The next meeting of the Sub-Committee was arranged provisionally for Tuesday, 3 Apr 45, to take place in the office of Major P.B. CATON, HQ KENSOUTH, NAPLES.

(U.S. MEADOR, Lt. Col.),
U.K.L. (Civil), A.F.H.Q.,
(Chairman).

6 Mar 45
HRGH/RH

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Appendix "A" to Minutes of the Meeting of the Wages Sub-Committee held on 5 Mar 45.

COPY

SUBJECT: Bonus Scheme - R.S.D.

Headquarters,
557 BOD, CMF.
HQ/52/6
4 Feb 45.

D.D.L., 3 District.

Copy to: D.O.S., AFHQ.) My even ref. dated
BDOS L of C.) 31 Jan 45 refers.

1. In order to increase the output of the sorting sheds at RSD where clothing is conditioned a trial was recently given to a bonus scheme. This scheme involved the division of the female workers into teams of 31, the teams obtaining the highest weekly output being awarded in theory one days holiday with pay. Actually so that no working time was lost each member of the winning team was given six hours overtime pay (i.e. one hour overtime for every day worked during the week) as a bonus instead of the day's holiday and 'runners up' three hours overtime.

2. The great success of this scheme can be seen from the following figures:-

Before Bonus was introduced

Week ending	10 Nov 44	Sorted Clothing	68 tons.
" "	17 Nov 44	" "	75 "
" "	24 Nov 44	" "	72 "
" "	1 Dec 44	" "	79 "
" "	8 Dec 44	" "	71 "

After Bonus was introduced

Week ending	15 Dec 44	Sorted Clothing	112 tons.
" "	22 Dec 44	" "	147 "
" "	29 Dec 44	" "	135 "
" "	5 Jan 45	" "	118 "
" "	12 Jan 45	" "	114 "

Thus at a cost of paying 31 women x 6 hrs at 13 lire per hour (L.2418) as a winning bonus and 31 women x 3 hrs at 13 lire per hour (L.1209) as 'runners up', a total weekly outlay of L.3627, the output was increased by 74%. Normally to achieve this increase it would necessitate employing some 450 extra women at 120 lire per day or 54,000 lire.

On the advice of DADL, 56 Area the scheme, not being officially recognised, was abandoned on 12 Jan 45 and as a result the output [illegible]

43

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2. The great success of this scheme can be seen from the following figures:-

Before Bonus was introduced

Week ending	10 Nov 44	Sorted Clothing	83 tons.
" "	17 Nov 44	" "	76 "
" "	24 Nov 44	" "	72 "
" "	1 Dec 44	" "	79 "
" "	8 Dec 44	" "	71 "

After Bonus was introduced

Week ending	15 Dec 44	Sorted Clothing	112 tons.
" "	22 Dec 44	" "	147 "
" "	29 Dec 44	" "	135 "
" "	5 Jan 45	" "	118 "
" "	12 Jan 45	" "	114 "

Thus at a cost of paying 31 women x 6 hrs at 13 lire per hour (L.2418) as a winning bonus and 31 women x 3 hrs at 13 lire per hour (L.1209) as 'runners up', a total weekly outlay of L.3627, the output was increased by 74%. Normally to achieve this increase it would necessitate employing some 450 extra women at 120 lire per day or 54,000 lire.

On the advice of DADL, 56 Area the scheme, not being officially recognised, was abandoned on 12 Jan 45 and as a result the output for the ensuing week dropped to 83 tons.

3. If the scheme can be given official recognition it is my intention to apply it to other types of work at ASD entailing sorting and conditioning of clothing and equipment, particularly to the sorting of winter and summer clothing returned as a result of the seasonal change. As far as can be foreseen this will involve a bonus of three or four winning teams each consisting of about 31 women.

Thus, if authority can be given for the payment of bonuses up to the sum of 10,000 lire a week, not only will it avoid the necessity of taking on extra labour costing many times this sum, but the speed at which clothing, etc, can be put back into service will be greatly increased.

4. The matter was referred through DOS, AFHQ to the financial authorities who state that it is entirely a labour question for you to settle. May I have your comments, please?

(Sgd) ? ? ? ? ? ? Brigadier,
C.O.O. 557 B.O.D.

TOS...12.00 A

(21)

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Ex Comm Sec

COPY NO: 5

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

MAR 8 RECD 1933

Postal Address :
AFLRS, Rome Area
Allied Command,
C.M.F.
TEL : ROME 66275

LRS/2144.

6 March 1945.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - AGENDA

The thirtieth meeting of the Labour & Wages Control Committee will be held at 0930 hours on THURSDAY, 15 March 45 in the AFLRS (AFHQ) Conference Room, 2nd Floor, 68 Piazza dell'Esedra, ROME, to consider the following Agenda:-

1. Minutes of the twenty-eighth meeting held on 15 February 45.

2. Minutes of the twenty-ninth meeting held on 27 February 45.

3. To consider any matters arising out of the meeting of the AFLR (Italian) Board held on 3 March 45.

4. To review the advisability of the recommendation submitted to the Board on Loss or Damage to W.D. Property, and if this proposal is still considered necessary to re-submit a recommendation, including a specific clause considered to be suitable for incorporation into a contract, after full co-ordination with the Legal Sections of the Armed Forces interested.

5. To receive a report from individual members as to the necessity or otherwise of their retaining membership of the Committee.

6. To receive the Minutes of the Wages Sub-Committee meetings held on 27 February 45 (Appendix "A" attached) and 5 March 45. (21)

7. To receive from HQ AC a memorandum on Wage Variations in Italian Industry - Effect on Armed Forces Wage Scale (Appendix "B" attached) and to make such recommendations as are considered necessary.

4533

8. Any other business.

9. To set a date for the next meeting.

4032

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0028

3. To consider any matters arising out of the meeting of the AFLR (Italian) Board held on 3 March 45.

4. To review the advisability of the recommendation submitted to the Board on Loss or Damage to W.D. Property, and if this proposal is still considered necessary to re-submit a recommendation, including a specific clause considered to be suitable for incorporation into a contract, after full co-ordination with the Legal Sections of the Armed Forces interested.

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7. To receive from HQ AC a memorandum on Wage Variations in Italian Industry - Effect on Armed Forces Wage Scale (Appendix "B" attached) and to make such recommendations as are considered necessary.

8. Any other business.

9. To set a date for the next meeting.

403 21/cc

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HEADQUARTERS MAP 1945 C.

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

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43/48	Economic Section AC
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80/81	HQ 3 District
82/86	CG, ROME Area Allied Command
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89	BPO, PETROSE (South)
90/91	HQ, Adriatic Depot
92	Chairman, Labour & Wages Control Committee
93/97	AFLRS AFHQ (Adv Ech), c/o HQ 59 Area.
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106	R.N. (FOTALI), ROME
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TIE SUB-COMMITTEE OF THE LABOUR & WAGES CONTROL COMMITTEE

Minutes of a Special Meeting held at Rome Area Allied Command at 09.30 hrs., Tuesday, 27th February, 1945.

1. Present: Lt. Col. H.S. PEARCE, ADL(Civil) AFHQ
Chairman

Representatives of: A.C. - Capt. W.E. GOLENBERGER (US)
PBS - Major H.J. REUPER (US)
HN FONAM - Lt.(S) P.R. GRINDLE, RNVR
MAAF - Fl/Lt. A.A. HANLEY, RAF

In Attendance: Col. M.B. Thomas - Transportation, HQ AC
Major J.R.H. Hall - Finance HQ AC
G/Capt. A. BOWDEN - Financial Adviser, RAF
Lt.Col. J.W. HALL - Financial Adviser, AFHQ
Major J.R. CARSON - G-4, AFHQ
Lt.Comdr.(S) WISDOM - RNVR C-in-C, Med
Lt.Col. W.J. BOSTOCK - Labour, RAAC.

2. Business.
The meeting was called to consider the matter of the free conveyance of civilians employed directly by, and working for the Allied Armed Forces, and specifically to consider a proposal of A.C. as set out in Appendix 'A' to these Minutes.

Representatives of A.C. submitted reasons for the withdrawal of the present free transport concessions authorised in A.A.I. letter 2059/5/Q2 dated 28 July 1944 - Appendix 'B'. (as amended)

Transportation Sub-Commission, A.C. submitted :-

(a) That in a country where currency is used and workers are paid wages, free conveyance is an undesirable method to introduce.

(b) That it is not possible to limit such free transport to legitimate traffic.

(c) Free transport causes many people to ride on overburdened public conveyances, who would otherwise walk, ride bicycles, or travel by other means of private character.

(d) Transporting workers free constitutes a serious financial burden on the transportation companies or the Italian Government, and no sensible system can effectively be put in operation, which will account for a few lire for transporting thousands of workers.

(e) (Linked with (a)) Free transportation is a subterfuge to avoid payment of an adjustment of wages or contract prices would accomplish the same

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2. Business.

The meeting was called to consider the matter of the free conveyance of civilians employed directly by, and working for the Allied Armed Forces, and specifically to consider a proposal of A.C. as set out in Appendix 'A' to these Minutes.

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(b) That it is not possible to limit such free transport to legitimate traffic.

(c) Free transport causes many people to ride on overburdened public conveyances, who would otherwise walk, ride bicycles, or travel by other means of private character.

(d) Transporting workers free constitutes a serious financial burden on the transportation companies or the Italian Government, and no sensible system can effectively be put in operation, which will account for a few lire for transporting thousands of workers.

(e) (Linked with (a)) Free transportation is a subterfuge to avoid payment of wages. An adjustment of wages or contract prices would accomplish the same objective.

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(f) That any scheme so introduced is open to unchockable abuse by holders of free travel passes, and the cause of much discomfort and difficulty for those who pay their fares.

(g) That the transition period when the scheme terminates is likely to cause considerable economic difficulty for those involved.

(h) That when the industrial areas in the north are freed there would be no possible method of introducing or safeguarding any scheme of this kind.

Finance Sub-Commission A.C. submitted :-

(a) Whilst the Italian Government can be required to furnish free transport facilities on State Railways, it is doubtful if under present high policy, they can be required to reimburse private Companies for the cost of such services.

Continued Sheet 2

0033

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(b) No payments for free transport have as yet been made by the Italian Government to private Companies, nor have any such requests for payment been submitted. It is understood, however, that State Subsidies have been granted to certain Companies to enable them to continue to operate.

(c) As a result of the present situation, private companies which have carried Allied workers without charge are now faced with serious financial difficulty, and are demanding some form of payment.

(d) Should the responsibility for reimbursing the companies be assumed by the Allied Forces, settlements would be made in A.M. Lire.

It was unanimously agreed by the Committee that in the interests of military necessity, the principle of transport arrangements without cost to the worker must be continued.

The Committee considered that due to lack of control and supervision the same types of abuses which have existed under the present system will continue if workers are directly re-imbursed for the expenses of travel, and it is doubtful if fares in many cases would actually be paid.

It would be extremely difficult to check entitlement of each individual worker to the exact amount of reimbursement, and considerable additional clerical staff would be necessary to establish even minimum safeguards.

The proposed change in the present system could not properly be decided upon until the more basic question of financial responsibility has been determined by competent authority. The Committee considered such a decision is not within its scope.

It was considered by the Committee that if the financial responsibility was to be assumed by the Armed Forces, payments for the services should be made direct to the carriers through central agencies, and not by way of allowances to individual workers. The details of such an arrangement must necessarily be decided upon and formulated by the Joint Military Finance Committee.

The following resolution was unanimously adopted by the Committee :-

It is reaffirmed that, where military necessity can be shown, there is need for free transport (without cost to the workers) for directly employed civilians working for the Allied Forces.

It is recommended :

(a) that the responsibility of the Italian Government for the provision of such free travel be ascertained,

Declassified E.O. 12356 Section 3.3/NND No. 785015

It would be extremely difficult to check [illegible] to the exact amount of reimbursement, and considerable additional clerical staff would be necessary to establish even minimum safeguards.

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The following resolution was unanimously adopted by the Committee :-

It is reaffirmed that, where military necessity can be shown, there is need for free transport (without cost to the workers) for directly employed civilians working for the Allied Forces.

It is recommended :

(a) that the responsibility of the Italian Government for the provision of such free travel be ascertained,

(b) that the responsibility of AC in this matter be ascertained,

(c) that, should it be determined that neither the Italian Government nor AC has any financial responsibility to pay for such free facilties, or that such responsibilities are limited, the matter be referred to the Joint Military Finance Committee in order that the Allied Forces may assume the responsibility of paying for such facilities.

(d) it was further recommended that any directive on this subject should cover the financial arrangements for:

(1) Italian State Railways,
(2) Private Railways,
and (3) Other transport agencies such as trams, trolley buses, etc.

The recommendation outlined in Appendix 'A' to the Agenda of the Special Meeting of the Sub-Committee on 5th March, 1945, was, after considerable discussions and presentations by the Financial and Transportation Sub-Commission of A.C. rejected.

(Sgd.) (H.S. PEARCE) Lt.Col.,
A.D.L.(Civil) A.F.H.Q,
Chairman.

28 FEB 45.

0035

Declassified E.O. 12356 Section 3.3/NND No. 785015

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APPENDIX 'A'

COPY

12 Feb 45.

SUBJECT: Conditions applying to transportation by means other than W.D., of civilians when employed by Allied Forces or by contractors to Allied Forces.

1. Whenever desirable in the interests of military necessity, direct employees of the Armed Forces may be reimbursed for the expense of travel to and from work upon authorisation of the District, Area or Unit Commander. Employees of contractors engaged 100% in work for the Army forces may be similarly reimbursed.

2. In all other circumstances, all free transportation now being provided shall cease at the earliest possible date subsequent to 15 February, 1945.

L.D. DENSMORE,
Colonel F A
Acting Deputy Chief of Staff,
Economic Section,

Declassified E.O. 12356 Section 3.3/NND No. 785015

similarly reimbursed.

2. In all other circumstances, all free transportation now being provided shall cease at the earliest possible date subsequent to 15 February, 1945.

L.D. DENSMORE,
Colonel F A
Acting Deputy Chief of Staff,
Economic Section,

Declassified E.O. 12356 Section 3.3/NND No. 785015

0038

APPENDIX '5'

COPY

Subject : Allied Forces -Civilian Labour - Free Rail Travel.

2 District.
3 District
CG, PBS.
FOTALI.
FOWIT.
AAFSC/MTO (5)
214 Group R.A.F.

HQ AAI,
CMF.
2059/5/Q2.

28 July 44.

1. Approval has been given for the provision of free railway travel for civilian labour directly employed by the Allied Armed Forces, in order that the present heavy road transport commitment may be reduced.

2. It is understood that you have already made preliminary arrangements to put the following procedure into force amongst employing units :-

(a) Units will provide combined work permit and travel voucher to each civilian directly employed by them.

(b) Units will authenticate the permit by stamping it and inserting the expiry date.

(c) Addressees will please notify Transportation Sub-Commission, ACC, each week of the number of employees carried to and from each place on behalf of units under their administration.
Transportation Sub-Commission, A.C., will arrange payment of the Railway Companies concerned.

3. Effective date for the operation of the scheme within 2 District, 3 District and PBS will be 7 Aug 44.

(Sgd.) A.L. HAMBLIN, Brig-General
for Major-General,
Chief Administrative Officer.

II.

COPY.

Subject : Allied Forces - Civilian Labour - Free Rail Travel.

2 District.
3 District.
CG, PBS
FOTALI.
FOWIT.

HQ AAI,
CMF,
2059/5/Q2.

31 Aug 44

Declassified E.O. 12356 Section 3.3/NND No. 785015

(b) Units will authenticate the permit by stamping it and inserting the expiry date.

(c) Addressees will please notify Transportation Sub-Commission, ACC, each week of the number of employees carried to and from each place on behalf of units under their administration.
Transportation Sub-Commission, A.C., will arrange payment of the Railway Companies concerned.

3. Effective date for the operation of the scheme within 2 District, 3 District and PBS will be 7 Aug 44.

(Sgd.) A.L. HAMBLIN, Brig-General
for Major-General,
Chief Administrative Officer.

II.
COPY.

Subject : Allied Forces - Civilian Labour - Free Rail Travel.

HQ AAI,
CMF,
2059/5/Q2.

31 Aug 44

2 District.
3 District.
CG, PBS
FOTALI.
FOWIT.
AAFSC/MTO (5)
214 Group RAF.

The following amendments will be made to this HQ letter 2059/5/Q2 dated 28 July 44.

(1) Delete - para 2, sub-para (c) and insert :

Addressees will notify the ACC Transportation Sub-Commission Divisional Superintendents at either NAPLES or BARI, at the end of each fortnight of the number of employees carried to andfrom each place on behalf of units under their administration, arrangements will then be made for payment of the Railway Companies concerned.

(2) Combined work and travel permits will be amended to include:-

(a) Name of Railway,
(b) Departure Station,
(c) Destination Station.

(Sgd.) ? ? ? Lt.Col.,
for Major General,
Chief Administrative Officer.

Declassified E.O. 12356 Section 3.3/NND No. 785015

APPENDIX "B"

WAGE VARIATIONS IN ITALIAN INDUSTRY - EFFECT ON ARMED FORCES WAGE SCALES.

1. On the wages front in ITALY there is now considerable activity. The carovita bonus granted in October, 1944, followed some months of previous negotiation and agitation, and the delay operated against acceptance by the workers as an effective contribution to solve their distress. For the past three months claims have been made in numerous quarters for a readjustment of the wages scales and particularly for the introduction of a variable cost-of-living bonus on a sliding scale to keep pace with prices. The policy of the C.G.I.L., representing the workers, and of the employers' federations, has been to encourage negotiations in various industries to raise the wages levels to the utmost extent that the industries in question can bear. The Italian Government has encouraged these negotiations. Recently (17th February 1945) a conference of national representatives of industry and workers, presided over by Minister GRONCHI, of the Italian Ministry of Industry, Commerce and Labour, agreed in principle that there should be negotiations to clarify the confused wage structure which at present starts with the wage agreements in force in September 1942, to which innumerable bonuses and indemnities have been added. The intention is to fix basic rates for various classes with variations according to locality, industry, individual efficiency and recognition of length of service.

2. It is therefore to be anticipated that the wage rates in Italian industry, to which the Armed Forces scales are related, will undergo considerable change as the result of wage negotiations. The question therefore arises whether, and if so to what extent, the Armed Forces wage scale should be raised following the expected increases.

3. For Italian civilians directly employed by the Allied Armed Forces a wage scale is fixed indicating, by trade classification, the appropriate minimum and maximum limits on a daily or monthly basis within which such civilian workers should be paid. The wage scale is not subject to local differentiation but in general is applied uniformly throughout ITALY.

4. In fixing the various rates, regard is paid to the normal rate in Italian industry with a small addition in order to make Armed Forces wage scales slightly more attractive than private industry wages. In private industry there is a cost-of-living (carovita) bonus and a dependents' allowance which varies according to the number of dependents of the worker, etc; but for the Armed Forces employees the carovita, etc., addition is not variable according to the number of dependents but is based upon a notional family of man, wife and two children.

5. It is obvious that, where improved wages are agreed as the result of negotiations between employers and workers, the slight differentiation in the Armed Forces wage scale, which serves as an attraction to enter Allied Armed Forces employment, will disappear, and that in areas where there are competing demands for labour it will be difficult to meet requirements for military purposes, while in other areas it will be difficult to avoid unrest among existing employees

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2. It is therefore to be anticipated that the wages [illegible] to which the Armed Forces scales are related, will undergo considerable change as the result of wage negotiations. The question therefore arises whether, and if so to what extent, the Armed Forces wage scale should be raised following the expected increases.

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4. In fixing the various rates, regard is paid to the normal rate in Italian industry with a small addition in order to make Armed Forces wage scales slightly more attractive than private industry wages. In private industry there is a cost-of-living (carovita) bonus and a dependents' allowance which varies according to the number of dependents of the worker, etc; but for the Armed Forces employees the carovita, etc., addition is not variable according to the number of dependents but is based upon a notional family of man, wife and two children.

5. It is obvious that, where improved wages are agreed as the result of negotiations between employers and workers, the slight differentiation in the Armed Forces wage scale, which serves as an attraction to enter Allied Armed Forces employment, will disappear, and that in areas where there are competing demands for labour it will be difficult to meet requirements for military purposes, while in other areas it will be difficult to avoid unrest among existing employees if it becomes known that they are being paid at a rate lower than that recognised by industry with the approval of the Italian Government.

6. The questions for decision are therefore as follows:-

(a) Should the existing Armed Forces wage scale be maintained at its present level after it becomes apparent that properly negotiated wage improvements in Italian private industry make the Armed Forces wage scale lower than industrial rates for comparable grades?

(b) Should the Armed Forces wage scale reflect changes in private industry wages?

(c) If (b) is decided upon, should the Armed Forces wage scale coincide with Italian industrial rates, reflect variations according to locality, number of dependents, age, degree of efficiency, etc?

(d) As an alternative to (c), should a simplified, uniform scale be applied which would approximately reflect Italian industrial rates?

/(e) In fixing.. .... OVER

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(c) In fixing a uniform scale as in (a), should an attempt be made to make Armed Forces employment more attractive than employment in Italian industry?

7. The recommendations of the Labour Sub-Commission are:-

(a) That the Armed Forces wage scale cannot be maintained at its present level without reflecting improvements agreed in private industry, unless unrest among present employees and difficulty in meeting future demands can be faced.

(b) That the present policy of making Armed Forces employment slightly more attractive than outside employment should continue.

(c) That a uniform wage scale be adopted for Armed Forces employment, but that the range between minimum and maximum rates be sufficiently broad to permit of recognition of local differentations in private industry.

(d) The administration of recommendation (c) appears somewhat difficult. The Army likes fixed rates and where discretion is involved, tends to use the highest figure. It would seem that the instructions making this effective should make the minimum rate the standard rate, but should provide for adjustment after employment within a certain ceiling only if local higher rates actually resulted in a loss of labour. It is a matter of emphasis.

8. Decisions on the questions of policy raised above are requested as a matter of urgency.

W. H. BRAINE
Director
Labour Sub-Commission

26 February 1945

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

Postal Address :
AFLRS, ROME AREA
ALLIED COMMAND,
C.M.F.
TEL : 66275 ROME

LRS/214A.

27 February 1945

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - MINUTES

96. The twenty ninth (Special) meeting of the Labour & Wages Control Committee was held at 1500 hours on Tuesday, 27 FEB 45 in the AFLRS Conference Room, ROME.

PRESENT:

Chairman
Colonel J.R. SMITH, A.C.

Representatives of:

C-in-C, Med
U.S. Eighth Fleet
D.Lab., AFHQ
CG, MTOUSA
HQ, AC
MAAF (Br)
NAFSC/MTO
CG, PBS
No 1 District
No 2 District
No 3 District
CG, Rome Area Allied Command
IMR, ITALY
R.N. (FONAM)
HQ Adriatic Depot

HEADQUARTERS 1 MAR 1945 A. Co

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In Attendance:

Chiefs of Section, AFLRS AFHQ

& Representatives of:

F.A., AFHQ
[illegible] MAAF, PAF

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Chairman
Colonel J.R. SMITH, A.C.

Representatives of:

C-in-C, Med
U.S. Eighth Fleet
D.Lab., AFHQ
CG, MTOUSA
HQ, AC
MAAF (Br)
MAFSC/MTO
CG, PBS
No 1 District
No 2 District
No 3 District
CG, Rome Area Allied Command
IMR, ITALY
R.N. (FONAM)
HQ Adriatic Depot

HEADQUARTERS
1 MAR 1945
A.F.H.Q.

In Attendance:

Chiefs of Section, AFLRS AFHQ

& Representatives of:

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

97. COST OF BREAD INCREASE:

The AC representative stated that the official Italian Decree announcing the authorisation of a bonus to cover the increased cost of bread will be published in the Official Gazette on 1 March 45, effective that date.

Interim action on this subject having been authorised by the Joint Chairmen of the Board, the Committee considered the proposals submitted by HQ AC for adjusting the bonuses permissible within the Allied Armed Forces Basic Wage Scale (Appendix "A" attached).

The Committee considered three observations raised by the representative of the Financial Adviser AFHQ:-

(a) That no increase in bonus should be given where the worker is drawing his full ration from military sources.

(b) That the proposed Italian Government Decree lays down a figure for the total of wages and bonus above which the increased bonus will not be payable. The AC proposal was not in conformity with this.

/(c).....

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(c) That the increased bonus proposed by AC in respect of Juveniles was not in conformity with the proposed Decree.

It was decided by the Committee that :-

(a) This point was already covered by existing instructions.

(b) The number of employees of the Allied Armed Forces who would fall in the categories of non-entitlement to bonus within the proposed Italian Government scheme were thought to be too small to warrant any change in the AC proposal.

(c) The proposed bonus to Juveniles should be reduced from 5 lire to 4 lire per day and from 130 lire to 104 lire per month to meet the FA's observation.

The representative of CG ATOUSA stated that as the Members had only received copies of the proposed Italian Government Decree at the meeting he would like a decision on this important matter deferred for further study. The Committee decided that delay in reaching a recommendation to the Board was not advisable in view of the necessity for implementing the action of the Allied Forces on a date as close as possible to that on which the Italian Government Decree becomes effective.

It was consequently recommended to the Board that AFHQ Administrative Memorandum No 62 of 19 DEC 44 be amended to permit of increases as follows :-

Appendix "A" - AFHQ Adm. Memo No 62.

1. Daily Wage Group.

a. Adult Group	Increase of 15 lire per day.
b. Juveniles	Increase of 4 lire per day.

2. Monthly Wage Group.

a. Adult Group	Increase of 390 lire per month.
b. Juveniles	Increase of 104 lire per month.

Appendix "B" - AFHQ Adm. Memo. No 62

a. Adult Group	Increase of 285 lire per month
b. Juveniles	No increase.

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2. Monthly Wage Group.

a. Adult Group	Increase of 390 lire per month.
b. Juveniles	Increase of 104 lire per month.

Appendix "B" - AFHQ Adm. Memo. No 62

a. Adult Group	Increase of 285 lire per month
b. Juveniles	No increase.

It was further recommended that the above increases to be made effective with the first pay period commencing subsequent to 28 FEB 45 and that an amendment to AFHQ Administrative Memorandum No 62, incorporating them in Appendices "A" and "B" be issued as expeditiously as possible.

/

. PUBLICATION OF ALLIED INTENTIONS:

The Committee approved the following for publication in the press :-

1. The cost of living bonus for civilians employed directly by the Allied Forces will be immediately increased to meet the increased cost of bread and pasta as just fixed by the Italian Government, it was announced today, by the Allied Force Local Resources Board and the Allied Commission.

2. The adjustment will be similar to that made in the CARDANE indemnity being granted to State employees and to workers in private industry.

3. Necessary instructions are being issued to enable this revised bonus to be paid at the earliest possible pay day.

/Para 99.....

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99. COMPARISON OF ALLIED AND ITALIAN WAGE SCALES:

In reply to a query the AC representative stated that the Italian Government was now engaged in a study comparing the rates of pay and bonuses admissible within the Allied Force Wage Structure with those admissible within the Official Italian Wage Structure.

100. FREE TRANSPORT:

The Committee received the recommendations of the Sub-Committee on the question of the free conveyance of civilians employed directly by or working wholly for the Allied Armed Forces, which was referred to them at the last meeting of the Committee.

It was reaffirmed that there is a need for free transport where military necessity can be shown (without cost to the workers) for directly employed civilians working for the Allied Forces.

It was also recommended :-

(a) That the responsibility of the Italian Government for the provision of such free travel be ascertained.

(b) That the responsibility of A.C. in this matter be ascertained.

(c) That, should it be determined that neither the Italian Government nor A.C. has any financial responsibility to pay for such free facilities, or that such responsibilities are limited, the matter be referred to the Joint Military Finance Committee in order that the Allied Forces may assume the responsibility of paying for such facilities.

(d) It was further recommended that any directive on this subject should cover the financial arrangements for :-

(1) Italian State Railways;

(2) Private Railways;

(3) Other transport agencies such as trams, trolley buses, etc.

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101. NEXT MEETING:

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working for the Allied Forces.

It was also recommended :-

(a) That the responsibility of the Italian Government for the provision of such free travel be ascertained.

(b) That the responsibility of A.C. in this matter be ascertained.

(c) That, should it be determined that neither the Italian Government nor A.C. has any financial responsibility to pay for such free facilities, or that such responsibilities are limited, the matter be referred to the Joint Military Finance Committee in order that the Allied Forces may assume the responsibility of paying for such facilities.

(d) It was further recommended that any directive on this subject should cover the financial arrangements for :-

(1) Italian State Railways;

(2) Private Railways;

(3) Other transport agencies such as trams, trolley buses, etc.

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101. NEXT MEETING:

The next meeting of the Committee will be held at 0930 hours, Thursday, 15 MAR 45, in the AFLRS (AFHQ) Conference Room, Rome.

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

SJBL/gs.

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33	DDL, 15 Army Group
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37	CG, Fifth Army (for attention of Br Increment - Labour)
38/39	HQ Eighth Army
40	HQ AC
41	Vice-President, Economic Section, AC
42/47	Economic Section AC
48	Finance Sub-Commission, HQ AC
49	Labour Sub-Commission, AC
50/53	RN(FONAM)
54	RN (FOTALI)
55	RN (FOTALI) ROME
56	CS, TARANTO
57	NOIC, NAPLES
58	NOIC, ANCONA
59	NOIC, LEGHORN
60	SNO, Eastern Sicily.
61/63	COMDR, U.S. EIGHTH Fleet
64	SERVALSUBNO
65	WSA
66	NAVTB
67	[illegible]

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30	FA, AFHQ
31	CG, MTOUSA
32	GFA, MTOUSA
33	DEL, 15 Army Group
34/36	CG, Fifth Army
37	CG, Fifth Army (for attention of Br Increment - Labour)
38/39	HQ Eighth Army
40	HQ AC
41	Vice-President, Economic Section, AC
42/47	Economic Section AC
48	Finance Sub-Commission, HQ AC
49	Labour Sub-Commission, AC
50/53	RN(FORAM)
54	RN (FOTALI)
55	RN (FOTALI) ROME
56	CS, TARANTO
57	NOIC, NAPLES
58	NOIC, ANCONA
59	NOIC, LEGHORN
60	SNO, Eastern Sicily.
61/63	COMDR, U.S. EIGHTH Fleet
64	SERVALSUSNO
65	WSA
66	MWTB
67	MWTB & Shipping Sub-Commission
68	Director Engineer Production & Stores, AFHQ
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75/76	HQ 214 Group RAF
77/79	HQ 1 District
80/82	HQ 2 District
83/84	HQ 3 District
85/89	CG, Rome Area Allied Command
90	PENBASE.
91/92	PENBASE Forward
93/94	RHA, PENBASE
95	PENBASE (South)
96/97	HQ ADRIATIC DEPOT
98	Chairman, Labour & Wages Control Committee
99/104	AFLRS AFHQ ADV ECH
105	AFLRS Naples Area
106	AFLRS S.E. Area
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APPENDIX 'A'

HEADQUARTERS ALLIED COMMISSION
Office of the Chief Commissioner
APO 394

REF: LSC/1204

22 February 1945

SUBJECT : Proposed increase in cost-of-living bonus for Italian civilian employees of the Allied Forces to provide for an increase in the cost of bread.

TO : Chairman, Labor and Wages Control Committee, A.F.H.Q. (Italian).

1. Reference is made to Paragraph 89 of the minutes of the meeting of the Labor and Wages Control Committee, 15 February 1945, which reads as follows:

"Cost of Bread Increase:

"HQ AC representative reported that the Italian Government had intimated that they were no longer able to subsidise the price of bread, which would result in the present price of 5 lire per kilo being raised to approximately 14 lire per kilo, with effect from 1 Mar 45. In order to mitigate the effect of this increase on the working classes it was the intention of the Italian Government to authorise a special bonus (Caropane) of 75 to 85 lire per month, per dependent, payable to workers drawing less than a certain wage and not in receipt of private income.

"The Committee came to the unanimous conclusion that if some such similar action was not taken by the Allied Forces simultaneously with that of the Italian Government, including simultaneous publication, an extremely adverse situation would arise insofar as military labour was concerned.

"In view of the short notice, AFHQ agreed to bring these facts urgently to the notice of the Joint Chairmen of the Board with a request for interim action on the following lines:-

"Immediate publication of the facts that:

"(a) In the event of the Italian Government taking such action as was intimated some similar gesture would be made by the Allied Armed [illegible] their civilian employees with effect from the same date.

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1. Reference is made to Paragraph 89 of the minutes of the meeting of the Labor and Wages Control Committee, 15 February 1945, which reads as follows:

"Cost of Bread Increase:

"HQ AC representative reported that the Italian Government had intimated that they were no longer able to subsidise the price of bread, which would result in the present price of 5 lire per kilo being raised to approximately 14 lire per kilo, with effect from 1 Mar 45. In order to mitigate the effect of this increase on the working classes it was the intention of the Italian Government to authorise a special bonus (Caropane) of 75 to 95 lire per month, per dependent, payable to workers drawing less than a certain wage and not in receipt of private income.

"The Committee came to the unanimous conclusion that if some such similar action was not taken by the Allied Forces simultaneously with that of the Italian Government, including simultaneous publication, an extremely adverse situation would arise insofar as military labour was concerned.

"In view of the short notice, AFLRB agreed to bring these facts urgently to the notice of the Joint Chairmen of the Board with a request for interim action on the following lines:-

"Immediate publication of the facts that:

"(a) In the event of the Italian Government taking such action as was intimated some similar gesture would be made by the Allied Armed Forces to their civilian employees with effect from the same date.

"(b) The Midshift Meal, as at present supplied, will be maintained without additional cost to the worker".

2. The Allied Force Local Resources Board meets on 3 March. It is requested that the Labour and Wages Control Committee adopt specific recommendations which may be presented at the 3 March meeting of the Board.

3. Attached hereto are: (a) a proposed minute for consideration by the Labour and Wages Control Committee, and (b) a proposed revision to Appendices "A" and "B" of AFHQ Administrative Memorandum No. 62.

4. The first attachment (a) recommends certain increases in the maximum permissible cost-of-living bonus commencing the first pay period subsequent to 1 March 45, without changing any other provisions of Administrative Memorandum No. 62.

5. The second attachment (b) shows the proposed revision of Appendices "A" and "B" resulting from incorporation of the recommended increases. These increases are calculated as follows:-

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(a) The Italian Government's withdrawal of a bread subsidy will raise the cost of the average consumer's bread ration by 95 lire per month. The Allied Forces in Italy have always used the notional family of a man, wife and two children as the basis for making wage computations. On this basis, the increased bread cost per worker may be established at 380 lire per month (4 x 95), or a rounded figure of 15 lire per working day, assuming 26 days to the month. Reconverting this daily rate into a monthly rate (26 x 15) yields a figure of 390 lire to be added to monthly cost-of-living bonus.

(b) Based on this method of calculation, it is proposed to add 15 lire and 390 lire, respectively, to the daily and monthly maximum bonuses for adults in Appendix "A" of AFHQ Administrative Memorandum No. 62.

(c) It is proposed that 5 lire and 130 lire, respectively, be added to the daily and monthly maximum bonuses for juveniles, since they will not have, for the most part, any other consumers dependent on them.

(d) In Appendix "B", covering hotel grades, it is proposed that 295 lire per month be added to the present maximum bonus for adults. This will cover the increased bread cost for 3 persons only (i.e., wife and two children in the notional family), since the worker is presumed to be taken care of by his partial compensation in the form of food. Using similar reasoning, no increase is proposed for juveniles employed in hotels.

ELLERY W. STONE,
Rear Admiral, USNR,
Chief Commissioner.

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(c) It is proposed that 5 lire and 130 lire, respectively, be added to the daily and monthly maximum bonuses for juveniles, since they will not have, for the most part, any other consumers dependent on them.

(d) In Appendix "B", covering hotel grades, it is proposed that 295 lire per month be added to the present maximum bonus for adults. This will cover the increased bread cost for 3 persons only (i.e., wife and two children in the notional family), since the worker is presumed to be taken care of by his partial compensation in the form of food. Using similar reasoning, no increase is proposed for juveniles employed in hotels.

ELLEN W. STONE,
Rear Admiral, USNR,
Chief Commissioner.

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ATTACHMENT (A)

PROPOSED MINUTE ON INCREASE IN COST-OF-LIVING BONUS FOR CIVILIAN EMPLOYEES

1. In view of the action taken by the Italian Government authorizing a "caropane" indemnity to workers in private industry as an offset to the increased price of bread, the Labour and Wages Control Committee recommends that the maximum cost-of-living bonus for Italian civilian employees of the Allied Forces, as provided by AFHQ Administrative Memorandum No 62 of 19 December 1944, be increased as follows:

APPENDIX "A" - Admin Memo No 62

1. Daily Wage Group

a:	Adult Group	Increase of 15 lire per day
b:	Juveniles	" " 5 " " "

2. Monthly Wage Group

a:	Adult Group	Increase of 390 lire per month
b:	Juveniles	" " 130 " " "

APPENDIX "B" - Admin Memo No 62

1.	Adult Group	Increase of 285 lire per month
2.	Juveniles	No increase

2. It is further recommended that the above increases be made effective with the first pay period subsequent to 1 March 1945, and that an amendment to AFHQ Administrative Memorandum No 62 incorporating them in Appendices "A" and "B" be issued as expeditiously as possible.

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a: Adult Group — Increase of 15 lire per day
b: Juvenile — " 5 " "

2. Monthly Wage Group

a: Adult Group — Increase of 390 lire per month
b: Juvenile — " 130 " "

APPENDIX "B" - Admin Memo No 62

1. Adult Group — Increase of 285 lire per month
2. Juvenile — No increase

2. It is further recommended that the above increases be made effective with the first pay period subsequent to 1 March 1945, and that an amendment to AFHQ Administrative Memorandum No 62 incorporating them in Appendices "A" and "B" be issued as expeditiously as possible.

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APPENDIX "A" to AFHQ Adm Memo No. 62 (Proposed Revision) (ATTACHMENT B)

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

1. Daily Wage Group.

a. Adult Group:

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

b. Juveniles may be paid a cost-of-living bonus up to 30 lire per day.

2. Monthly Wage Group:

a. Adult Group:

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

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b. Juveniles may be paid a cost-of-living bonus up to 780 lire per month.

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From 176 to 180 lire	57 lire
From 181 and above	55 lire

b. Juveniles may be paid a cost-of-living bonus up to 30 lire per day.

2. Monthly Wage Group:

a. Adult Group:

Basic Wage	Maximum Permissible Bonus.
Up to and including 3000 lire	1950 lire
From 3001 to 3100 lire	1920 lire
From 3101 to 3200 lire	1870 lire
From 3201 to 3300 lire	1820 lire
From 3301 to 3400 lire	1770 lire
From 3401 to 3500 lire	1720 lire
From 3501 to 5000 lire	1690 lire
From 5001 to 5100 lire	1620 lire
From 5101 to 5200 lire	1570 lire
From 5201 to 5300 lire	1520 lire
From 5301 to 5400 lire	1470 lire
From 5401 and above	1450 lire

49 B

b. Juveniles may be paid a cost-of-living bonus up to 780 lire per month.

APPENDIX "B" to AFHQ Adm Memo No. 62.

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

1. Adult Group:

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

(9)

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

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

LRS/214a.

Postal Address :
AFLRS, Rome Area
Allied Command,
C.M.F.
TEL : ROME 66275

15 February 1945

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - MINUTES

82. The twenty eighth meeting of the Labour & Wages Control Committee was held at 0930 hours on Thursday 15 FEB 45 in the AFLRS Conference Room, Rome.

PRESENT:

Chairman
Colonel J.R. SMITH, A.C.

Representatives of:

C-in-C, Med
D.Lab., AFHQ
CG, MTOUSA
HQ, Fifth Army
HQ, Eighth Army
HQ, AC
MAAF (Br)
AAFSC/MTO
No 2 District
No 3 District
CG, Rome Area Allied Command
CO, PBS
DMR, ITALY
RN (FONAM)
HQ, Adriatic Depot
U.S. Eighth Fleet

49

In Attendance:

Chiefs of Section, AFLRS AFHQ

& Representatives of:

Declassified E.O. 12356 Section 3.3/NND No. 785015

Representatives of:

C-in-C, Med
D.Lab., AFHQ
CG, MTOUSA
HQ, Fifth Army
HQ, Eighth Army
HQ, AC
MAAF (Br)
AAFSC/MTO
No 2 District
No 3 District
CG, Rome Area Allied Command
CO, PBS
DMR, ITALY
HN (FONAM)
HQ, Adriatic Depot
U.S. Eighth Fleet

49

In Attendance: Chiefs of Section, AFLRS AFHQ

& Representatives of:

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

83. MINUTES OF LAST MEETING:

The minutes of the twenty seventh meeting held on 16 JAN 45 were approved.

MINUTES OF THE AFLR (ITALIAN) BOARD:

The following points arose for discussion from the meeting of the Board held on 3 FEB 45 :-

(a) Free Conveyance of Civilians.

The question of the free conveyance of civilians employed directly by or working wholly for the Allied Armed Forces which was referred back to the Committee by the Board was passed to the Wages Sub-Committee for further consideration.

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(b) Loss or Damage to W.D. property.

The Board referred this recommendation back to the Committee for careful consideration of the many factors involved. It was reported that J.A.G.(Am) AFHQ, J.A.G.(Br) AFHQ and G-1 (Br) AFHQ had already considered the recommendation and approved it in its present form. The Committee therefore re-submitted it in its original form for the approval of the Board.

(c) Rates of Pay - Mess Grades.

The Board referred the recommendation made on the above subject back to the Committee. It was decided after reconsideration to withdraw the recommendation.

85. MINUTES OF WAGES SUB-COMMITTEE:

The minutes of the Wages Sub-Committee meeting of 30 JAN 45 were considered.

86. NEW GRADES & RATES OF PAY:

The following new grades to be added to the Allied Force Basic Wage Scale were approved, and subject to no protest having been received by AFLRS (AFHQ) within 48 hours of the termination of the meeting, become effective beginning with the first pay period after the actual receipt by the employing unit of the relevant AFHQ Administrative Memorandum (or competent directive based thereon), and are subject to the bonus at the rates and under the conditions prescribed by AFHQ Administrative Memorandum No 62.

Appendix "D" (Italy) to AFHQ Adm Memo No 47

Locksmith	90 - 135 lire per day

Appendix "F" (Sicily) to AFHQ Adm Memo No 47

Medical Practitioner	30 - 40 lire per hour
Nursing Orderly	80 - 105 lire per day
Caretaker (Cemetery)	80 - 105 lire per day

The following deletion to be made from the Allied Force Basic Wage Scale.

Appendix "A" to AFHQ Adm Memo No 47

Prisoner of War Mail Examiner	3000 - 4000 lire per month

87. PAYMENT OF SUBSISTENCE ALLOWANCE:

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The following new grades to be added to the Allied Force Basic Wage Scale were approved, and subject to no protest having been received by AFLRS (AFHQ) within 48 hours of the termination of the meeting, become effective beginning with the first pay period after the actual receipt by the employing unit of the relevant AFHQ Administrative Memorandum (or competent directive based thereon), and are subject to the bonus at the rates and under the conditions prescribed by AFHQ Administrative Memorandum No 62.

Appendix "D" (Italy) to AFHQ Adm Memo No 47

Locksmith	90 - 135 lire per day

Appendix "F" (Sicily) to AFHQ Adm Memo No 47

Medical Practitioner	30 - 40 lire per hour
Nursing Orderly	80 - 105 lire per day
Caretaker (Cemetary)	80 - 105 lire per day

The following deletion to be made from the Allied Force Basic Wage Scale.

Appendix "A" to AFHQ Adm Memo No 47

Prisoner of War Mail Examiner	3000 - 4000 lire per month

87. PAYMENT OF SUBSISTENCE ALLOWANCE:

It was recommended to the Board that in view of the considerable difference between the subsistence allowance payable to civilian M/T Drivers and that payable to Clerical and Supervisory personnel, AFHQ Administrative Memorandum No 65 dated 26 DEC 44 Section III be rescinded and a new instruction published as per Appendix "A" attached.

88. LABOUR CLASSIFICATIONS:

It was agreed that the following labour classification should be made :-

	To be classified as
Civilian Foreman of Works RE	Deputy Supervisor of Labour
Dental Clerk/Orderly	Laboratory & Dispensary Assistant
P.W. Mail Examiner (Italian)	Senior Administrative Assistant.
P.W. Mail Re-examiner (Italian)	
P.W. Mail Examiner (German)	
P.W. Mail Re-examiner (German)	

/Para 89.....

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89. COST OF BREAD INCREASE:

HQ AC representative reported that the Italian Government had intimated that they were no longer able to subsidise the price of bread, which would result in the present price of 5 lire per Kilo being raised to approximately 14 lire per Kilo, with effect from 1 MAR 45. In order to mitigate the effect of this increase on the working classes it was the intention of the Italian Government to authorise a special bonus (Caropane) of 75 to 95 lire per month, per dependant, payable to workers drawing less than a certain wage and not in receipt of private income.

The Committee came to the unanimous conclusion that if some such similar action was not taken by the Allied Forces simultaneously with that of the Italian Government, including simultaneous publication, an extremely adverse situation would arise in so far as military labour was concerned.

In view of the short notice AFLRS agreed to bring these facts urgently to the notice of the Joint Chairmen of the Board with a request for interim action on the following lines :-

Immediate publication of the facts that :

(a) In the event of the Italian Government taking such action as was intimated some similar gesture would be made by the Allied Armed Forces to their civilian employees with effect from the same date.

(b) The Midshift Meal as at present supplied will be maintained without additional cost to the worker.

90. EMPLOYEES IN COLD STORAGE PLANTS:

A proposal for an increase of 10 lire per day for unskilled labourers whilst actually employed in Cold Storage Plants and working in artificially reduced temperatures was considered and rejected by the Committee.

91. ALLIED EMPLOYMENT OF DESERTERS & ILLEGAL ABSENTEES FROM THE ITALIAN ARMY:

Correspondence between AFHQ, MMLA and the Italian War Ministry dealing with the employment by the Allied Armed Forces of Deserters and illegal absentees from the Italian Army was received by the Committee.

It is recommended to the Board that an AFHQ order be published that all civilians at present employed by the Allied Forces, who are declared to be deserters by the Italian authorities and who are identified as being in the employ of the Allied Authorities should be handed over on demand and identification by the Italian Authorities.

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intimated some similar gesture would be made by the Allied Armed Forces to their civilian employees with effect from the same date.

(b) The Midshift Meal as at present supplied will be maintained without additional cost to the worker.

90. EMPLOYEES IN COLD STORAGE PLANTS:

A proposal for an increase of 10 lire per day for unskilled labourers whilst actually employed in Cold Storage Plants and working in artificially reduced temperatures was considered and rejected by the Committee.

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Correspondence between AFHQ, MMLA and the Italian War Ministry dealing with the employment by the Allied Armed Forces of Deserters and illegal absentees from the Italian Army was received by the Committee.

It is recommended to the Board that an AFHQ order be published that all civilians at present employed by the Allied Forces, who are declared to be deserters by the Italian authorities and who are identified as being in the employ of the Allied Authorities should be handed over on demand and identification by the Italian Authorities.

Reasonable facilities will be given to the RR Carabinieri to permit them to carry out such investigations as are necessary.

92. DIFFERENTIAL BETWEEN RATES OF PAY FOR MALE & FEMALE LABOUR:

The Committee having considered a proposal put by HQ AC declined to recommend the abolition of the 15% differential for the following reasons :-

(1) The present policy is to follow the industrial wage structure and not the Italian Civil Service structure.

(2) The present wages of those grades concerned compare very favourably with those paid by the Italian Government.

93. MEMBERSHIP OF WAGES SUB-COMMITTEE:

The Committee agreed to the request of the representative of CG Rome Area Allied Command that he be struck off membership of the Wages Sub-Committee. The membership of this Sub-Committee now being as follows :-

/Chairman.....

(18)

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Chairman: Lt.Col. H.S. PEARCE — Labour Directorate AFHQ

Members: Representatives of: C-in-C, Med
MAAF
CC, PBS
HQ, AC

94. MEMBERSHIP OF THE COMMITTEE:

The Chairman drew the attention of members to the direction of the Board that the membership of the Committee be reviewed with a view to its possible reduction compatible with efficient operation.

It was recommended to the Board that the membership of the Shipping Sub-Commission and Mediterranean Shipping Board be cancelled.

Other Members were requested to consider their individual requirements for membership and to report to the next meeting whether or not they were prepared to resign.

95. NEXT MEETING:

The next meeting of the Committee will be held at 0930 hours Thursday 15 MAR 45 in the AFLRS (AFHQ) Conference Room, Rome.

S.J.B. LOULEN, Major, DAAMG,
Secretary,
A. F. L. R. (ITALIAN) BOARD.

SJBL/gs.

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APPENDIX "A"

PAYMENT OF SUBSISTENCE ALLOWANCE TO CIVILIANS EMPLOYED BY THE ALLIED FORCES IN ITALY SICILY AND SARDINIA

1. 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
9,600 lire and more	250 lire
6,000 lire to 9,599 lire	225 lire
4,500 lire to 5,999 lire	175 lire
3,500 lire to 4,499 lire	150 lire
less than 3,500	125 lire

Daily Basic Wage	Daily Subsistence Allowance
370 lire and more	250 lire
231 lire to 369 lire	225 lire
170 lire to 230 lire	175 lire
135 lire to 169 lire	150 lire
less than 135 lire	125 lire

NOTES : 1. For absences of more than ten but 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 at the discretion of the C.O. for each meal.

2. For absences 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 any allowance payable under Note 1 above.

2. No allowances are payable under Note 1 above if rations are provided in kind, or under Note 2 above if quarters are provided.

3. These rates will become effective for travel performed on and after 1st March, 1945.

4. 45 A.F.H.Q. Administrative Memorandum No 65 dated 26th December, 1944, Section III is cancelled.

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370 lire and more	250 lire
231 lire to 369 lire	225 lire
170 lire to 230 lire	175 lire
135 lire to 169 lire	150 lire
less than 135 lire	125 lire

NOTES : 1. For absences of more than ten but 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 at the discretion of the C.O. for each meal.

2. For absences 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 any allowance payable under Note 1 above.

2. No allowances are payable under Note 1 above if rations are provided in kind, or under Note 2 above if quarters are provided.

3. These rates will become effective for travel performed on and after 1st March, 1945.

4. 49 A.F.H.Q. Administrative Memorandum No 65 dated 26th December, 1944, Section III is cancelled.

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(18)

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38	CG, Fifth Army (for attention British Increment - Labour)
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41	HQ, AC
42	Vice-President, Economic Section, AC
43/48	Economic Section, AC
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70/71	HQ 9th AF, APO 512

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55/57	CG, Fifth Army
58	CG, Fifth Army (for attention British Increment - Labour)
59/60	HQ Eighth Army
61	HQ, AC
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63/68	Economic Section, AC
69	Finance Sub-Commission, AC
70	Labour Sub-Commission, AC
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75/76	MI (FOTALI)
77	MI (FOTALI) ROME
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81	WSA
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83	MWTB & Shipping Sub-Commission
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85	MAAF (B)
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90/91	HQ 214 Gp. RAF
92/94	HQ 1 District
95/96	HQ 2 District
97/98	HQ 3 District
99/103	CG, PAAC
104/107	BPA Penbase
108	BPA Penbase (South)
109/110	HQ, Adriatic Depot
111	Chairman, Labour & Wages Control Committee
112/116	AFLRS AFHQ ADV ECH, c/o HQ 59 Area
117/118	AFLRS Naples Area
119	AFLRS S.E. Area
120/129	AFLRS Sicilian Area
130	AFLRS AFHQ CASERTA
131	File
132/155	Spares.

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A.F.H.Q.

Postal Address :
AFLRS, Rome Area
Allied Command,
C.M.F.
TEL : ROME 66275

LRS/214A.

10 February 1945

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE

ADDENDUM TO AGENDA

The following Addendum to the Agenda for the Labour & Wages Control Committee meeting to be held on 15 FEB 45 is notified :-

1. To receive and consider a proposal for the payment of Subsistence Allowances to civilians employed by the Allied Forces in Italy, Sicily and Sardinia as agreed between the following as per Appendix "C" attached :-

Fiscal Director, MTOUSA
Fleet Supply Officer (RN), AFHQ
FA (RN), AFHQ
FA (RAF), HQ MAAF.

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

SJbL/gs.

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30	Fiscal Director, AFHQ
31	FA, AFHQ
32	CG, MTOUSA
33	CPA, MTOUSA
34	DDL, 15 Army Group
35/37	CG, Fifth Army
38	CG, Fifth Army (for attention British Increment - Labour)
39/40	HQ, Eighth Army
41	HQ, AC
42	Vice-President, Economic Sect., AC
43/48	Economic Section, AC
49	Finance Sub-Commission, AC
50	Labour Sub-Commission, AC
51/54	RN (FONAM)
55/56	RN (FOTALI)
57	RN (FOTALI) ROME
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60	SENALUSNO, Italy
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62	MWTB
63	MWTB & Shipping Sub-Commission
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66/69	AAFSC/MTO
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72/74	HQ 1 District
75/76	HQ 2 District
77/78	HQ 3 District
79/83	CG, RAAC
84	Penbase [illegible]
85	Penbase Forward
86/87	BPA Penbase
88	BPA Penbase South
89/90	HQ, Adriatic Depot
91	Chairman, Labour & Wages Control Committee
92/96	AFLRS, Adv Ech c/o HQ 59 Area
97/98	AFLRS, Naples Area
99/100	AFLRS S.E.Area
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111	AFLRS, AFHQ (CASERTA)
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APPENDIX "C"

PAYMENT OF SUBSISTENCE ALLOWANCE TO CIVILIANS

EMPLOYED BY THE ALLIED FORCES IN ITALY,

SICILY AND SARDINIA

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 subeistence allowance at the following rates for each full day's absence of 24 hours.

Monthly Basic Wage	Daily Subsistence Allowance
9,600 lire and more	250 lire
6,000 lire to 9,599 lire	225 lire
4,500 lire to 5,999 lire	175 lire
3,500 lire to 4,499 lire	150 lire
less than 3,500 lire	125 lire

Daily Basic Wage	Daily Subsistence Allowance
370 lire and more	250 lire
231 lire to 369 lire	225 lire
170 lire to 230 lire	175 lire
135 lire to 169 lire	150 lire
less than 135 lire	125 lire

NOTES : 1. For absences of more than ten but 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 at the discretion of the C.O. for each meal.

2. For absences 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 any allowance payable under Note 1 above.

2. No allowances are payable under Notes 1 and 2 above if rations and/or quarters are provided in kind.

3. These rates will become effective for travel performed on and after 1st March, 1945.

4. A.F.H.Q. Administrative Memorandum No. 65 dated 26th December, 1944, Section III is cancelled.

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

Postal Address :
AFLRS, Rome Area
Allied Command,
C.M.F.
TEL : ROME 66275

LRS/214.

6 February 1945.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - AGENDA

The twenty-eighth meeting of the Labour & Wages Control Committee will be held at 0930 hours on Thursday 15 FEB 45 in the AFLRS (AFHQ) Conference Room, 2nd Floor, 68 Piazza dell'Esedra, ROME, to consider the following Agenda :-

1. Minutes of the twenty-seventh meeting held on 18 JAN 45.
2. To consider any matters arising out of the meeting of the AFLR(Italian)Board held on 3 FEB 45.
3. To receive the minutes of the Wages Sub-Committee meeting held on 30 JAN 45 (Appendix "A" attached).
4. To receive a letter addressed to Q(Maint), AFHQ from the Director of Labour, AFHQ (Appendix "B" attached), dealing with Allied Employment of Deserters and Illegal Absentees from the Italian Army.
5. Any other business.
6. To set a date for the next meeting.

See 17 for

John T. Whittaker
JOHN T. WHITTAKER, Major, INF.,
Secretary,
A.F.L.R.(ITALIAN) BOARD.

JTW/gs.

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30 Fiscal Director, AFHQ
31 FA, AFHQ
32 CG, MTOUSA
33 CRA, MTOUSA
34 DDE, 15 Army Group
35/37 CG, Fifth Army
38 CG, Fifth Army (for attention British Increment - Labour)
39/40 HQ, Eighth Army
41 HQ, AC
42 Vice-President, Economic Sect., AC
43/48 Economic Section, AC
49 Finance Sub-Commission, AC
50 Labour Sub-Commission, AC
51/54 RN (FONAW)
55/56 RN (FOTALI)
57 RN (FOTALI) ROME
58 CS, TARANTO
59 Comdr., U.S. EIGHTH Fleet
60 SEMALUSNO, Italy
61 WSA
62 MWTB
63 MWTB & Shipping Sub-Commission
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72/74 HQ 1 District
75/76 HQ 2 District
77/78 HQ 3 District
79/83 CG, RAAC
84 Penbase Main
85 Penbase Forward
86/87 BPA Penbase
88 BPA Penbase South
89/90 HQ, Adriatic Depot
91 Chairman, Labour & Wages Control Committee
92/96 AFLRS, Adv Ech c/o HQ 59 Area
97/98 AFLRS, Naples Area
99/100 AFLRS C.E.Area
101/110 AFLRS Sicilian Area
111 AFLRS, AFHQ (CASERTA)
112 File
Spares. 113/136

0075

THE SUB-COMMITTEE OF THE LABOUR & WAGES CONTROL COMMITTEE

1. A meeting of the Wages Sub-Committee was held at 0930hrs on 30 Jan 45 at HQ RENSOUTH, NAPLES.

2. Present: Lt. Col. H.S. PEARCE, A.A.G.L. (Civil), AFHQ
Chairman

Representatives of:
AC - Capt W.E. SOLDENBERGER
PBS - (Major H.J. PEURER
- (Capt R.E. ELTON
RN FONAM - Lieut (S) R.R. GRIDDLE, RNVR
MAAF - Fl/Lt ..... HARLEY
ROME Area - Lt. Col. W.J. BOSTOCK, ADL(Sr)

In attendance:
Lt. Col. J.U. HALL, APA(Sr), AFHQ
W/Comdr J.K. GARLAND, APA(RAF), HQ MAAF
Major ROMER L. MELTON, AFHQ POW Censorship Det.
Major K.R. HAYWARD, DADL, HQ No. 3 District
Capt J. GENTLES, RE, Surveyor of Works, 18 CMP

3. Minutes of the last meeting.
The minutes of the last meeting held on 28 Dec 44 were approved.

4. New Grades and Rates of Pay.

(a) It was agreed and recommended that the following grades and rates of pay be included in the Allied Forces Basic Wage Scale:

Appendix "D" (ITALY)

Locksmith	90	-	135 lire per day

Appendix "F" (SICILY)

Medical Practitioner	30	-	40 lire per hour
Nursing Orderly	80	-	105 lire per day
Caretaker (Cemetery)	80	-	105 " " "

(b) Consideration was given to requests received for the approval of the following labour classifications:

Civilian Foreman of Works, RE
Dental Clerk/Orderly

It was agreed that there was no need for separate classifications to be established, and it was recommended that employees in these grades should be classified as follows:

	To be classified	Rate of Pay
Civilian Foreman of Works RE	Deputy Supervisor of Labour	7500-8500 lire per month

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The minutes of the last meeting held on 20 Dec 44 were approved.

4. New Grades and Rates of Pay:

(a) It was agreed and recommended that the following grades and rates of pay be included in the Allied Forces Basic Wage Scale:

Appendix "D" (ITALY)

Locksmith	90 - 135	lire per day

Appendix "F" (SICILY)

Medical Practitioner	30 - 40	lire per hour
Nursing Orderly	80 - 105	lire per day
Caretaker (Cemetery)	80 - 105	" " "

(b) Consideration was given to requests received for the approval of the following labour classifications:

Civilian Foreman of Works, RE
Dental Clerk/Orderly

It was agreed that there was no need for separate classifications to be established, and it was recommended that employees in these grades should be classified as follows:

	To be classified	Rate of Pay
Civilian Foreman of Works RE	Deputy Supervisor of Labour	7500-8500 lire per month
Dental Clerk/Orderly	Laboratory & Dispenser Assistant	100 - 125 lire per day

(c) Chief PW Censor, AFHQ, POW Censorship Detachment, submitted a proposal for the approval of the following classifications:

	Monthly Rate of Pay Proposed	
	Min (lire)	Max (lire)
PW Mail Examiner (Italian)	4000	5000
PW Mail Re-examiner (Italian)	4500	5500
PW Mail Examiner (German)	5000	6000
PW Mail Re-examiner (German)	5500	6500

In view of the need for a high standard of linguistic ability and personal integrity and as such civilian employees will be replacing Officer personnel, it was agreed and recommended that:

(i) These civilians should be classified as "Senior Administrative Assistants" and paid within the approved scale of 3600 - 6800 lire per month at levels to be determined by the Fiscal Director, MTOUSA, as commensurate with their linguistic ability and the responsibility of the work performed;

(ii) The present classification of "Prisoner-of-War Mail Examiner" with a scale of 3000 - 4000 lire per month be deleted from Appendix "A" to the Allied Forces Basic Wage Scale.

(d) Arising out of a proposal...../

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(d) Arising out of a proposal submitted by DDL No. 3 District, consideration was given to establishing the classification of "Commercial Artist" with a scale of pay of 5000 - 5400 lire per month. It was agreed that the demand for employees of this classification would be small; and the Chairman undertook to suppl. to FA(Br) AFHQ further information regarding the duties of the one employee now working in this capacity, with a view to a special personal rate being established.

5. Payment of an Allowance for the Provision of Tools

As instructed by the Labour & Wages Control Committee, para 78 of the minutes of the meeting held on 18 Jan 45 refers, the committee considered a proposal submitted by ADL(Br) HQ ROME Area for the payment of a special daily allowance in cases where an employee provides his own trade tools. As the committee considered that there would be considerable difficulty in defining "tools" or "a standard kit", and that in consequence the correct payment of such an allowance would be difficult to regulate, the proposal was withdrawn.

6. Payment of Subsistence Allowances

As instructed by the Labour & Wages Control Committee, para 79 of the minutes of the meeting held on 18 Jan 45 refers, the committee considered the position arising out of the publication of AFHQ Administrative Memorandum No. 65 dated 26 Dec 44, para 111, in so far as the apparent considerable difference of subsistence allowance payable to M/T Drivers and Clerical and Supervisory personnel is concerned. In view of the special financial considerations involved, the Chairman undertook to ascertain the view of:

Fiscal Director, MTOUSA;
Fleet Supply Officer (RN) AFHQ;
FA(Br) AFHQ;
FA(RAF) HQ MAAF;

and, if possible, to circulate their agreed recommendations to members of the sub-committee prior to the next meeting of the Labour & Wages Control Committee.

7. Employees working in Cold Storage Plants

Arising out of a proposal submitted by DDL No. 1 District and as such a provision accords as standard Italian practice, it was agreed and recommended that AFHQ Administrative Memorandum No. 47 dated 16 Nov 44 should be amended as follows:

Appendix "D" - last page

After: "actually employed on main drains"

Add : "The daily basic rate of unskilled labourers employed in Cold

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payment of such an allowance would be entirely be regarded, the proposal was withdrawn.

6. Payment of Subsistence Allowances

As instructed by the Labour & Wages Control Committee, para 79 of the minutes of the meeting held on 18 Jan 45 refers, the committee considered the position arising out of the publication of AFHQ Administrative Memorandum No. 63 dated 26 Dec 44, para 111, in so far as the apparent considerable difference of subsistence allowance payable to M/T Drivers and Clerical and Supervisory personnel is concerned. In view of the special financial considerations involved, the Chairman undertook to ascertain the views of:

Fiscal Director, MTOUSA;
Fleet Supply Officer (RN) AFHQ;
FA(br) AFHQ;
FA(RAF) HQ MAAF;

and, if possible, to circulate their agreed recommendations to members of the sub-committee prior to the next meeting of the Labour & Wages Control Committee.

7. Employees working in Cold Storage Plants

Arising out of a proposal submitted by DDL No. 1 District and as such a provision accords to standard Italian practice, it was agreed and recommended that AFHQ Administrative Memorandum No. 47 dated 16 Nov 44 should be amended as follows:

Appendix "D" - last page

After: "actually employed on main drains"

Add : "The daily basic rate of unskilled labourers employed in Cold Storage Plants may be increased by 10 lire per day for such time as they are actually employed in Cold Storage Plants and working in artificially reduced temperatures."

8. Laundry Hands employed in Messes & Clubs.

The attention of the committee was drawn to the promulgation in AFHQ Administrative Memorandum No. 64 dated 25 Dec 44 of the following addition to the schedule of Mess & Club grades:

Laundry Hand (female) . 2700 - 3500 lire per month

It was agreed that the recommendation of the sub-committee as endorsed by the Labour and Wages Control Committee, was that this grade should be designated "Laundry Hand (male) - 2700 - 3500 lire per month"; (para 8 of the minutes of the meeting of the sub-committee held on 30 Oct 44 and para 39 of the minutes of the meeting of the Labour & Wages Control Committee held on 16 Nov 44, both refer). The Chairman undertook to refer this matter to AFLRS.

9. Effective date of AFHQ Ad. Memos affecting Civilian Wage Scales..../

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Declassified E.O. 12356 Section 3.3/NND No. 785015

9. Effective Date of AFHQ Adm Memos affecting Civilian Wage Scales.

The committee considered a recommendation from the Commanding Officer PBS that all future AFHQ Administrative Memoranda affecting civilian emoluments should be made effective beginning with the first pay period after the actual receipt by the employing unit of the Memorandum in question (or competent directive based thereon). The committee agreed that this principle is sound and that it should normally be observed. In no case should decreases of emoluments be made retroactive.

10. Amalgamation of Hotel Grades with Mess & Club Grades.

The committee considered a proposal submitted by the Commanding Officer PBS that Appendices "B" and "C" of the Allied Forces Basic Wage Scale should be amalgamated. It was agreed that this action was not desirable in view of:

(a) the higher standard demanded of Hotel grades;

(b) the consequent danger of rendering Mess & Club employees eligible for the higher rates payable to certain grades of Hotel Staff.

11. Bonuses payable to workers in Italian Industry.

The AC representative informed the meeting that it was standard Italian practice to pay a bonus to civilian workers at each year-end, and that legislation was now being prepared by the Italian Government confirming this practice in respect of the year ending 31 Dec 44 and granting certain additional benefits. In effect this will grant the following bonuses to workers in Italian industries who have been employed for the twelve (12) months ending 31 Dec 44:

ROME and NORTH of ROME - all workers will receive a bonus of one (1) month's basic pay plus one (1) month's Carovita allowance.

SOUTH of ROME - White-collar workers will receive the bonus payable in ROME and the NORTH, but the artisan and labouring classes will receive a bonus of two (2) week's basic pay plus one (1) month's Carovita allowance.

Italian Government Employees will receive a bonus of two thousand (2000) lire per month.

NOTE: A pro-rata deduction will be made in respect of civilians who have not worked the complete twelve (12) months.

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The committee took note of the fact that claims would probably be submitted by contractors working for the Allied Forces in respect of these additional payments made in accordance with the Italian Decree.

Declassified E.O. 12356 Section 3.3/NND No. 785015

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(b) the consequent danger of rendering [illegible]
the higher rates payable to certain grades of Hotel Staff.

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Italian Government Employees will receive a bonus of two thousand (2000) lire per month.

NOTE: A pro-rata deduction will be made in respect of civilians who have not worked the complete twelve (12) months.

The committee took note of the fact that claims would probably be submitted by contractors working for the Allied Forces in respect of these additional payments made in accordance with the Italian Decree.

12. Date of Next Meeting.

The next meeting of the sub-committee was arranged provisionally for Wednesday, 28 Feb 45, to take place in the office of Capt R.D. EATON, 3 PENSOUTH, NAPLES.

(S.S. PEARCE, Lt. Col.),
A.D.L. (Civil), A.F.H.Q.,
(Chairman).

/ Feb 45
FRGH/RH

(11a)

Declassified E.O. 12356 Section 3.3/NND No. 785015

APPENDIX "B"

ALLIED FORCE HEADQUARTERS

File No:- CR/6005/G-1(Br)

20 January 1945.

SUBJECT : Allied Employment of Deserters and Illegal Absentees from the Italian Army.

TO : Q(Maint), AFHQ.

FROM : D. Lab., AFHQ.

Reference minute No 1 from G1/B/AS dated 15 JAN 45.

1. It is recommended that an AFHQ administrative order be published that all civilians at present employed by the Allied Forces, who are declared to be deserters by the Italian Authorities, should be handed over forthwith.

2. An immediate check should be made by employing units of all rank WD employees of military age, who should carry the following documents:

(i) Civilian Identity Card (Carta d'Identita)
(ii) Military Discharge Paper (Foglio Congedo)
OR A document proving exemption from military service.

All doubtful cases to be passed to the Carabinieri for action.

3. That the civilian Identity Card be withdrawn from all enlisted soldiers and from all soldiers on enlistment.

4. In view of their very doubtful reputation, that all civilian Identity Cards issued before the Armistice should be withdrawn and replaced by a new issue.

5. As a deserter tends to settle and tries to find employment near his home, his particulars should be passed as quickly as possible and as a matter of routine to all Allied authorities concerned in the area where his home is situated. The following authorities are suggested :-

(i) CLU
(ii) AC/AMG
(iii) Field Security
(iv) Comando Carabinieri Reale Regionale
(v) Servizio Informazione Militare

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6. Attached for your information is a copy of a directive issued to CLUs on

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(i) Civilian Identity Card (Carta [illegible])
(ii) Military Discharge Paper (Foglio Congedo)
OR A document proving exemption from military service.

All doubtful cases to be passed to the Carabinieri for action.

2. That the civilian Identity Card be withdrawn from all enlisted soldiers and from all soldiers on enlistment.

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(i) CLU
(ii) AC/AMG
(iii) Field Security
(iv) Comando Carabinieri Reale Regionale
(v) Servizio Informazione Militare

6. Attached for your information is a copy of a directive issued to CLUs on this subject (DL/69/1 dated 28 Nov 44).

7. It is also considered that this problem is related to the proper observance by all employing units of the proper procedure for gaining exemption from military service in respect of their male employees of military age; (AAI Adm Instr 52/44 refers).

(Sgd.) H.S. PEARCE.
Lt.Col., A.D.L. (Civil),
for Brigadier,
Director of Labour.

(For copy of directive - see reverse)

(16)

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APPENDIX "B" CONT'D

ALLIED FORCE HEADQUARTERS

LABOUR DIRECTORATE

Subject: Italian Army Personnel - Employment of Deserters by Allied Units.

DL/69/1

Tel: Valley Forge 25

DDL, HQ, AAI.
DDL, No 3 District.
ADL(Br), HQ ROME Area.

1. The attention of this Directorate has been drawn to the fact that cases have been reported of Italian Army Personnel obtaining employment, particularly when on leave, with Allied Units, Formations or Installations.

2. These men remain in employment after their leave has expired and are therefore declared to be deserters.

3. It has been ascertained that upon enlisting into the Italian Army a soldier is permitted to retain his "Carta identificazione". This document cannot therefore be taken as proof of civilian status.

4. It may be that when recruiting civilian labour, CLUs may not make any check to ensure that deserters from the Italian Army are not employed; security checks being made only for certain classes of employment.

5. CLUs should therefore be instructed to adopt some form of check which will ensure that deserters are not employed. It is appreciated that no hard and fast rules can be laid down in this instance, and it is suggested that the matter is one to be discussed by Labour Officers with local authorities, (Sindaci, Collocamenti and the Carabinieri), and a plan agreed for co-ordinated action.

6. Will you please issue the necessary instructions.

(Sgd.) (H.S. PEARCE) Lt. Col., A.D.L. (Civil),
for Brigadier,
Director of Labour,
A.F.H.Q.

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5. CLUs should therefore be instructed to adopt some form of check which will ensure that deserters are not employed. It is appreciated that no hard and fast rules can be laid down in this instance, and it is suggested that the matter is one to be discussed by Labour Officers with local authorities, (Sindaci, Collocamenti and the Carabinieri), and a plan agreed for co-ordinated action.

6. Will you please issue the necessary instructions.

(Sgd.) (H.S. PEARCE) Lt. Col., A.D.L. (Civil),
for Brigadier,
Director of Labour,
A.F.H.Q.

28 Nov 44.
HRGH/JI

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JAN 20/1300A

C/8812
JAN 21/1130
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AFLRS, RAAC

C-in-C MED, AFHQ, D.LAB, AFHQ, DD LAB, 15 ARMY GROUP, 5TH ARMY, 8TH ARMY, MAAF (BR), AAFSC/MTO, GEA, MTOUSA, 1 DISTRICT, 2 DISTRICT, 3 DISTRICT, CO, PBS, DER, ITALY, RN, FONAM, SENALUSNO, HQ ADRIATIC DEPOT.

RESTRICTED.

Reference labour and wages control committee meeting of 18 January 45. Regarding supply of clothing and footwear to workers employed by the Allied Forces. Labour Sub-Commission AC request figures of such workers requiring these items. Figures to be broken down into Provinces. Please forward early reply to this section.

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

Postal Address :
AFLRS, Rome Area
Allied Command,
C.M.F.
TEL : ROME 66275

LRS/217.

18 January 1945.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - MINUTES

The twenty seventh meeting of the Labour & Wages Control Committee was held at 0930 hours on Thursday 18 JAN 45 in the AFLRS Conference Room, ROME.

PRESENT:

Chairman
Colonel J.R. SMITH A.C.

Representatives of:

C-in-C, Med.
D.Lab., AFHQ
G-4(A) GPA, AFHQ
HQ, Fifth Army
HQ, AC
MAAF (B)
AAFSC/MTO
No 1 District
No 3 District
CG, Rome Area Allied Command
CO, PBS
DMR, ITALY
RN FCNAM

In Attendance:

Chiefs of Section, AFLRS, AFHQ

& representative of:

FA, AFHQ

49

1. MINUTES OF LAST MEETING:

HEADQUARTERS
21 JAN 1945

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00861

PRESENT:

Chairman
Colonel J.R. SMITH A.C.

Representatives of:

C-in-C, Med.
D.Lab., AFHQ
G-4(A) CPA, AFHQ
HQ, Fifth Army
HQ, AC
NAAF (B)
AAFSC/MTO
No 1 District
No 3 District
CG, Rome Area Allied Command
CO, PBS
EMR, ITALY
RN FORAM

In Attendance:

Chiefs of Section, AFLRS, AFHQ

& representative of:

FA, AFHQ

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71. MINUTES OF LAST MEETING:

The minutes of the twenty sixth meeting held on 14 DEC were approved.

72. MINUTES OF THE AFLR(ITALIAN)BOARD:

Matters arising out of the meeting of the Board held on 23 DEC 44 were considered. The Committee reviewed paras 43 and 47 of the Minutes of the meetings held on 16 NOV 44 and 5 DEC 44 respectively, in accordance with the instructions of the Board, and considered that AFHQ Administrative Memorandum No 62 dated 19 DEC 44 correctly interpreted the intention of the Committee. No other matters arose for discussion out of the meeting of the Board.

73. FREE CONVEYANCE OF CIVILIANS:

A letter ref FSPM/15.18 dated 8 DEC 44 from HQ AC was considered. The Committee recommended to the Board that the free conveyance of civilians employed directly by Allied Forces, or by Contractors wholly working for the Allied Forces, should continue and that effective safeguards should be studied by the authority concerned with a view to preventing abuse.

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File *

HQ 321 GS
HEADQUARTERS
21 JAN 1945

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74. MINUTES OF WAGES SUB-COMMITTEE:

The minutes of the Wages Sub-Committee meeting of 28 DEC 44 were considered.

75. RATES OF PAY - MESS GRADES:

The Committee recommended to the Board that should the appropriate rate of pay in the present schedule of Mess Grades, be insufficient to attract and retain personnel of the standard required in a General Officer's Mess, discretion should be exercised by C.O.s.C. or C.Cs. to classify them as Hotel Employees and to pay up to the maximum rates admissible.

76. DISCIPLINE - CIVILIAN EMPLOYEES:

The Committee recommended to the Board that a general instruction be published by the different Services on the following lines :-

"If it is established after due enquiry that an employee is responsible for loss or damage to War Department property, he may be punished by dismissal and/or, at the discretion of the OC of the employing unit, be caused to make good the loss or such part of it as may be decided. To cover such cases, employing officers will, at their discretion, require civilian employees to sign an agreement confirming this liability."

77. HEAVY WORKERS' SUPPLEMENTARY RATIONS:

HQ AC Food Sub-Commission letter ref 43-3/140/FOOD dated 6 JAN 45 was considered and the Committee decided not to accept the recommendation contained therein.

78. ALLOWANCE FOR TOOLS:

HQ Rome Area Allied Command letter ref CLO/10/249 dated 17 JAN 45 was received and referred to the Wages Sub-Committee for their consideration and recommendation.

79. SUBSISTENCE ALLOWANCES:

The Wages Sub-Committee was instructed to consider the position arising out of the publication of AFHQ Administrative Memorandum No 65 dated 26 DEC 44, para XII in so far as the apparent considerable difference of subsistence allowance payable to M/T Drivers and Clerical & Supervisory Grades was concerned, and to report their recommendations to the next meeting of the Committee.

80. CONDITIONS OF ITALIAN STATE RAILWAY EMPLOYEES:

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and C), [illegible]
the loss or such part of it as may be decided. To cover such cases, [illegible]
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HQ AC Food Sub-Commission letter ref 43-3/140/FOOD dated 6 JAN 45 was sidered and the Committee decided not to accept the recommendation contained herein.

78. ALLOWANCE FOR TOOLS:

HQ Rome Area Allied Command letter ref CLC/10/249 dated 17 JAN 45 was received and passed to the Wages Sub-Committee for their consideration and recommendation.

79. SUBSISTENCE ALLOWANCES:

The Wages Sub-Committee was instructed to consider the position arising out of the publication of AFHQ Administrative Memorandum No 65 dated 26 DEC 44, part III in so far as the apparent considerable difference of subsistence allowance payable to M/T Drivers and Clerical & Supervisory Grades was concerned, and to report their recommendations to the next meeting of the Committee.

80. CONDITIONS OF ITALIAN STATE RAILWAY EMPLOYEES:

A letter was received from G(Maint), AFHQ regarding conditions of employment of Italian State Railways' Employees. As this was a matter concerning the Italian Government, HQ AC representative was requested to investigate it and to report to the next meeting the progress made.

81. NEXT MEETING:

The next meeting of the Committee will be held at 0930 hours Thursday 15 FEB 45 in the AFLRB Conference Room, Rome.

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

SJBL/ga.

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60	SEALORD, Italy
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34	FAU, 15 Army Group
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38	HQ, Fifth Army (Fr) Increment
39/40	HQ, Eighth Army
41	HQ, AC
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43/48	Economic Section, AC
49	Finance Sub-Commission, AC
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75/76	HQ, 2 District
77/78	HQ, 3 District
79/83	CG, RAAC
84	Penhouse Main
85	Penhouse Forward
86/87	Rear Penhouse Main
88	DFA Penhouse South
89/90	HQ, Adriatic Depot
91	Civilian Labour & Wages Control Committee
92/96	LAA, c/o HQ 59 Area
97/98	AFLAS Naples Area
99/100	AFLAS S.E. Area
101/110	AFLAS Sicilian Area
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112/136	Spares.

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

LRS/214B.

Postal Address :
AFLRS, Rome Area
Allied Command,
C.M.F.
TEL : ROME 66275

9 January 1945

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - AGENDA

The twenty-seventh meeting of the Labour & Wages Control Committee will be held at 0930 hours on Thursday 18 JAN 45 in the AFLRS Conference Room, 2nd Floor, 68 Piazza dell'Esedra, ROME, to consider the following Agenda :-

1. Minutes of the twenty-sixth meeting held on 14 DEC 44.

2. To consider any matters arising out of the meeting of the AFLR(Italian)Board held on the 23 DEC 44 and in particular to clarify paras 43 and 47 of the Minutes of the meetings of the Committee held on 16 NOV 44 and 5 DEC 44 respectively.

3. To receive a letter FSPM/15.18 dated 8 DEC 44 from HQ, AC, (Appendix "B" attached), dealing with the free conveyance of civilians employed directly by the Allied Forces or by Contractors working for the Allied Forces and to recommend to the Board whether or not such free conveyance should be continued.

4. To receive the minutes of the Wages Sub-Committee meeting held on 28 DEC 44 (Appendix "A" attached).

5. To receive HQ AC Food Sub-Commission letter ref.43-3/140/FOOD dated 6 JAN 45 (Appendix "C" attached) and to consider the recommendations contained therein.

6. Any other business.

7. To set a date for the next meeting.

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The twenty-seventh meeting of the Labour & Wages Control Committee will be held at 0930 hours on Thursday 18 JAN 45 in the AFLRS Conference Room, 2nd Floor, 68 Piazza dell'Esedra, ROME, to consider the following Agenda :-

1. Minutes of the twenty-sixth meeting held on 14 DEC 44.

2. To consider any matters arising out of the meeting of the AFLR(Italian)Board held on the 23 DEC 44 and in particular to clarify paras 43 and 47 of the Minutes of the meetings of the Committee held on 16 NOV 44 and 5 DEC 44 respectively.

3. To receive a letter FSPM/15.18 dated 8 DEC 44 from HQ, AC, (Appendix "B" attached), dealing with the free conveyance of civilians employed directly by the Allied Forces or by Contractors working for the Allied Forces and to recommend to the Board whether or not such free conveyance should be continued.

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5. To receive HQ AC Food Sub-Commission letter ref.43-3/140/FOOD dated 6 JAN 45 (Appendix "C" attached) and to consider the recommendations contained therein.

6. Any other business.

7. To set a date for the next meeting.

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S.J.B. LOULEN, Major, DAQMG,
Secretary,
A. F. L. R. (IT.LLN) BOARD.

SJBL/gs.

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HEADQUARTERS
10 JAN 1945
A. C.

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53/54	RN (FOTALI)
55	RN (FOTALI), Rome
56	Comdr., U.S. Eighth Fleet
57	SEALUSNO, Italy
58	USA
59	AMTB
60	AMTB & Shipping Sub-Commission
61	AAF (..)
62	AAF (B)
63/66	AFSC/AFO
67/68	HQ 214 Group RAF

Declassified E.O. 12356 Section 3.3/NND No. 785015

28/29	[illegible], Italy
30	Fiscal Director, [illegible]FHQ
31	F[illegible], [illegible]FHQ
32	CG, MTOUSA
33	G[illegible], MTOUSA
34	D.D.Lab., 15 Army Group
35/37	HQ, Fifth Army
38	HQ, Fifth Army (Br. Incr)
39/40	HQ Eighth Army
41	HQ, AC
42	Vice-President, Economic Section, AC
43/48	Economic Section, AC
49	Finance Sub-Commission, AC
50	Labour Sub-Commission, AC
51/52	RB (FOA.)
53/54	HB (FOA.AI)
55	RB (FOA.AI), Rome
56	Comdr., U.S. Eighth Fleet
57	SEA[illegible]USNO, Italy
58	[illegible]
59	NWTB
60	NWTB & Shipping Sub-Commission
61	[illegible]F (A)
62	[illegible]F (B)
63/66	[illegible]FSC/AFO
67/68	HQ 214 Group RAF
69	F[illegible], RAF
70/72	HQ 1 District
73/74	HQ 2 District
75/76	HQ 3 District
77/81	CG, Rome Area Allied Command
82	PEIBASE (Main)
83	PEIBASE (South)
84/85	R[illegible], PEIBASE (Main)
86	R[illegible], PEIBASE (South)
87/88	HQ, Adriatic Depot
89	Chairman, Labour & Wages Control Committee
90/94	LAS, Att'd Rear Details 15 Army Group
95	AFLAS, AFHQ (CASERTA)
96/97	AFLAS Naples Area
98/99	AFLAS S.E. Area
100	AFLAS Sicilian Area
101	File
102/130	Spares.

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THE SUB-COMMITTEE OF THE LABOUR AND WAGES CONTROL COMMITTEE.

APPX. 75

MINUTES

1. A meeting of the Wages Sub-Committee was held at 0930 hrs on 28 Dec 44 at HQ Penscrith, NAPLES.

2. Present: Lt. Col. H.S. PEARCE, ADL(Civil) AFHQ
Chairman

Representatives of:
AC – Capt W.E. SOLENBERGER
FBS – Major H.J. REUPER
RN FOWAM – Lieut (S) P.R. GRIBBLE, RNVR
MAAF – Fl/Lt A.A. HARLEY
ROME Area – Lt. Col. W.J. BOSTOCK, ADL(Br)

In attendance:
Lt. Col. J.U. HALL, AFA(Br) AFHQ
W/Comdr J.K. GARLAND, AFA(RAF) TAF MAAF
Major J.R. CARSON, G.(A) AFHQ
Capt E.J. MOULE, OC 4 AFHQ Printing Press

3. Minutes of the last meeting.

(a) Para 10. Social Insurance.

The representative of RN FOWAM informed the meeting that he was now in possession of a list showing the representatives of the "CASSA MARITTIMA MEDITERRANEA" in Liberated ITALY and that he would be willing to assist on any matter relating to insurance in respect of sea-going civilian personnel.

(b) No other points arose from the minutes of the meeting held on 30 Nov 44.

4. Rates of Pay - Printing Grades.

A proposal, submitted by OC No. 4 AFHQ Printing Press, for an increase in the basic rates payable to certain grades of skilled Printers employed in NAPLES was rejected for the following reasons:

(a) The remuneration earned by men employed by civilian Printing firms does not exceed that granted to comparable grades employed by the Allied Forces;

(b) The introduction of a scheme providing Social Insurance benefits for civilians employed by the Allied Forces removes an inequality which was one of the factors prompting the proposal.

5. Rates of Pay - Mess Grades.

(a) Consideration was given to a proposal submitted by HQ FIFTH Army to

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3. Minutes of the last meeting.

(a) Para 10. Social Insurance.

The representative of HQ FCNAC informed the meeting that he was now in possession of a list showing the representatives of the "CASSA MARITTIMA MEDITERRANEA" in Liberated ITALY and that he would be willing to assist on any matter relating to insurance in respect of sea-going civilian personnel.

(b) No other points arose from the minutes of the meeting held on 30 Nov 44.

4. Rates of Pay - Printing Grades.

A proposal, submitted by OC No. 4 AFPU Printing Press, for an increase in the basic rates payable to certain grades of skilled Printers employed in NAPLES was rejected for the following reasons:

(a) The remuneration earned by men employed by civilian Printing firms does not exceed that granted to comparable grades employed by the Allied Forces;

(b) The introduction of a scheme providing Social Insurance benefits for civilians employed by the Allied Forces removes an inequality which was one of the factors prompting the proposal.

5. Rates of Pay - Mess Grades.

(a) Consideration was given to a proposal submitted by HQ FIFTH Army to establish the following classifications for inclusion in the schedule of Mess Grades:

Chef Supreme	-	9900 lire per month
Waiter, First-class	-	6500 lire per month

(b) The committee appreciated that men of this classification employed in the mess of the Commanding General, FIFTH Army, would need to be of the highest standard available, but considered it undesirable to establish the proposed new classifications. It was therefore recommended that, should the appropriate rate of pay in the present schedule of Mess Grades be insufficient to attract and retain personnel of the required standard, discretion should be exercised to classify them as Hotel employees and to pay up to the maximum rates admissible in respect of the following Hotel Grades:

Head Cook or Chef
Head Waiter.

(13)

6. Discipline - Civilian Employees...../

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6. Discipline - Civilian Employees.

(a) As instructed by the Labour and Wages Control Committee, para 66 of the minutes of the meeting held on 14 Dec 44 refers, the committee examined the question of deductions from pay up to the market value in respect of tools, clothing, etc., lost by civilian employees whilst on loan to them.

(b) It was agreed and recommended that a general instruction be published by the different Services on the following lines:

"If it is established after due enquiry that an employee is responsible for loss or damage to War Department property, he may be punished by dismissal or, at the discretion of OC the employing unit, be allowed to make good the loss or such part of it as may be decided. To cover such cases, employing officers will, at their discretion, require civilian employees to sign an agreement confirming this liability."

(c) The committee further recommended that such an instruction should make no mention of a fixed rate of recovery for the following reasons:

(i) Difficulty would be experienced in establishing the correct market rate;

(ii) It is considered preferable to leave the amount to be recovered to the discretion of the OC unit.

7. Overtime Pay - Cooks.

(a) Consideration was given to an application submitted for special authority to issue additional pay at normal overtime rates to civilian cooks employed by Canadian RASC units for all hours worked in excess of 12 per day.

(b) The application was rejected, on the grounds that employees of this classification do not work continuously inasmuch as they have periods of rest during their normal working hours.

8. Free Transportation.

(a) It was brought to the attention of the committee that a recommendation had been made by the Transportation Sub-Commission of the Allied Commission to the effect that the scheme providing free travel to civilians directly employed by the Allied Armed Forces in ITALY should be discontinued wef 31 Jan 45.

(b) It was agreed and recommended that the free travel scheme be retained for the following reasons:

Declassified E.O. 12356 Section 3.3/NND No. 785015

market rate;

(ii) It is considered preferable to leave the amount to be recovered to the discretion of the OC unit.

7. Overtime Pay - Cooks.

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8. Free Transportation.

(a) It was brought to the attention of the committee that a recommendation had been made by the Transportation Sub-Commission of the Allied Commission to the effect that the scheme providing free travel to civilians directly employed by the Allied Armed Forces in ITALY should be discontinued wef 31 Jan 45.

(b) It was agreed and recommended that the free travel scheme be retained for the following reasons:

(i) Discontinuance of the scheme might necessitate reintroducing the use of WD transport;

(ii) A number of civilian employees travel considerable distances to their place of work, (e.g. LECCE - BRINDISI), and in such cases the actual cost to the employee of travel between residence and work would not be small;

(iii) Many employees who take advantage of the present scheme are skilled tradesmen, who would possibly leave their present employment to take up employment nearer their homes if they had to pay their own fares;

(iv) Replacement of any skilled tradesmen, whose services might be lost to the War Department through cancellation of the scheme, would be difficult, especially in the case of outlying installations;

(13)

(v) Certain civilian firms are known to pay a travelling allowance to their employees, which constitutes a considerable inducement to accept and remain in their employment.

(c) It was further recommended...../

Declassified E.O. 12356 Section 3.3/NND No. 785015

(c) It was further recommended that, to avoid possible abuse of the scheme, the Transportation Sub-Commission of the Allied Commission should review, in consultation with the Railway Companies, the present administrative arrangements of the scheme to the end that:

(i) A satisfactory method of effecting payment to the Railway Companies may be established;

(ii) The "free travel" concession is only granted to bona fide employees of the Allied Forces, and then only when travelling to and from their place of employment.

(d) The AC representative stated that collective contracts usually make provision for employees to be recompensed with a travelling allowance in cases where their domicile is more than four kilometres distant from their place of work; (see also sub-para (b)(v) above). It was therefore recommended that the proposal to extend the "free travel" concession to cover civilian employees of contractors working 100% for the Allied Armed Forces should be reviewed in the light that travelling expenses might be a liability of the Contractor.

9. Increases of Pay - AMG Territory.

The AC representative informed the meeting that the three recent Italian Legislative decrees providing for increases in remuneration have now been implemented in AMG territory by notification in the Official Gazette as follows:

Legislative Decree No. 303 (Carovita Allce)	- Official Gazette dated 14 Dec 44
Legislative Decree No. 307 (Famil, Allce)	- Official Gazette dated 30 Nov 44
Legislative Decree No. 328 (Public Wage Increase)	- Official Gazette dated 16 Dec 44

10. Cost of Living Bonus - Monthly Paid Employees.

(a) FBS representative stated he had received certain enquiries concerning the intention of the present instruction on the issue of Cost of Living Bonus, which apparently restricted payment of the bonus to 26 days per month in the case of monthly paid employees.

(b) The committee re-affirmed that, in the case of monthly paid employees, the scale of bonus published is to be regarded as a maximum monthly payment, and that no extra bonus is payable in respect of days worked in excess of 26 per month.

(5)

Declassified E.O. 12356 Section 3.3/NND No. 785015

[illegible] the Allied Armed Forces should be reviewed in the light that travelling expenses might be a liability of the Contractor.

9. Increases of Pay - AMG Territory.

The AC representative informed the meeting that the three recent Italian Legislative decrees providing for increases in remuneration have now been implemented in AMG territory by notification in the Official Gazette as follows:

Legislative Decree No. 303 (Carovita Allce) - Official Gazette dated 14 Dec 44
Legislative Decree No. 307 (Family Allce) - Official Gazette dated 3[illegible] Nov 44
Legislative Decree No. 328 (Public Wage Increase) - Official Gazette dated 16 Dec 44

10. Cost of Living Bonus - Monthly Paid Employees.

(a) PBS representative stated he had received certain enquiries concerning the intention of the present instruction on the issue of Cost of Living Bonus, which apparently restricted payment of the bonus to 26 days per month in the case of monthly paid employees.

(b) The committee re-affirmed that, in the case of monthly paid employees, the scale of bonus published is to be regarded as a maximum monthly payment, and that no extra bonus is payable in respect of days worked in excess of 26 per month.

43

11. Date of Next Meeting.

The next meeting of the Sub-Committee was arranged provisionally for Tuesday, 30 Jan 45, to take place in the office of Major M.J. REUTER, HQ PENSOUTH, NAPLES.

(H.S. PEARCE) Lt. Col.,
A.D.L. (Civil). A.F.H.Q.
(Chairman).

[illegible] Dec 44.
HRGH/RH.

(13)

Declassified E.O. 12356 Section 3.3/NND No. 785015

APPENDIX "B".

HEADQUARTERS ALLIED COMMISSION
APO 394
- ECONOMIC SECTION

LV/eh

Phone 489081

8 December 1944.

FSPA/15.18.

SUBJECT : Free Conveyance of Civilians Employed Directly by Allied Forces or by Contractors Wholly Working for Allied Forces.

TO : AFHQ, G-5.

1. Reference AFHQ request for additional arrangements to be made for the free conveyance of Civilians in Rome and Leghorn.

2. On 23 June 44, ACI issued an instruction, copy of which is attached, with respect to the free conveyance of civilians by rail when employed by Allied Forces. This arrangement was first introduced in Bari and later in Naples. The object was to release military transport which had been employed as a free conveyance for workers to the place of their employment.

3. So far as is known, AC was not present at the meeting at which these arrangements were made. Apparently, however, as will be noted in para 3(d) of the Labour & Wages Control Committee meeting 16 June 44 attached (Appendix A) AC was expected to pay any charges which might be made by the railways concerned. The Finance Sub-Commission could not properly undertake to carry out such an arrangement and therefore the following procedure was evolved:-

a. I.S.R. Director General, Military Railway Services, arranged with Director, I.S.R. as to method of dealing with returns.

b. Private Railways in Concession AC arranged that returns should be made to their local representatives, who pass them to the area representative of the Ministry of Communications concerned with Private Railways in concession.

4. The Transportation Sub-Commission, AC, has not felt it desirable that such a system should be allowed to operate and has drawn the attention of the Labour and Finance Sub-Commission to the indirect subsidy to workers which results whereas in effect the workers in question are already enjoying preferential treatment. Copy of a letter by Transportation Sub-Commission on this subject is attached (Appendix B). Also see Appendix C.

5. At a subsequent date AGI requested that the employees of contractors to the Allied Forces should also be allowed to enjoy free transport and a further demand was made for free conveyance of workers on Salerno trolley buses.

[illegible] travel at

Declassified E.O. 12356 Section 3.3/NND No. 785015

to release military transport which had been employed as a free conveyance for workers to the place of their employment.

3. So far as is known, AC was not present at the meeting at which these arrangements were made. Apparently, however, as will be noted in para 3(d) of the Labour & Wages Control Committee meeting 16 June 44 attached (Appendix A) AC was expected to pay any charges which might be made by the railways concerned. The Finance Sub-Commission could not properly undertake to carry out such an arrangement and therefore the following procedure was evolved:-

a. I.S.R. Director General, Military Railway Services, arranged with Director, I.S.R. as to method of dealing with returns.

b. Private Railways in Concession AC arranged that returns should be made to their local representatives, who pass them to the area representative of the Ministry of Communications concerned with Private Railways in concession.

4. The Transportation Sub-Commission, AC, has not felt it desirable that such a system should be allowed to operate and has drawn the attention of the Labour and Finance Sub-Commission to the indirect subsidy to workers which results whereas in effect the workers in question are already enjoying preferential treatment. Copy of a letter by Transportation Sub-Commission on this subject is attached (Appendix B). Also see Appendix C.

5. At a subsequent date AMI requested that the employees of contractors to the Allied Forces should also be allowed to enjoy free transport and a further demand was made for free conveyance of workers on Salerno trolley buses.

6. The system of free transport is open to continued abuse. Employees travel at all will with out-of-date permits, lend them to relatives and are generally inclined to misuse the facilities which are allowed to them. Appendix D attached represents the point of view of the Finance Sub-Commission of this Headquarters. The matter has been discussed in conference with the representatives of the Transportation, Finance and Labour Sub-Commissions and the Economic Section. It is the considered opinion of this Headquarters that notification should be given to military services at AFHQ that AC desires that the entire system of free travel should cease by 31 January 45.

7. It will be noted in para 6 of Appendix B that "from the point of view of the individual employee the amount of money saved to him, when his free transport is limited to official use, must be certainly a small inducement. The rates for urban transportation are still very small, amounting to a few lire". This was agreed to by the Labour Sub-Commission and in view of (1) the administrative difficulties which will continue to increase as the system of free transport expands and (2) the fact that the Italian Government cannot be legally coerced under the terms of the

/Armistice.....

(B)

0 1 0 3

Declassified E.O. 12356 Section 3.3/NND No. 785015

Armistice to make the payments requested by the armed forces and have already objected to same (particularly where private means of transportation are involved), it is recommended that the whole system be eliminated at the earliest possible date.

For the Chief Commissioner:

A.G. ANTOLINI
Acting Deputy Chief of Staff
Economic Section.

0104

Declassified E.O. 12356 Section 3.3/NND No. 785015

APPENDIX "C"

HEADQUARTERS ALLIED COMMISSION
A.F.H.Q. 394
Food Sub-Commission

Tel: 515

6 January 1945

Ref: 43-3/140/FOOD

SUBJECT: Heavy Workers Supplementary Rations.

TO : A.F.L.R.S., Labor & Wages Control Committee.

1. It has been represented to the Food Sub-Commission by the Italian High Commissariat for Food that heavy workers, by reason of weather conditions or minor illness, are being penalised by the strict application of the rule that they must perform six days work in each working week to entitle them to supplementary rations and cards.

2. Instruction No. 1047/4/Q dated 24 May 1944 and issued by HQ, AAI contained, in Section 4 Ration Scales, last paragraph, "the ration card will be..... distributed weekly on basis of six continuous days work or just cause of absence.....".

3. This paragraph has not been incorporated in subsequent instruction of 5 July 1047/4/Q1, HQ, AAI, or Adm. Memo. No. 56 of 9 December, AFHQ, which cancel that of 24 May.

4. It is recommended that conditions on the following lines be laid down:

a. Where employees present themselves at their place of employment but are unable to work owing to weather or other conditions beyond their control the midshift meal be provided, together with entitlement to weekly supplementary ration card.

b. i. In cases of illness, absence of two days not to prejudice their entitlement to supplementary cards.

ii. Absence of three days or more to a maximum of 4 weeks, - entitlement to supplementary cards on production of a doctor's certificate.

c. Suspected infractions of B.i. should be met by the discharge of the employee.

4921 For the Chief Commissioner:

Declassified E.O. 12356 Section 3.3/NND No. 785015

3. This paragraph has not been incorporated in subsequent instructions [illegible] July 1047/4/21, HQ, AMI, or Adm. Memo. No. 56 of 9 December, AFHQ, which cancel that of 24 May.

4. It is recommended that conditions on the following lines be laid down:

a. Where employees present themselves at their place of employment but are unable to work owing to weather or other conditions beyond their control the midshift meal be provided, together with entitlement to weekly supplementary ration card.

b. i. In cases of illness, absence of two days not to prejudice their entitlement to supplementary cards.

ii. Absence of three days or more to a maximum of 4 weeks, - entitlement to supplementary cards on production of a doctor's certificate.

c. Suspected infractions of B.i. should be met by the discharge of the employee.

49-3 For the Chief Commissioner:

W. J. LEGG
Colonel
Director, Food Sub-Commission

Copy to:

AFHQ, G-5 Section
Labor Sub-Commission.

(13)

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0107

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RESTRICTED

SD SECC

LRS/214D/108
DEC 171630

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DEC 181100
ROUTINE

AFLRS RAAC

FOR INFORMATION ONLY

TO FOR INFO. CHIEF COMMISSIONER HQ AC, LABOUR SUB COMM

Ref: Please (11)

RESTRICTED.

Ref LRS/217 dated 14 December para 61. No protests received by AFLRS rates therefore effective 16 December. All informed

DIST

INFO-ACTION LABOUR SC (2)
INFO CHIEF COMMISSIONER
SO to C.C
CoS
MCOM SEC
FILE

(X-2-2-2

CC. 1166
16/12

So to Chief
Commissioner

Copy No. 4

ALLIED FORCE LOCAL RESOURCES SECTION
AFHQ

LRS/217.

Postal Address:
AFLRS, RAAO, CMF.

Telephone: ROME 66275

14 Dec 44.

16 DEC 1944

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

55. The twenty sixth meeting of the Labour & Wages Control Committee was held at 0930 hours on Thursday 14 Dec 44, in the AFLRS Conference Room, ROME.

Present: Colonel J. R. SMITH, AC. Chairman.

Representatives of:

C-in-C Med.
D.Lab., AFHQ.
GFA, MTOUSA.
D.D.Lab., HQ AAI.
HQ Fifth Army.
HQ Eighth Army.
HQ, AC
MAAF (Br).
AAFSC/MTO.
No. 1 District.
No. 2 District.
No. 3 District.
DG, RAAC.
CO, FBS.
RU (TONAM).
HQ Adriatic Depot.
Shipping Sub-Commission & Med. Shipping Board.

In attendance:

Chiefs of Section, AFLRS, and
Representative of FA, AFHQ.

56. The minutes of the twenty fourth meeting held on 16 Nov 44 were approved.

[illegible] 14 Dec 44 were approved.

0108

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Present: Colonel J. H. Smith, AC, Chairman

Representatives of:

C-in-C Med.
D.Deb., AFHQ.
GPA, MTOUSA.
D.D Lab., HQ AAI.
HQ Fifth Army.
HQ Eighth Army.
HQ, AC.
MAAF (Rr).
AAFSC/MED.
No. 1 District.
No. 2 District.
No. 3 District.
CG, RAAC.
CO, PBS.
RN (FONAF).
HQ Adriatic Depot.
Shipping Sub-Commission & Med. Shipping Board.

In attendance:

Chiefs of Section, AFHQ, and
Representative of PA, AFHQ.

L/03 2/C

56. The minutes of the twenty fourth meeting held on 16 Nov 44 were approved.

49. The minutes of the twenty fifth (special) meeting held on 5 Dec 44 were approved.

58. The minutes of the Wages Sub-Committee meeting of 30 Nov 44 were considered.

59. It was recommended to the Board that the rates of pay as shown at Appendix "A" be adopted with the effective date of 1 Oct 44, for civilians employed by the Allied Forces in the GIOVANNI ANSALDO Steelworks and CASTELLAMARE Workshops. If in the future it is found necessary to lay down rates for other steel plants the Committee will consider formulating a general scale applicable to all steel plants in Italy, the above mentioned rates being used as the basis for such a scale.

60. It was recommended to the Board that, in accordance with prevailing Italian practice, civilians employed by the Allied Forces on the mainland of Italy should only be considered adults on attaining the age of 18 years and not 17 years as hitherto. This ruling to apply only to new entrants and not in the case of civilian workers of 17 years of age now employed by the Allied Forces.

61. The following revisions in the Allied Forces Basic Wage Scale were approved, and subject to no protest having been received by AFLMS within 48 hours of the time of the meeting become effective on 16 Dec 44 and are subject to the terms of the rates and under the conditions prescribed by AFHQ Administrative Memorandum No. 48:-

FILES A

(11)

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Appendix "A" to AFHQ Adm. Memo. No. 47.

	Min.	Max.	
Book-keeper.	2200	3000	lire per month.
Cashier.	2200	3600	" " "
Draughtsman.	2200	5000	" " "
Cinema Manager.	2200	3900	" " "
Clerk, office.	2200	3600	" " "

Appendix "D" to AFHQ Adm. Memo. No. 47.

Electro-plater.	90	135	lire per day.

62. The Italian Government having expressed willingness to establish Insurance Offices and medical services in centres of employment which do not coincide with the existing Provincial Insurance Offices, representatives of employing Services handed to the AC representative lists of places which are centres of employment where no Social Insurance Offices exist. The AC representative undertook to approach the Italian Government with a view to establishing Social Insurance Offices in certain of those centres.

63. The minutes of the meetings of the Labour & Wages Sub-Committee established in SICILY were not considered as no such sub-committee had been approved by the Labour & Wages Control Committee and the formation of such a sub-committee was not considered necessary. It was agreed that any matters affecting labour in SICILY will be dealt with through normal staff channels.

64. It was re-affirmed by the Committee that when rates of pay for new categories or amendments to existing rates are approved by the Committee and no question of policy is involved such rates will be effective 48 hours from the date of the meeting subject to no protest having been received by the Allied Force Local Economics Section.

65. The Chairman undertook to approach the Chairman of the Committee on Contract Clauses with a view to submitting a common recommendation to the Board as a result of the revised paper dealing with payments to Contractors' employees prepared by the Committee on Contract Clauses.

66. The Sub-Committee was instructed to examine the question of deductions from pay up to the market value in respect of tools, clothing etc., lent to civilian employees whilst on loan to them.

67. The Committee recommend to the Board that immediate action be taken by the appropriate organisations to ensure that:-

(a) The basic civilian food ration be made uniform throughout all of liberated Italy.

Declassified E.O. 12356 Section 3.3/NND No. 785015

[illegible] Central Committee and the formation of such a sub-committee was not considered necessary. It was agreed that any matters affecting labour in SICILY will be dealt with through normal staff channels.

64. It was re-affirmed by the Committee that when rates of pay for new categories or amendments to existing rates are approved by the Committee and no question of policy is involved such rates will be effective 48 hours from the date of the meeting subject to no protest having been received by the Allied Force Local Employees Section.

65. The Chairman undertook to approach the Chairman of the Committee on Contract Clauses with a view to submitting a common recommendation to the Board as a result of the revised paper dealing with payments to Contractors' Employees prepared by the Committee on Contract Clauses.

66. The Sub-Committee was instructed to examine the question of deductions from pay up to the market value in respect of tools, clothing etc., lost by civilian employees whilst on loan to them.

67. The Committee recommended to the Board that immediate action be taken by the appropriate organisations to ensure that:-

(a) The basic civilian food ration be made uniform throughout all of liberated Italy.

(b) The basic bread ration, or flour and pasta equivalent, of the normal civilian ration be not less than 300 grams.

(c) The mid-shift meal be expanded in such a manner as to provide a more substantial calorific diet for all civilian workers employed by the Allied Forces in Italy.

(d) The mid-shift meal be granted equally to office workers as well as to heavy workers.

It was resolved that the Chairman should immediately meet with the Joint Chairman of the Board and the appropriate food control organisation for the purpose of securing interim action on the above programme with particular reference to the serious problem in the provinces of LUCCA and PISA.

Declassified E.O. 12356 Section 3.3/NND No. 785015

68. The Committee recommends to the Board that appointments made by SUSMO, ITALY, to this Committee be cancelled in conformity with request of Senior U.S. Naval Liaison Officer, Italy.

69. The next meeting of the Committee will be held at 0930 hours Thursday, 18 Jan 45 in the AFHQ Conference Room, ROME.

S. J. B. Louden, Major, RA&MC,
Secretary,
A. E. L. R. (Italian) Board.

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22	G-4(B), AFHQ (for DQMG).
23/24	G-4(E), AFHQ (spares).
25/26	G-5, AFHQ.
27	Q(Maint), AFHQ.
28	Q(AE), AFHQ.
29	CE, AFHQ.
30	DT, AFHQ.
31	DST, AFHQ.
32	DOS, AFHQ.
33	DME, AFHQ.
34/35	D.Lab., AFHQ.
36/37	DME, Italy.
38	Fiscal Director, AFHQ.
39	PA, AFHQ.
40	CO, MEDUNA.
41	GPA, MEDUNA.
42	CAO, HQ AAI.
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49	HQ Fifth Army (Br. Inc).
50/51	HQ Eighth Army.
52	HQ, AC.
53	Vice-President.

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100/104	LNS, HQ AAI.
105/106	AFLNS NAPLES AREA.
107/108	AFLNS S.E. AREA.
109/115	AFLNS SICILIAN AREA.
119	File.
120/150	Spares.

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13/21	G-4(B), AFHQ.
22	G-4(P), AFHQ (for PWB).
23/24	G-4(E), AFHQ (spares).
25/26	G-5, AFHQ.
27	G(Maint), AFHQ.
28	G(AE), AFHQ.
29	CE, AFHQ.
30	EW, AFHQ.
31	DGT, AFHQ.
32	DOS, AFHQ.
33	DTI, AFHQ.
34/35	D.Lab., AFHQ.
36/37	DMR, Italy.
38	Fiscal Director, AFHQ.
39	PA, AFHQ.
40	CG, MTOUSA.
41	GPA, MTOUSA.
42	CAO, HQ AAI.
43/44	HQ, AAI.
45	D.D.Lab., HQ AAI.
46/48	HQ Fifth Army.
49	HQ Fifth Army (Br. Inc).
50/51	HQ Eighth Army.
52	HQ, AC.
53	Vice-President, Economic Section, AC.
54/55	Economic Section, AC.
56	Finance Sub-Comm. AC.
57	Labour Sub-Comm. AC.
58/61	RN (FORAM).
62/63	RN (NOTALI).
64	RN (NOTALI), ROME.
65	CS TARANTO.
66	Comd. U.S. Eighth Fleet.
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72	MAAF (D).
73/76	AAFSC/MTO.
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85/86	HQ 3 District.
87/96	MA, ACC.
97/98	HQ Adriatic Depot.
99	Chairman, Labour & Wages Control Committee.
100/104	LSC, HQ AAI.
105/106	AFLRS NAPLES AREA.
107/108	AFLRS S.E. AREA.
109/118	AFLRS SICILIAN AREA.
119	Milo.
120/150	Spares.

(11)

(3)

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Appendix "A".

REVISION OF RATES FOR STEELWORKERS EMPLOYED AT CASTELLAMMARE AND GIOVINAZZO

CASTELLAMMARE Workshops.

Grade.	Present Rate.	Proposed Rate.	% Increase on maximum.
Bender	140 - 160	155 - 175	9
Furnaceman	150 - 170	165 - 185	10
Prod. Gasman.	110 - 140	125 - 155	10
Roller Chief.	180 - 220	195 - 235	7
Rollers/Shearers Mate.	130 - 150	145 - 165	10
Shearer	160 - 200	175 - 215	8
Sorter	110 - 130	125 - 145	12

Siemens Martin Plant.

Blacksmith	80 - 110	90 - 125	15
Bricklayer Foreman	140 - 180	160 - 205	15
Bricklayer furnace	100 - 150	115 - 170	15
Bricklayer furnace mate	70 - 90	85 - 105	15
Charging hand Foreman	120	140	15
Charging hand	80 - 110	90 - 125	15
Clayman	65 - 90	85 - 105	15
Coal Trimmer	70 - 100	85 - 115	15
Furnaceman Leading Hand	120 - 160	135 - 185	15
Furnaceman	100 - 135	115 - 155	15
Ladleman	70 - 100	85 - 115	15
Pit bank Foreman	120 - 145	140 - 165	15
Pit Crane Driver	90 - 120	105 - 140	15
Pitman Head	145	165	15
Pitman Foreman	135	155	15
Pitman	90 - 125	105 - 145	15
Producer Man First	100 - 125	115 - 145	15
Producer Man Second	80 - 105	90 - 120	15
Sample Passer	140 - 180	160 - 205	15
Stacker Foreman	110	125	15
Stacker	70 - 100	85 - 115	15
Stone Crusher	70 - 100	85 - 115	15
Teemer.	110 - 140	125 - 160	15

Rolling Mill Plant.

Bed Man Leading Hand	85 - 115	95 - 130	15
Bed Man	75 - 105	85 - 120	15
Bundler Leading Hand	90 - 120	105 - 140	15
Bundler	80 - 110	90 - 125	15

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Charging Hand	80 - 110	90 - 125	15
Clayman	65 - 90	85 - 105	15
Coal Trimmer	70 - 100	85 - 115	15
Furnaceman Leading Hand	120 - 160	135 - 185	15
Furnaceman	100 - 135	115 - 155	15
Laddleman	70 - 100	85 - 115	15
Pit bank Foreman	120 - 145	140 - 165	15
Pit Crane Driver	90 - 120	105 - 140	15
Pitman Head	145	165	15
Pitman Foreman	135	155	15
Pitman	90 - 125	105 - 145	15
Producer Man First	100 - 125	115 - 145	15
Producer Man Second	80 - 105	90 - 120	15
Sample Passer	140 - 180	160 - 205	15
Stacker Foreman	110	125	15
Stacker	70 - 100	85 - 115	15
Stone Crusher	70 - 100	85 - 115	15
Teemer.	110 - 140	125 - 160	15

Rolling Mill Plant.

Bed Man Leading Hand	85 - 115	95 - 130	15
Bed Man	75 - 105	85 - 120	15
Bundler Leading Hand	90 - 120	105 - 140	15
Bundler	80 - 110	90 - 125	15
Catcher Leading Hand	100 - 130	115 - 150	15
Catcher Finishing	80 - 110	90 - 125	15
Catcher Roughing	90 - 120	105 - 140	15
Coal Trimmer	70 - 100	85 - 115	15
Drag Out Man (Furnace)	80 - 110	90 - 125	15
Furnaceman Leading Hand	110 - 150	125 - 150	15
Furnaceman First	90 - 120	105 - 140	15
Furnaceman Second	80 - 110	90 - 125	15
Furnace Charger	80 - 110	90 - 125	15
Furnace Cleaner	70 - 90	85 - 105	15
Lever Man	80 - 110	90 - 125	15
Loop Boy	70 - 100	85 - 115	15
Producer Man First	100 - 125	115 - 145	15
Producer Man Second	80 - 105	90 - 120	15
Rolling Mill Foreman	140 - 180	160 - 205	15
Rolling Mill Turner	100 - 130	115 - 150	15
Rolling Mill Apprentice	30 - 60	40 - 90	50

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A.F.H.Q.

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AFLRS, RAAC, CMF

TEL : RCME 66275

6 December 1944.

LRS/217.

HEADQUARTERS 8 DEC 1944 C.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - AGENDA

The twenty-sixth meeting of the Labour & Wages Control Committee will be held at 0930 hours Thursday 14 DEC 44 in the AFLRS Conference Room, 2nd floor, 68 Piazza dell'Esedra, ROME, to consider the following Agenda :-

1. Minutes of the twenty-fourth meeting held on 16 NOV 44.

2. Minutes of the twenty-fifth special meeting held on 5 DEC 44.

3. To receive the minutes of the Wages Sub-Committee meeting held on 30 NOV 44. (Appendix "A" attached).

4. To receive the minutes of the Labour & Wages Sub-Committee (Sicily) meetings of the 7 NOV 44 and 22 NOV 44. (Appendices "B" & "C" attached).

5. Any other business.

6. To set a date for the next meeting.

49-

S.J.B. LOUDEN, Major, DAQMG,
Secretary

403

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Agenda :-

1. Minutes of the twenty-fourth meeting held on 16 NOV 44.

2. Minutes of the twenty-fifth special meeting held on 5 DEC 44.

3. To receive the minutes of the Wages Sub-Committee meeting held on 30 NOV 44. (Appendix "A" attached).

4. To receive the minutes of the Labour & Wages Sub-Committee (Sicily) meetings of the 7 NOV 44 and 22 NOV 44. (Appendices "B" & "C" attached).

5. Any other business.

6. To set a date for the next meeting.

4032/cc

S.J.B. LOUDEN, Major, DAQMG,
Secretary,
Allied Force Local Resources (Italian) Board.

SJBL/gs.

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44	HQ Fifth Army (Br.Inc)
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47	HQ ..C.
48	Vice President, Economic Section, ..C.
49/50	Economic Section, AFHQ ..C.
51	Finance Sub-Commission, ..C.
52	Labour Sub-Commission, ..C.
53/54	NAF (ROME)
55/56	NAF (FOGGIA)
57	NAF (FOGGIA) ROME
58	Commander U.S.Eighth Fleet.
59	SEXTUSNO
60	

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44	HQ Fifth Army (Br.Rep)
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48	Vice President, Economic Section, AC.
49/50	Economic Section, HQ AC.
51	Finance Sub-Commission, AC.
52	Labour Sub-Commission, AC.
53/54	AGI (FOTAF)
55/56	AGI (FOTALF)
57	AGI (FOTALF) RAMO
58	Commander U.S.Eighth Fleet.
59	SENTOUSNO
60	NAF
61	NATS
62	NATS c/ Shipping Sub-Commission.
63	NAAF (A)
64	NAAF (B)
65/68	AAFSC/MTO
69/70	HQ 214 Group RAF
71	FA, RAF
72/73	HQ 1 District
74/75	HQ 2 District
76/77	HQ 3 District
78/82	CG, RAC
83	PENSACOLA main
84	PENSACOLA FORWARD
85/87	SFA, FSS
88	HQ Adriatic Depot
89	Chairman, Labour & Wages Committee.
90/96	LCS HQ AAI
97/98	AFLO Naples Area
99/100	AFLO S.E.Area
101	AFLO Sicilian Area
102	Col. [illegible]CALO, HQ 1 District
103	FILE
104/130	Spares.

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APPENDIX "A"

THE SUB-COMMITTEE OF THE LABOUR AND WAGES CONTROL COMMITTEE

MINUTES.

1. A meeting of the Wages Sub-Committee was held at 0930 hrs. on 30 Nov 44 at HQ PBS NAPLES.

2. Present:- Lt.Col.H.S.PEARCE, A.D.L. (Civil), AFHQ. Chairman.

Representatives of:- AC - Capt. W.E SOLENBERGER.
PBS - Lt.Col.F.W.STAIRWALT
Maj. H.J REUPER.
RN FOHAM - Lieut(S) P.R.THIRDLE, RNVR
MAAF. - Fl/Lt. A.A. VARLEY.
ROME AREA - Lt.Col. W.J.BONTOCH. ADL(Br).

In attendance:- W/Comdr. J.E GARLAND, AFA (MAF, HQ MAAF.
Maj. K.C. HAYWARD, DADL No. 3 District.

3. Minutes of the last meeting.

The minutes of the last meeting held on 30 Oct 44 were approved.

4. Rates of Pay - GIOVINAZZO Steelworks and CASTELLAMARE Workshops.

(a) DADL No. 3 District informed the meeting that in the case of the CASTELLAMARE Workshops it had not been found necessary to apply the 15% increase approved by the Labour & Wages Control Committee at its meeting on 16 Nov 44, and that increases on a sliding scale of 7 - 12% would suffice.

(b) It was therefore agreed and recommended that the rates shown at Appendix 'A' be adopted wef 1 Oct 44. If in the future, however, it is necessary to lay down rates for other steel plants, then the possibility should be investigated of laying down one general schedule capable of application to all Steel Plants on the mainland of ITALY; the rates in operation at the CASTELLAMARE and GIOVINAZZO Plants to be used as the basis for such a schedule.

5. Age Limits - JUVENILES

(a) It was agreed and recommended that, in accordance with prevailing Italian practice, civilians employed by the Allied Forces on the mainland of ITALY, should only be considered adults on attaining the age of 18 years and not 17 years as hitherto.

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3. Minutes of the last meeting.

The minutes of the last meeting held on 30 Oct 44 were approved.

4. Rates of Pay - GIOVENAZZO Steelworks and CASTELLAMARE Workshops.

(a) DADL No. 2 District informed the meeting that in the case of the CASTELLAMARE Workshops it had not been found necessary to apply the 15% increase approved by the Labour & Wages Control Committee at its meeting on 16 Nov 44, and that increases on a sliding scale of 7 - 12% would suffice.

(b) It was therefore agreed and recommended that the rates shown at Appendix "A" be adopted wef 1 Oct 44. If in the future, however, it is necessary to lay down rates for other steel plants, then the possibility should be investigated of laying down one general schedule capable of application to all Steel Plants on the mainland of ITALY; the rates in operation at the CASTELLAMARE and GIOVENAZZO Plants to be used as the basis for such a schedule.

5. Age Limits - JUVENILES

(a) It was agreed and recommended that, in accordance with prevailing Italian practice, civilians employed by the Allied Forces on the mainland of ITALY, should only be considered adults on attaining the age of 18 years and not 17 years as hitherto.

(b) To avoid hardship in the case of Juveniles of 17 years of age now employed, it was further recommended that the ruling stated in sub-para (a) above should apply only to new entrants.

6. Interpreters, General - Rates of Pay.

The Chairman informed the meeting that a request made by DADL HQ AAI for an upward revision of the maximum rate payable to the grade of "Interpreter, General" had been withdrawn.

7. Rates of Pay - Revision of certain Minima.

(a) On the grounds that the minimum rates of pay authorised in the Allied Forces Basic Wage Scale for certain Administrative, Office and Clerical grades are below the rate authorised for unskilled labourers, it was agreed and recommended that the minimum rate applicable to the following grades should be increased to 2,200 lire per month

Book-keeper.	Cinema Manager.
Cashier.	Clerk, Office.
Draughtsman.	

(10)

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(b) Consideration of other Administrative, Clerical and Clerical Grades whose rates fall below the level of 2,200 Lire per month, was deferred pending the meeting of the Special Sub-Committee set up to examine the question of rates payable to Female employees of the Allied Forces.

8. Rates of Pay - Hairdressers.

(a) On the proposition of the representative of HQ MAAF, it was agreed and recommended that the following new grade and rate of pay be added to the Allied Forces Basic Wage Scale:

Electro-plater 90 - 175 Lire per day

This rate is to be subject to increase at the rates and under the conditions prescribed by AFHQ Administrative Memorandum No. 45 dated 20 Nov 44.

(b) It was agreed that the grade of "Miller (Engineering)" should not be promulgated as a separate grade, but that employees of this classification should be graded and paid as "Machinists".

9. Issue of Rations to Civilian Employees.

(a) The Chairman informed the meeting that an instruction would shortly be published by AFHQ setting out the scales and conditions of issue of Midshift Meals and Supplementary Ration Cards.

(b) It was agreed that it was desirable and necessary that office workers should receive the Midshift Meal on issue to Heavy Workers, in order to facilitate preparation of the meal in installations which employ both categories of workers and where separate kitchens do not exist. The committee therefore considered that AC should report on the possibility of this recommendation being granted: (see 10 of the minutes of the Labour & Welfare Control Committee held on 20 Sep 44 also refers).

10. Social Insurance.

(a) The AC representative stated that the scheme agreed by the Italian Government in respect of Social Insurance coverage for civilians employed by the Allied Armed Forces did not extend to civilians employed in shore pilots, except in the case of ships flying the Italian flag. The AC representative undertook to inform GS (R) more fully of the position arising out of this ruling.

(b) The AC representative also informed the meeting that the Italian Government was willing to establish Insurance Offices and medical services in centres of employment which did not coincide with the existing Provincial Insurance Offices. It was agreed that such action would benefit employing Services.

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(a) The Chairman informed the meeting that an instruction would shortly be published by AFHQ setting out the scales and conditions of issue of Battalion Meals and Supplementary Ration Cards.

(b) It was agreed that it was financially and necessary that office workers should receive the Labour Meal in lieu to Heavy Workers, in order to facilitate preparation of the meal in kitchen (which employ both categories of workers and where separate kitchens do not exist. The committee therefore considered that AC should request on the possibility of this recommendation being adopted. (see 10 of the meeting of the Labour & Wages Control Committee held on 29 Nov 44 also refers).

10. Social Insurance.

(a) The AC representative stated that the scheme agreed by the Italian Government in respect of Social Insurance coverage for civilians employed by the Allied Armed Forces did not extend to civilians employed in ships which, except in the case of ships flying the Italian flag. The AC representative undertook to inform AFHQ more fully of the position arising out of this ruling.

(b) The AC representative also informed the meeting that the Italian Government was willing to set up Insurance Offices and medical services in centres of employment which did not coincide with the existing Provincial Insurance Offices. It was agreed that such action would benefit Employing Services, and that members of the Labour & Wages Control Committee should hand to the Chairman of that Committee at its next meeting a list of the places which are centres of employment and where no Social Insurance Offices are believed to exist. AC also undertook to provide a statement showing the present location of Insurance Offices and the physicians working on their behalf.

11. Date of Next Meeting.

The next meeting of the Sub-Committee was arranged provisionally for Thursday, 28 Dec 44, to take place in the office of Major H. F REUPER, HQ FSS NAPLES, commencing at 0930 hrs.

(Sgd) H.S.FRANCE, Lt. Col.,
ADL (Civil), A.F.H.Q.
(Chairman).

1 Dec 44.
JSAU/XII.

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Appendix "A".

REVISION OF RATES FOR STEELWORKERS EMPLOYED AT CASTELLAMMARE AND CICCIANO

CASTELLAMMARE Workshops.

Grade.	Present Rate.	Proposed Rate.	% Increase on maximum.
Bender	140 - 160	155 - 175	9
Furnaceman	150 - 170	140 - 185	10
Prod. Gaeman.	110 - 140	125 - 155	12
Roller Chief.	180 - 220	195 - 235	7
Rollers/Shearers Mate.	130 - 150	145 - 165	10
Shearer	160 - 200	175 - 215	8
Sorter	110 - 130	125 - 145	12

Siemens Martin Plant.

Blacksmith	80 - 110	90 - 125	15
Bricklayer Foreman	140 - 180	160 - 205	15
Bricklayer furnace	100 - 130	115 - 150	15
Bricklayer furnace mate	70 - 90	85 - 105	15
Charging hand Foreman	120	140	15
Charging hand	90 - 110	90 - 125	15
Clayman	65 - 90	85 - 105	15
Cord Trimmer	70 - 100	85 - 115	15
Furnaceman Bowling Hand	120 - 150	155 - 185	15
Furnaceman	100 - 135	115 - 155	15
Ladleman	70 - 100	85 - 115	15
Pit bank Foreman	120 - 145	140 - 165	15
Pit Crane Driver	90 - 120	105 - 140	15
Pitman Head	145	155	15
Pitman Foreman	135	155	15
Pitman	90 - 125	105 - 145	15
Producer Man First	100 - 135	115 - 155	15
Producer Man Second	80 - 105	90 - 120	15
Sample Passer	140 - 180	160 - 205	15
Stocker Foreman	110	125	15
Stocker	70 - 100	85 - 115	15
Stone Crusher	70 - 100	85 - 115	15
Teemer.	110 - 140	125 - 160	15

Rolling Mill Plant.

Bed Man Bowling Hand	85 - 115	95 - 130	15

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Bricklayer Foreman	140 - 160	160 - 180	15
Bricklayer Furnace	100 - 130	110 - 150	15
Bricklayer Furnace Mate	70 - 90	85 - 105	15
Charging Hand Foreman	120	140	15
Charging Hand	80 - 110	90 - 135	15
Clayman	65 - 90	85 - 105	15
Coal Trimmer	70 - 100	85 - 115	15
Furnaceman Leading Hand	120 - 160	150 - 185	15
Furnaceman	100 - 135	115 - 155	15
Ladleman	70 - 100	85 - 115	15
Pit Bank Foreman	120 - 145	140 - 165	15
Pit Crane Driver	90 - 120	105 - 140	15
Pitman Head	145	165	15
Pitman Foreman	135	155	15
Pitman	90 - 125	105 - 145	15
Producer Man First	100 - 125	115 - 145	15
Producer Man Second	80 - 105	90 - 120	15
Sample Passer	140 - 180	160 - 205	15
Stacker Foreman	110	125	15
Stacker	70 - 100	85 - 115	15
Stone Crusher	70 - 100	85 - 115	15
Tosser	110 - 140	125 - 160	15

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Rolling Mill Plant

Bed Man Leading Hand	85 - 115	95 - 130	15
Bed Man	70 - 105	85 - 120	15
Bundler Leading Hand	90 - 120	105 - 140	15
Bundler	80 - 110	90 - 125	15
Catcher Leading Hand	100 - 130	115 - 150	15
Catcher Finishing	80 - 110	90 - 125	15
Catcher Roughing	90 - 120	105 - 140	15
Coal Trimmer	70 - 100	85 - 115	15
Drag Out Man (Furnace)	80 - 110	90 - 125	15
Furnaceman Leading Hand	110 - 150	125 - 150	15
Furnaceman First	90 - 120	105 - 140	15
Furnaceman Second	80 - 110	90 - 125	15
Furnace Charger	80 - 110	90 - 125	15
Furnace Cleaner	70 - 90	85 - 105	15
Lever Man	80 - 110	90 - 125	15
Loop Boy	70 - 100	85 - 115	15
Producer Man First	100 - 125	115 - 145	15
Producer Man Second	80 - 105	90 - 120	15
Rolling Mill Foreman	140 - 180	160 - 205	15
Rolling Mill Turner	100 - 130	115 - 150	15
Rolling Mill Apprentice	50 - 60	60 - 70	50

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APPENDIX "B"

ALLIED FORCE LOCAL RESOURCES SECTION
SICILIAN AREA
c/o Allied Commission, Sicilia Region H.Q.

Ref: Si/4/20.

MINUTES OF THIRTEENTH MEETING OF LABOUR & WAGES CONTROL COMMITTEE
ALLIED FORCE LOCAL RESOURCES SECTION SICILIAN AREA
HELD AT 8 VIA PARI, PALERMO, 0930 HOURS 7 NOVEMBER 1944.

PRESENT :

	Major P.G. HARRIS	Chairman.
	Capt. E. RAGSDALE	U.S.N.C.B.
	Cdr. A.A. CHAFFELL	B.A.O, R.N., Messina.
	Lieut. L. CAMARRA	U.S.N.C.B.
	Capt. H. CHANDLER	Det. 2901 C.L.Unit.
	Capt. D.W. DYASON	623 Messina Workshops
	Lieut. C.F. MASON	Region Labour Officer, A.C.

IN ATTENDANCE :

Lt.Col.A.W.C. MAJOR	A.F.L.R.S. Sicilian Area.

Before the discussion of the Agenda was opened, Lt.Col. A.W.C. Major stated that the A.F.L.R. (Sicilian) Board as such no longer exists, and that the A.F.L.R. (Italian) Board will now ratify proceedings. Requests for increased rates will be submitted during these Meetings and despatched to the A.F.L.R. (Italian) Board for approval.

1. MINUTES OF LAST MEETING.

The minutes of the last meeting held on the 12th October were read by Lieut. C.F. Mason, and the following discussion arose :-

(a) SOCIAL BENEFITS etc.

Proposals are in preparation and should be ready anytime and likely to be effective from 1st November 1944. Would be paid by local Compensation bodies and reimbursed by State.
It appears the Chairman stated that as far as Social Benefits are concerned, we must before taking decision here, wait for the publication by the A.F.L.R.(Italian)Board, of the scheme it is proposed to adopt.

(b) SUPPLEMENTARY RATION.

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Before the discussion of the Agenda was opened, Lt.Col A.W.C. Major stated that the A.F.L.R. (Sicilian) Board as such no longer exists, and that the A.F.L.R. (Italian) Board will now ratify proceedings. Requests for increased rates will be submitted during these Meetings and despatched to the A.F.L.R. (Italian) Board for approval.

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It appears the Chairman stated that as far as Social Benefits are concerned, we must before taking decision here, wait for the publication by the A.F.L.R.(Italian)Board, of the scheme it is proposed to adopt.

(b) SUPPLEMENTARY RATION.

49. It was suggested by Capt.E.Ragsdale, USNOB that mid-shift meal be issued owing to certain amount of agitation by employees. It was decided that the issue of mid-shift meal can be put into force at discretion of Employing Unit, but it must be pointed out to all employees that where the mid-shift meal is in issue they only receive 150 grammes of bread, instead of the 250 grammes of Bread now issued in lieu of the mid-shift meal.

2. PAYMENT OF AN INDEMNITY TO EMPLOYEES OF ALLIED FORCES IN SICILY.

With regard to the increase published by the Italian Government, it was decided that Sicily must adopt the same increases as passed by the A.F.L.R.(Italian)Board. It is understood that these rates will be published in the near future, and units advised accordingly.

/Para 5.....

(10)

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3. ALLIED FORCES WAGE SCALE (SICILY).

(a) It was pointed out that the Sicilian rates of pay laid down by the Labour & Wages Control Committee of the Italian Board, as set out in Appendix F ure, in fact, the Sicily wage scale issued by the Sicilian Board on 7th April 1944, amended to date in accordance with decisions made by the Labour & Wages Control Committee (Sicilian) at its meetings since April.

It was further pointed out that no increase can be made in existing rates without authority from A.F.L.W.(Italian)Board.

(b) It has been decided by this Committee that to conform with orders issued on the Mainland by the A.F.L.W. (Italian) Board, the issue of new Wage Scales will be effective 1st October not 1st November as per Minutes of last meeting.

4. EXTRA PAY FOR SUNDAY WORK.

The Committee considered the possibility of authorising extra pay for Sunday work. It was decided that it was necessary to conform with regulations applicable to the Mainland of Italy, and issue pay for Sunday work where six consecutive days had been worked at the rate of time plus one half on the basic rate of the individual concerned. This rate to take effect from 1st November 1944.

5. STEVEDORE CONTRACT.

Representative A.C. Labour stated that there had already been a small all round increase to the Standard Stevedore Contract, and that the new rates were in course of publication.

6. A.F.L.W.(Italian)BOARD LABOUR & WAGES CONTROL COMMITTEE.

It was decided that in future the Minutes of the A.F.L.W.(Italian) Board Labour & Wages Control Committee would be read at these meetings, and that copies of the minutes of the Italian Committee should be distributed to members of the Sicilian Committee.

7. ISSUE OF EXTRA SUPPLEMENTARY RATION.

It was proposed that recommendation be made to A.F.L.W.(Italian) Board that the supplementary Daily Bread ration and supplementary Ration A be extended to all W.D. workers, and not confined to heavy workers as at present.

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The Committee considered [illegible] necessary to [illegible] for Sunday work. It was decided that it was necessary to [illegible] regulations applicable to the Mainland of Italy, and issue pay for Sunday work where six consecutive days had been worked at the rate of time plus one half on the basic rate of the individual concerned. This rate to take effect from 1st November 1944.

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It was proposed that recommendation be made to A.F.L.R.(Italian) Board that the supplementary Daily Bread ration and supplementary Ration A be extended to all W.D. workers, and not confined to heavy workers as at present.

(Signed)
C.F. MASON,
Regional Labour Officer,
Allied Commission.

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APPENDIX "C".

ALLIED COMMISSION SICILIA REGION HEADQUARTERS

ALLIED SERVICES CO-ORDINATION BOARD

LABOUR & WAGES SUB-COMMITTEE

REF: S1/4/21.

MINUTES OF THE FIRST MEETING OF THE LABOUR & WAGES SUB-COMMITTEE HELD AT 5 VIA BARI, PALERMO, AT 1530 HOURS WEDNESDAY 22 NOVEMBER 1944.

PRESENT :

Chairman	Commander A.A. CHARTER, R.N.	D.S.O. MESSINA
	Major P.C. HARRIS,	DADL (Civil)
	Captain H. CHANDLER,	CLO, 2901 CLU
	Mr. R.B. STOKER,	DAATK, Sicily
Secretary	Lieut. C.F. MASON,	Reg. Labour Officer, AC.

1. CHANGE OF TITLE.

The Chairman explained that as the result of the dissolution of the A.F.L.R. (Sicilian) Board, the Labour & Wages Control Committee could not carry out the functions it had performed in the past. The need for a Committee to co-ordinate labour problems in Sicily was evident and it was decided to continue the old Labour & Wages Control Committee under the name of Labour & Wages Sub-Committee. The new Committee will co-ordinate matters relating to labour in Sicily and make recommendations to the AFLHQ Sicilian Area for transmission to the Labour & Wages Control Committee of the A.F.L.R. (Italian) Board.

2. MINUTES OF THE LAST MEETING.

The Minutes of the thirteenth meeting of the Labour & Wages Control Committee held on the 7 November 1944 were read. It was agreed that paragraph 4 should be deleted in light of new instructions issued by the A.F.L.R.S.

3. STEVEDORE CONTRACTS.

(a) In consideration of the Italian Government's recent announcement to pay an Indemnity for Higher Cost of Living, the matter of Stevedores Contracts was reviewed. The new rates as recommended by this Sub-Committee are attached in Appendix "A" and it is requested that the Board will give immediate and favourable consideration to their proposals. The Stevedore labour situation is extremely delicate at the present moment, and unless rates are increased with the least possible delay, it is felt that labour disorders will ensue.

432

4. CHRISTMAS DAY.

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The Chairman explained that as the result of the dissolution of the A.F.L.R. (Sicilian) Board, the Labour & Wages Control Committee could not carry out the functions it had performed in the past. The need for a Committee to co-ordinate labour problems in Sicily was evident and it was decided to continue the old Labour & Wages Control Committee under the name of Labour & Wages Sub-Committee. The new Committee will co-ordinate matters relating to labour in Sicily and make recommendations to the AFLRS Sicilian Area for transmission to the Labour & Wages Control Committee of the A.F.L.R. (Italian) Board.

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4. CHRISTMAS DAY.

It is recommended that Christmas Day 1944 be observed as a holiday with pay for all Allied Force employees, subject to the exigencies of the service.

5. CONDITIONS OF EMPLOYMENT.

It was decided, subject to the approval of the A.F.L.R.(Italian) Board to substitute the "Conditions of Employment" as issued by A.F.L.R.S. for those as shown in the Sicily Wage Scale, with the following exceptions :-

(a) That the probationary period should be 14 instead of 7 days.

(b) That night work should be paid at time and one quarter of the basic rate and not 10 lire extra, this having been paid in Sicily since the occupation. This rate to be applicable only in Sicily.

/Para. 6 .....

(10)

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6. MINUTES OF THIS MEETING:

(a) It is recommended that these minutes should not be published or put into force until approval has been given through ... F.E.R.S.

(b) The Labour & Wages Sub-Committee recommend that in future the Minutes of the Labour & Wages Control Committee should be forwarded to all members of this Sub-Committee.

(Signed)
C.F. ALLSON,
Regional Labour Officer,
Allied Commission.

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APPENDIX "C"(A).

STANDARD CONTRACT
TO BE USED FOR STEVEDORE CONTRACTS
In Sicily

This contract, entered into this.. ...day of..... ..... 1944 by and between..... ....

completion report:-

a. At a rate of 48 lire per long ton (2240 lbs) of weight, for unloading of any type of cargo from any part of vessel, and placing on vehicle or craft or on dock alongside when vehicle or craft is not available, or for loading any type of cargo to any part of vessel, from a vehicle, craft or dock alongside, during the day shift.

b. At a rate of 72 lire per long ton for any of the foregoing operations performed during the night shift.

Alternatively

c. At a rate of 60 lire per long ton for operations performed during a continuous day and night shift.

d. At a rate equal to 50% of whichever of the foregoing rates is applicable for discharging from craft or vehicle to dock, or for loading from dock to craft or vehicle only.

e. At the rate of 72 lire per long ton for work performed on Sundays.

f. For the time lost as result of the following military causes, while loading or discharging cargo to or from ships; waiting for trucks, breakdown of machinery, air-raid alerts, shifting of ships, and waiting for lighters: at the following rates.

(1) Four hundred and forty five (445) lire per hatch per hour between 0600 and 1800 hours.

(2) Six hundred and six (606) lire per hatch per hour between 1800 and 0600 hours.

g. For time taken to rig and unrig ship, remove, replace and batten hatches clean holds, lash and unlash deck cargo, and erect or remove deck-cargo cribs: at the following rates:

(1) Four hundred and forty five (445) lire per hatch per hour between 0600 and 1800 hours.

(2) Six hundred and six (606) lire per hatch per hour between 1800 and 0600 hours.

3. HOURS OF OPERATION. The Contractor is to operate on two (2) shifts, from 0600 to 1800 hours and from 1800 to 0600 hours respectively on each day as required with one (1) hour out of each shift for meals and rest.

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(10)

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4. NOTICE TO THE GOVERNMENT OF LABOUR DISPUTES: Whenever any actual or potential labour dispute is delaying or threatens to delay the timely performance of this contract, the Contractor will immediately give notice thereof to the Contracting Officer. Such notice will include all relevant information with respect to such dispute.

5. LIABILITY: The Contractor shall assume all liability for injury to persons or damage to property incident to the performance of this contact. The Contractor agrees to provide insurance to cover insurable liabilities.

6. DELAY: Should the Contractor show evidence of incompetence or should his methods of work, in the opinion of the Contracting Officer, unduly delay the discharging of cargo, he may be summarily removed without recourse by the verbal order of aforesaid officer. The contractor is, however, to be paid at the agreed rate for the work accomplished.

7. LABOUR:

a. The Contractor will employ labour by direct negotiation and not through any labour organisation or labour service.

b. The contractor certifies that an Enemy State is not a party to the contract, either directly or indirectly.

c. The Contractor will be bound by the labour laws of the area in which he operates and is not exempt by reason of being employed on military projects.

d. The Contractor will be required to make customary employee payroll deductions and benefit payments as may be directed or authorised by law, and will not make any deductions on behalf of any labour organisation society, or individual, or for any similar reason.

e. The Contractor will be required to maintain existing wage rates and working conditions prevailing in the area.

f. The Contractor will be responsible for employees injured or killed whilst working on military projects and no responsibility will devolve on the Contracting Service for care or treatment other than emergency First Aid.

8. NOT EXCLUSIVE: It is understood that this contract is not exclusive and the Contracting Service reserves the right to enter into other contracts of a same or similar nature in this Port.

9. DISPUTES: All disputes arising under this contract shall be

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Declassified E.O. 12356 Section 3.3/NND No. 785015

b. The contractor certifies that an Enemy State is not a party to the contract, either directly or indirectly.

c. The Contractor will be bound by the labour laws of the area in which he operates and is not exempt by reason of being employed on military projects.

d. The Contractor will be required to make customary employee payroll deductions and benefit payments as may be directed or authorised by law, and will not make any deductions on behalf of any labour organisation society, or individual, or for any similar reason.

e. The Contractor will be required to maintain existing wage rates and working conditions prevailing in the area.

f. The Contractor will be responsible for employees injured or killed whilst working on military projects and no responsibility will devolve on the Contracting Service for care or treatment other than emergency First Aid.

6. NOT EXCLUSIVE: It is understood that this contract is not exclusive and the Contracting Service reserves the right to enter into other contracts of a same or similar nature in this Port.

9. DISPUTES: All disputes arising under this contract shall be decided by the Contracting Officer as designated herein, subject to written appeal by the Contractor within fifteen (15) days to the.....
.....(The appointment of the officer who will make the final decision should be filled in here) whose decision shall be final. Pending final decision, the Contractor shall diligently proceed with the contract.

10. TERMINATION: The Contracting Service may at any time terminate this contract in whole or in part by a notice in writing from Contracting Officer to the Contractor that this contract is terminated under this clause. Such termination shall be effected in the manner and upon the date specified in said notice. If Contractor is engaged in operations under this contract on date of expiration of contract, the Contracting Service reserves the right to require operations to continue under the provisions of this contract until such operations are completed.

Declassified E.O. 12356 Section 3.3/NND No. 785015

S.O. to Chief Commissioner
CC 1114
DEC 11 RECD

COPY NO:_____

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

Postal Address :
AFLRS, RAAC, CMF

TEL : ROME 66275

LRS/217.

9 December 1944.

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

Reference minutes of the twenty-fifth (Special) meeting of the Labour & Wages Control Committee, held on 5 DEC 44, please amend the Schedule contained in para 52 as follows :-

DELETE the words "Bonus per week"
and
SUBSTITUTE the words "Bonus per month". — Done gls/

S.J.B. LOUDEN, Major, DAQMG,
Secretary,
Allied Force Local Resources (Italian) Board.

SJBL/gs

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15	G-4(B), AFHQ (for DQMG)
16/17	G-4(B), AFHQ (Spares)

49-3

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Reference minutes of the twenty-fifth (Special) Meeting of the Labour & Wages Control Committee, held on 5 DEC 44, please amend the Schedule contained in para 52 as follows :-

DELETE the words "Bonus per week"
and
SUBSTITUTE the words "Bonus per month". — Done 9/12/44

S.J.B. LOUDEN, Major, D.QMG,
Secretary,
Allied Force Local Resources (Italian) Board.

SJBL/es

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18/19	G-5, AFHQ
20	Q(Maint), AFHQ
21	Q(AE), AFHQ
22	CE, AFHQ
23	DW, AFHQ
24	DST, AFHQ
25	DOS, AFHQ
26	DME, AFHQ
27/28	D.L.R., AFHQ
29/30	DMR, ITALY
31	Fiscal Director, AFHQ
32	FA, AFHQ
33	CG, MTOUSA
34	G-1, MTOUSA
35	G-4, MTOUSA
36	GPA, MTOUSA
37	CAO, HQ AAI
38/39	HQ AAI
40	DDL, HQ AAI
41/43	HQ Fifth Army
44	HQ Fifth Army (Br. Inc.)

- 1 -

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(9)

FILES A

File A/Q

AFC 32/Q

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0138

45/46	HQ Eighth Army
47	HQ AC
48	Vice-President, Economic Section, AC
49/50	Economic Section AC
51	Finance Sub-Commission, AC
52	Labour Sub-Commission, AC
53/56	RN (FONAM)
57/58	RN (FOTALI)
59	RN (FOTALI) Rome
60	CS TARANTO
61	Comd. U.S. Eighth Fleet
62	SENALUSNO
63	WSA
64	MWTB
65	MWTB & Shipping Sub-Comm.
66	MAAF(A)
67	MAAF(B)
68/71	AAFSC/MTO
72/73	HQ 214 Group RAF
74	FA, RAF
75/76	HQ 1 District
77/78	HQ 2 District
79/80	HQ 3 District
81/85	CG, RAAC
86	PENBASE Main
87	PENBASE Forward
88/90	DPA, PBS
91	HQ Adriatic Depot
92	Chairman, Labour & Wages Control Committee
93/100	LRS, AAI
101/102	AFLRS NAPLES AREA
103/112	AFLRS SICILIAN AREA
113	Col. BLANCHARD, HQ 1 District
114	File
115/140	Spares.

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G 50 & Chief Commissioner

cc.1092.
8/12/44.

COPY NO 4

ALLIED FORCE HQ.L. RESOURCES SECTION
A.F.H.Q.

LRS/217

HEADQUARTERS
8 DEC 1944
A. C.

Postal Address:
AFHQ, N.A.C, G.P.

Telephone: ADAM 06275

5 December 1944.

ALLIED FORCE HEAD QUARTERS (AFHQ) BOARD
LABOUR AND WAGES CONTROL COMMITTEE

46. The twenty-fifth (Special) meeting of the Labour & Wages Control Committee was held at 1000 hrs. on Tuesday 5 DEC 44 in the AFHQ Conference Room, NAAF.

Present:- Col. J.R.SMITH, AC Chairman.

Representatives of :- G-in-C Fed.
D.Lab. AFHQ.
[illegible], AFHQ S.
D.D.Lab. MTO AFHQ
MTO AFHQ Labour Sub-Commission
[illegible] (PW)
[illegible]MTO/AFHQ
No 3 District.
QMG, AFHQ.
CO, NAAF.
MTO Eighth Army.
A [illegible], Italy.
AFHQ (ACC[illegible])
MTO Adriatic Depot.

In Attendance:- Fiscal Director, AFHQ.
[illegible], AFHQ.
[illegible], NAAF.
[illegible], AFHQ.

47. The Committee considered the policy to be adopted regarding the calculation of authorised increases and decreases on the Allied Forces Basic Wage Scale in view of the publication of AFHQ Administrative Memorandum No 48. After considerable discussion it was agreed that all computations should be calculated on the October 1st base rates to which totals the NOV 16 bonus should be added. [illegible] was requested to forward the decision to AFHQ [illegible] that

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Present:- Col. [illegible], AC — Chairman.

Representatives of :- C-in-C Land
D.Inco. (AFHQ).
Gr..., (AFHQ).
D. A.L.O. (A) and F
(A) sub Labour Sub-Commission.
...AF (Eo)
...F/G/AFHQ
No 3 District.
GS, Rear.
GO, ...C.
(A) Signal ...ay.
Base, Leghorn.
AT (AFHQ...)
(A) Air ...ic Depot.

In attendance:- Fiscal Director, (AFHQ).
F..., (AFHQ).
F..., (AFHQ).
...-S, (AFHQ).

47. The Committee considered the policy to be adopted regarding the calculation of authorised increases and decreases on the Allied Forces Basic Wage Scale in view of the publication of Allied Administrative Memorandum No 48. After considerable discussion it was agreed that all computations should be calculated on the October list basic rates to which totals the COV 16 bonus should be added. ...ffice were requested to forward this decision to AFHQ in order that a comprehensive document could be prepared thereafter full co-ordination to cover all points on which doubt had occurred due to the publication of Allied Admin. Memo. No 48.

48. The minutes of the Special Sub-Committee appointed to study 15% differentiation between female and male labour were received. It was recommended to the Board that the present 15% differential should continue to be operative except where specified female classifications are authorised in the schedules.

49. The following revised rates of pay were approved for insertion in the Allied Forces Basic Wage Scale and subject to no protest having been received by AFHQ within 48 hours of the time of the meeting, become effective on 7 DEC 44 and are subject to the terms at the rates and under the conditions prescribed by AFHQ Administrative Memorandum No 48:-

(8) File *

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Appendix "A" to ..Min ..Mtg. Conf. No 47.

	Rate of Pay Min.Lire	Max.Lire
Interpreter General, Male or Female.	2200	3900 per month.
Telephone Operator, English speaking, Male or Female.	2200	3600 " "
Telephone Operator, non-English speaking, Male or Female.	2000	2500 " "
Typist, Male or Femal.	2000	3600 " "
Typist, shorthand, English speaking, Male or Femal.	2000	3900 " "

Appendix "C" to ..Min ..Mtg. Conf. No 47.

Telephone Operator, English speaking, Male or Female.	2100	3600 " "
Telephone Operator, non-English speaking, Male or Female.	1650	2500 " "

Appendix "D" to ..Min ..Mtg. Conf. No 47.

Workers & Sorters, Male or Female.	75	100 per day.
Washer, Hand, Male or Female.	85	95 " "
Washer, Machine, Male or Female.	85	105 " "
Sewing Hand, Male or Female.	60	85 " "

Employees - Clothing, Boot & Shoe Manufacturing Plant.

Machine operator, Male or Female.	85	105 " "
Embroiderer, Male or Femal.	90	115 " "

It was recommended to the Board that the effective date of the above rates be backdated from 7 Dec.44 to 1 Oct.44.

50. In view of the difficulties being experienced in forward areas and as the Italian Decree Law of 2 NOV 44 is applicable in AFHQ territory the Committee recommended to the Board that the Nov 16 bonus to cover the temporary cost of living will be applicable to all liberated Italy at the discretion of Army, Base Section, District, or equivalent commanders.

51. Certain amendments to the Appendix "A" circulated with the minutes of

Declassified E.O. 12356 Section 3.3/NND No. 785015

Male or Female.	1650	2500 "	"

Appendix "D" to [illegible] No. 17.

Workers & Sorters, Male or Female.	75	100 per d.f.	
Washer, Hand, Male or Female.	85	95 "	"
Washer, Machine, Male or Female.	65	105 "	"
Sewing Hand, Male or Female.	60	85 "	"

Employees - Clothing, Boot & Shoe Manufacturing Plant.

Machine Operator, Male or Female.	85	105 "	"
Embroiderer, Male or Female.	90	115 "	"

It was recommended to the Board that the effective date of the above rates be backdated from 7 Dec.44 to 1 Oct.44.

50. In view of the difficulties being experienced in forward areas and as the Italian Decree Law of 2 NOV 44 is applicable in A.G.S. territory the Committee recommended to the Board that the Nov 16 bonus to cover the temporary cost of living will be applicable to all liberated Italy at the discretion of Army, Base Section, District, or equivalent commanders.

51. Certain amendments to the appendix "A" circulated with the minutes of the last meeting were approved and the revised formula for calculating rates of pay for contractors is attached at Appendix "A".

52. In accordance with the provisions of the Italian Decree Law of 2 NOV 44, regarding the payment of Corrente Allowance when a part of the salary is paid in kind, the Committee recommended to the Board that the following schedule of bonus be made applicable to civilian employees in Allied controlled Hotels, Clubs and Messes; the effective date to be NOV 16 and payments already made in excess of these rates shall not be subject to reimbursement.

Monthly Salaries	Bonus per month Including family allowance element in case of adults.	
	Adult Males & Females.	Juveniles under 18 years of age
Up to and including 3600	1040 lire.	150 lire.
3601 lire to 3700 lire.	990 "	
3701 " " 3800 "	940 "	
3801 " " 4900 "	890 "	
4901 " " 5000 "	840 "	
5001 " " 5100 "	790 "	
5101 " " 5200 "	740 "	
5201 and above.	670 "	

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53. A report was received from H.Q., P.B.S. on the shortage of food available on normal and supplementary ration cards in the LEGHORN, PISA area and the committee recommended to the Board that it be requested to make sufficient food available in these areas as soon as possible in order that labour employed by the Allied Armed Forces would receive sufficient nourishment to be able to perform the work required.

54. The next meeting of the Committee will be held at 0930 hours THURSDAY, 14 DEC 44 in the Allied Conference Room, ROME.

[signature]

W.J.S.LOVELL,
Major, R.A.S.C.,
Secretary,
Allied Force Local Resources (Italian) Board.

WJL/r.f.

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27/28	[illegible]
29/30	DEC, ITALY
31	Liaison Director, AFHQ.
32	[illegible], AFHQ.
33	G5, AFHQ.
34	G-4, AFHQ.
35	G-4, AFHQ.
36	CPL, AFHQ.
37	CINC, MTO, AAI.
38/39	HQ AAI.
40	DCI, HQ AAI.
41/43	HQ Fifth Army.
44	HQ Fifth Army (Rr. Inc.)
45/46	HQ Eighth Army.
47	HQ AC.
48	Vice-President, Economic Section, AC.
49/50	Economic Section, AC.
51	Finance Sub-Commission, AC.
52	Labour Sub-Commission, AC.
53/56	TLO (FOTOUR).
57/58	SIC (FOTOUR).
59	MIS (FOTOUR), ROME
60	CG NAMTO.
61	Comd. U.S. Ninth Fleet.
62	CINCLANT.
63	WSA.
64	NATS.
65	NWTS & Shipping Sub-Comm.
66	NAAF (A)
67	NAAF (B)
68/71	AAFCO/MTO.
72/73	HQ 2AA Comd RAF.
74	AA, RAF.
75/76	HQ 1 District.
77/78	HQ 2 District.
79/80	HQ 3 District.
81/85	US, RLAC.
86	FBIS/CIA [illegible]
87	FBIS/CIA [illegible]
88/90	DRA, FBI.
91	HQ Caribbean Comd.
92	Chairman, Labour & Wages Committee.
93/100	ICS, ACC.
101/102	ARMED FORCES NWS.
103/112	ARMED FORCES [illegible]
113	Col. BLANCHARD, HQ 1 District
114	Mile.
115/120	Spares.

0147

Declassified E.O. 12356 Section 3.3/NND No. 785015

0148

APPENDIX "A"

It is recommended that ..Sti) ..iv. A.G. Ecl. Instructi on No 24 Dated 24 JUL 44, be supplemented by the following:-

PAYMENT OF CONTRACTORS' EMPLOYEES.

1. Contractors shall pay their employees the following:-

(a) Base Pay (Retribution Ordinaria) This base pay must not exceed an amount determined by subtracting from the Allied Forces daily maximum rate (Base of 1 OCT 44, plus cost of living addition), for the particular occupation, the sum of eighty (80) lire.

(b) Presence Indemnity (Indennita 'di Presenza) Legal rate for private industry.

(c) Cost of Living Indemnity (Indennita 'di Carovita). As provided by Decree Law of 2 NOV 44.

(d) Family Allowance (Assegno Familiare). Legal rate for private industry.

Where the total of (a), (b), (c) and (d) is less than the Allied Forces maximum, the contractor may increase the pay to such maximum. This additional pay shall be termed supplementary indemnity (Indennita 'Supplementare).

2. (a) The contractor will be required to pay the proper agencies the employers' contributions for:-

Sickness Assistance	(Assistenza Malattia)
Social Insurance	(Assicurazione Sociale)
Accident Insurance	(Assicurazione Infortuni)
Salary Integration Fund	(Cassa Integrazione)
Fund for Workers called to Arms	(Cassa Richiamati alle Armi)

(b) The contractor will also be required to pay the amount of employees' contribution for:-

Sickness Assistance	(Assistenza Malattia)
Social Insurance	(Assicurazione Sociale)

Declassified E.O. 12356 Section 3.3/NND No. 785015

(c) Cost of Living Indemnity (Indennità di Carovita). As provided by Decree Law of 2 NOV 44.

(d) Family allowance (Assegno Familiare). Legal rate for private industry.

Where the total of (a), (b), (c) and (d) is less than the Allied Forces maximum, the contractor may increase the pay to such maximum. This additional pay shall be termed supplementary indemnity (Indennità Supplementare).

2. (a) The contractor will be required to pay the proper amounts for employers' contributions for:-

Sickness Assistance	(Assistenza Malattia)
Social Insurance	(Assicurazione Sociale)
Accidents Insurance	(Assicurazione Infortuni)
Salary Integration Fund	(Cassa Integrazione)
Fund for Workers called to Arms	(Cassa Richiamati alle Armi)

(b) The contractor will also be required to pay the amount of employees' contribution for:-

Sickness Assistance	(Assistenza Malattia)
Social Insurance	(Assicurazione Sociale)

which contributions will not be deducted from employees' pay.

4916

3. The contractor's estimate should will contain payment for family allowances of only 20 per cent of the total pay to the contractor being reimbursed by the State for the remaining cost of such allowances.

4. The contributions prescribed by Italian law for the benefits described in paragraph 2 hereof will be calculated on the base pay, not overtime where applicable.

(8)

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Declassified E.O. 12356 Section 3.3/NND No. 785015

INCOMING MESSAGE

HEADQUARTERS ALLIED COMMISSION

5016

CHIEF COMMISSIONER

Originator's Reference: LRS/217
Date/Time of Origin: DEC 01/1130A

Message Centre No: C/2477
Date Time Rec'd: DEC 01/1640
Precedence: IMMEDIATE

FROM: AFLRS RAAC

TO: C-in-C MED, G-4 (A) AFHQ, G-4 (B) AFHQ, D.LAB AFHQ, DMR ITALY, FISCAL DIRECTOR AFHQ, FA AFHQ, GPA MTOUSA, LAB HQ AAI, HQ 5TH ++

++ ARMY, HQ 8TH ARMY, RN (FONAM), SUSNO ITALY, MVTB & SHIPPING SUB-COMMISSION, MAAF (B), AAFSC/MTO, FA RAF, HQ 1 DISTRICT, HQ 2 DISTRICT PENBASE FORWARD, HQ ADRIATIC DEPOT, HQ 3 DISTRICT .

INFO - ACTION

RESTRICTED.

Special meeting of labour and wages control committee will be held Tuesday 5 December at 1000 hours in AFLRS conference room Piazza DELL ESEDRA ROME. Agenda I 1 to consider if all calculations whether percentage increase or decrease or flat rate increase or decrease such as overtime pay 15% female deduction nightshift increase for ROME part time workers and so forth will be made on the October 1 basic wage before the addition of the appropriate obligatory November 16 amount. Agenda I 2 to amend area in which November 16 increase is applicable to include up to the Northern boundaries of Provinces of PESARO AREZZO FIRENZE LUCCA. Agenda I 3 to consider establishing separate November 16 increases for employees of hotels messes and clubs. All informed.

INFO - ACTION

C.G. will not attend Labor council meeting Capt. O'Dea

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Col. SMITH, LABOUR SUB-COMMISSION, AC.

HEADQUARTERS 1-DEC 1944 A.C.

(7)

RESTRICTED

S.O. 700 C/COMMISSION

2885

P.C. 1180
18/12/44.

COPY NO: 1

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

Postal Address :
AFLRS, FLNC, CMF

TEL : ROME 66275

LRS/217.

16 December 1944

ALLIED FORCE LOC. RESOURCES (ITALIAN) BOARD

LABOUR AND WAGES CONTROL COMMITTEE

Attached hereto is an index to the Minutes of Meeting 20 - 24 of the Labour & Wages Control Committee of the Allied Force Local Resources (Italian) Board.

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

SJEL/ga.

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68 WAA
69 ACSTB
70 Allied Shipping Sub-Comm.
71 RAF (A)
72 RAF (B)
73/76 NAVSO/NATO
77/78 HQ 214 Group, RAF
79 RA, RAF
80/82 HQ 1 District
83/84 HQ 2 District

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S.C.A.D. [illegible], Major, D.Q.M.G.,
Secretary,
A. M. L. R. (Italian) Board.

S.M.E./ge.

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22 G-4(B), A.F.H.Q. (for D.Q.M.G.)
23/24 G-4(B), A.F.H.Q. (spares)
25/26 G-5, A.F.H.Q.
27 G-(Maint), A.F.H.Q.
28 G(AE), A.F.H.Q.
29 G2, A.F.H.Q.
30 A.G.R.E., A.F.H.Q.
49 DST, [illegible]
32 D.O.S., A.F.
33 D.M.S., A.F.H.Q.
34/35 D.Lab., A.F.H.Q.
36/37 Rome, Italy
38 Fiscal Director, A.F.H.Q.
39 F.A., A.F.H.Q.
40 C.G., M.T.O.U.S.A.
41 G.A., M.T.O.U.S.A.
42 C.I.O., H.Q. ~~M.T.O.U.S.A.~~ AAI
43/44 H.Q., ~~M.T.O.U.S.A.~~ AAI
45 D.D.L.no., H.Q. ~~M.T.O.U.S.A.~~ AAI
46/48 H.Q. Fifth Army
49 H.Q. Fifth Army (Br. Inc).
50/51 H.Q. Eighth Army
52 H.Q. A.C.
53 Vice-President,
Economic Section, A.C.
54/55 Economic Section, A.C.
56 Finance Sub-Com., A.C.

Copy No:

57 Labour Sub-Comm., A.C.
58/61 R.N. (ROYAL)
62/63 R.N. (ROYALL)
64 R.N. (ROYALL), A.F.H.Q.
65 C.S. TASK FO[illegible]
66 Comd, U.S. Eighth Fleet
67 SPECIAL/USNO
68 WAA
69 NAVTB
70 A.F.H.Q. & Shipping Sub-Comm.
71 [illegible] (A)
72 [illegible] (B)
73/74 [illegible]/FEO)
77/78 H.Q. 214 Group, R.A.F.
79 R.A., R.A.F.
80/82 H.Q. 1 District
83/84 H.Q. 2 District
85/86 H.Q. 3 District
87/91 C.C., [illegible]
92 PRISM-SE, Main
93 PRISM-SE, Forward
94/96 R.A., P.B.S.
97/98 H.Q. Adriatic Depot
99 Chairman, Labour & Wages
Central Committee.
100/104 MRS, A.F.H.Q. ~~M.T.O.U.S.A.~~ AAI
105/106 PRISM [illegible] M.T.O.U.S.A.
107/108 PRISM S.E. A.F.H.Q.
109/111 PRISM Caserta A.F.H.Q.
112 Fino
120/130 Spares.

4032/cc

HEADQUARTERS
18 DEC 1944
FILES A

(1a)

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I N D E X

MEETINGS OF

LABOUR AND WAGES CONTROL COMMITTEE

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

Nos. 20 to 24

25 JUL 44 to 16 NOV 44

491

KEY:

Roman numerals signify number of meeting
Arabic numerals signify paragraph of minutes

Number of Meeting	Date of Meeting
XX	25 JUL 44

Declassified E.O. 12356 Section 3.3/NND No. 785015

MEETINGS OF

LABOUR AND WAGES CONTROL COMMITTEE

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

Nos. 20 to 24

25 JUL 44 to 16 NOV 44

4913

KEY:

Roman numerals signify number of meeting
Arabic numerals signify paragraph of minutes

Number of Meeting	Date of Meeting
XX	25 JUL 44
XXI	25 AUG 44
XXII	29 SEP 44
XXIII	20 OCT 44
XXIV	16 NOV 44

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Operation of Soup Kitchens — XXI 7
Publication of wages increases - Press — XXIV 36
Supplies of Foodstuffs, clerical workers — XXI 10

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15% Differentiation — XXIV 39

Financial Advisor) Fiscal Direct... — Agreement — XXIV 34

Food — Issue - excess of scale by AC to M/T Drvrs — XX 15

G

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Juveniles — XV 27

I

Italian Auxiliary Corps — Formation of — XX 5, XV 6

Italian Press — Wage Increases - Publication of — XXIV 36

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	Midshift meal - clerical employees	XXII 10
	Soup, cost per head	XXII 10
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Sardinia) Sicily)	"Conditions of Employment for Civilians Employed by the Allied Armed Forces in Italy"- Extended to	XXIII 19
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Soup Kitchens	Establishment of	XXI 7

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	Sicily	XXIV 32
	Watchmen	XX 12
Rations	Dehydrated soup and vegetables	XXIII 10
	Mid-shift meal - cleared employees	XXII 10
	Soup, cost per head	XXII 10
	Subsistence Allowance	XXIII 16
Recommendations	Returned back - procedure	XXIII 21

S

Sardinia) Sicily)	"Conditions of Employment for Civilians Employed by the Allied Armed Forces in Italy"- Extended to	XXIII 19
Social Insurance	AC Scheme	XX 15, XXI 5
Soup Kitchens	Establishment of	XXI 7
Subsistence	Allowance	XXI 4, XXIII 15, XXIII 16.
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S.C To Chief Commissioner

C.C.952.
21/11/44

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ALLIED FORCE LOCAL RESOURCES SECTION
AFHQ

LRS/217

Postal Address:
AFLRS, MMLC, CMF.

Telephone: ROME 60279

16 November 1944.

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

28. The twenty-fourth meeting of the Labour & Wages Control Committee was held at 0930 hours on Thursday 16 NOV 44 in the AFLRS Conference Room, ROME.

Present:- Col. J.R.SMITH, AC — Chairman.

Representatives of :-
- C-in-C Med. — MAAF (Br)
- D.Lab. AFHQ — AAFSC/MTO
- Fd. AFHQ — Fd. RAF
- SPA COMZONE MTOUSA — No 1 District
- D.D.Lab. HQ AAI. — No 2 District
- HQ Fifth Army — No 3 District
- HQ Eighth Army — CO RMC
- HQ FBNA — CO PBS
- Med. Shipping Board and Shipping Sub-Commission. — HQ Adriatic Depot

In Attendance :- Chiefs of Section, AFLRS.

29. The minutes of the twenty-third meeting held on 20 OCT 44 were approved.

30. The minutes of the meeting of the Allied Force Local Resources (Italian) Board held on 11 NOV 44 were received. The Committee appointed a Sub-Committee as follows, to:-

(a) Recommend whether or not 15% differentiation between female and male labour employed on similar work should continue.

(b) If it is decided to recommend the continuance of the 15% variation what, if any, of the previously eliminated female categories should be reinstated under the Allied Armed Forces Basic Wage Scale.

Composition of Committee:-

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In Attendance:-

[illegible]	No 1 District
CPA CONTROL BRANCH	No 2 District
D.D.Lab. HQ Mdl.	No 5 District
HQ Fifth Army	CO R&C
HQ Eighth Army	CO PRS
RP FOM&A	HQ Adriatic Depot
Med. Shipping Board and Shipping Sub-Commission.	

Chiefs of Section, AMLS.

29. The minutes of the twenty-third meeting held on 20 OCT 44 were approved.

30. The minutes of the meeting of the Allied Force Local Resources (Italian) Board held on 11 NOV 44 were received. The Committee appointed a Sub-Committee as follows to:-

(a) Recommend whether or not 15% differentiation between female and male labour employed on similar work should continue.

(b) If it is decided to recommend the continuance of the 15% variation what, if any, of the previously eliminated female categories should be reinstated under the Allied Armed Forces Basic Wage Scale.

Composition of Committee:-

Lt.Col.W.J.ROSTOCK, EDL, R&C. Chairman.
Lt.Col.H.S.FRANCIS Labour, AFHQ
Gp.Capt.A.BOWEN F.A., RAF
Major J.O.BABCOCK A.G.
Major F.W.STAINWAIT,B.E.A., PRS.

31. It is recommended to the Board that HQ Adriatic Depot and RN (MOWT) be elected to membership of the Committee.

32. It was decided to approve the rates of pay in SICILY as circulated as Appx.'A' to the Agenda, such rates of pay to be effective 1 OCT 44.

33. Letter reference 9528/330 dated 25 Oct 44 from F.S.T.O. Med. was received and the Committee decided that rates of pay as laid down were not applicable to ships crews operating under crew articles.

34. The agreement reached between the Financial Advisers and the Fiscal Director at a meeting held on 31 Oct 44 was considered and approved for inclusion in the conditions of employment.

35. It was recommended to the Board that the formula as approved at Appendix 'A' be adopted and published through command channels for calculating rates of pay for contract working for the Armed Forces, subject to any further amendments recommended by the Committee on Contract Clauses.

FILES A

File *

HEADQUARTERS 21 NOV 1944

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36. The Minutes of the Special Sub-Committee held on 2 Nov 44 were received and approved. As these Minutes had previously been approved by the AMLR(Italian) Board at its meeting on 11 Nov 44, no further action was considered necessary. It was agreed that an official publication issued by AC to the Italian press should be made on the increases authorised by the Allied Armed Forces employers of labour, to be effective from 16 Nov 44, as soon as the official document has been published by AFHQ.

37. It was agreed that the grade of Juvenile with a maximum rate of 1500 lire per month should be added to the schedule of Hotel Grades.

38. It was agreed that the present designation of "Employees - Clothing and Manufacturing Plants" should be amended to read "Employees - Clothing, Boot and Shoe Manufacturing Plant" and that the present note applicable to these grades should be amended to read "These grades are restricted to plants engaged in fabricating new articles, or their component parts in repair, for the Allied Forces and working under their direct control". The present grade of "Clothing Machine Operator" to be re-designated "Machine Operator - 85-105 lire per day", and the grades of "Boot Machinist" and "Boot Machine Operator Mechanic" to be transferred from their present place in the schedule of grades, and included at their existing rates of pay in the grades whose employment is restricted to "Clothing, Boot and Shoe Manufacturing Plants". The grade of "Sewing Hand" to be included at its existing rate of pay in the schedule of non-restricted grades.

39. The following additions or amendments to the Allied Armed Forces Basic Wage Scale were approved and subject to no protest being received by AFLRB become effective on 18 Nov 44.

Appendix 'B'

	Min.	Max.
Driver, Truck	95	115 lire per day.
Driver, Crane or Winch Mechanical Plant M.R.Electric Steam Roller or IC Stationary	100	130
Police Officer (Male or Female)	85	120 lire per day.
Foreman or Ganger		

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Allied Forces and working under [illegible]
"Clothing Machine Operator" to be re-designated "Machine Operator - [illegible]
lire per day", and the grades of "Boot Machinist" and "Boot Machine Operator
Mechanic" to be transferred from their present place in the schedule of grades,
and included at their existing rates of pay in the grades whose employment is
restricted to "Clothing, Boot and Shoe Manufacturing Plants". The grade of
"Sewing Hand" to be included at its existing rate of pay in the schedule of
non-restricted grades.

39. The following additions or amendments to the Allied Armed Forces Basic Wage Scale were approved and subject to no protest being received by AFLRS became effective on 15 Nov 44.

Appendix 'B'	Min.	Max.
Driver, Truck	95	115 lire per day.
Driver, Crane or Winch Mechanical Plant M.R.Electric Steam Roller or IC Stationary	100	130
Police Officer (Male or Female)	85	120 lire per day.
Foreman or Ganger (Artisans & skilled labour)		20% per day more than the highest paid man under his supervision.
Foreman or Ganger (Unskilled labour)		20% per day more than the rate paid to unskilled labour.
Markers & Sorters (female)	75	100 lire per day.
Unskilled Labour (male & female) (up to 17)	-	45 lire per day.

Appendix 'D'		
Housekeeper (female)	2400	3400 lire per month.
Linen Keeper, Linen Hand (female)	2100	3400 " " "
Barman	3500	4500 " " "
Laundry Hand (male)	2700	3500 " " "

All the preceding amendments and new rates of pay to be subject to the mandatory increase which becomes effective on 16 Nov 44.

40. The revised rates of pay as per Appendix 'B' were agreed to become effective 48 hours after the time of the meeting, subject to no protest having been received by AFLRS. It was recommended to the Board that these rates of pay be retroactive to the 1st.Oct 44.

41. It was agreed that in future when new classifications and wage rates are revised and approved by the Committee, a definite effective date should be fixed, and such date whether retroactive or not should generally be that of the commencement of a pay period, i.e. 1st or 16th of a calendar month.

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42. In order to facilitate job classifications the AC representative undertook to circulate to all members of the Committee a list of job descriptions.

43. The Committee recommended to the Board that the Oct 1st Wage Scale be the Allied Armed Forces Basic Rates, and that in future variations be published as a temporary cost of living adjustment to the Basic Wage Scale.

44. HQ AC Establishment Memorandum No 30 dated 10 Nov 44 was received. As this memorandum is contrary to the provisions of the recommendation approved by the AFLR (Italian) Board at the meeting held on 11 Nov 44 dealing with the same subject and as no AFHQ authority has as yet been issued for the payment of such travelling allowances, AFLRS were requested to write HQ AC instructing them to ensure in future that similar publications were fully co-ordinated prior to issue.

45. The next meeting of the Committee will be held at 0930 hours, THURSDAY, 14 DEC 44 in the AFLRS Conference Room.

S.J.B.LOWDEN,
Major, R.A.S.C.,
Secretary,
Allied Force Local Resources (Italian) Board.

SJBL/rgf

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S.J.B.LOUDEN,
Major, D.S.O.,
Secretary.
Allied Force Local Resources (Italian) Board.

SJBL/rgf

Distribution - see reverse.

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7/8	G-5, AFHQ.
9	Q (Maint), AFHQ.
10/11	D.Lab., AFHQ.
12/13	D.M.R., ITALY, AFHQ.
14	Fiscal Director, AFHQ.
15	F.A., AFHQ.
16	C.G., MTOUSA.
17	G-1, MTOUSA.
18	C.G., COMZONE, MTOUSA.
19	G-1, COMZONE, MTOUSA.
20	G.P.A., COMZONE, MTOUSA.
21	C.A.O., HQ AAI.
22/23	HQ AAI.
24	Lab., HQ AAI.
25/27	HQ FIFTH ARMY
28	HQ FIFTH ARMY (Br. Increment).
29/30	HQ EIGHTH ARMY.
31	HQ, A.C.
32	Vice-President, Economic Section, HQ AC.
33/34	Economic Section, HQ AC.
35	Finance Sub-Commission, AC.
36	Labour Sub-Commission, AC.
37/40	R.N. (FONAM)
41/42	R.N. (FOTALI)
43	R.N. (FOTALI), ROME.
44	C.S., TARANTO.
45	S.U.S.N.O., ITALY.
46	W.S.A.
47/48	M.W.T.B.
49	M.W.T.B. & Shipping Sub-Commission.
50	M.A.A.F. (A)
51	M.A.A.F. (B)
52/55	AAFSC/MTO
56/57	HQ 214 Group, R.A.F.
58	F.A., R.A.F.
59/61	HQ 1 District.
62	HQ 1 District (for attention Col.BLANCHARD).
63/64	HQ 2 District.
65/66	HQ 3 District.
67/71	C.G., NAAC.
72	PENBASE Forward

Declassified E.O. 12356 Section 3.3/NND No. 785015

28	[illegible]
29/30	HQ ELEMENT AAI.
31	HQ, A.C.
32	Vice-President, Economic Section, HQ AC.
33/34	Economic Section, HQ AC.
35	Finance Sub-Commission, AC.
36	Labour Sub-Commission, AC.
37/40	R.N. (FONAI)
41/42	R.N. (FOTAMI)
43	R.N. (FOTALI), ROME.
44	C.S., T.A.R.NTO.
45	S.U.S.N.O., ITALY.
46	W.S.A.
47/48	M.W.T.B.
49	M.W.T.B. & Shipping Sub-Commission.
50	M.A.A.F. (A)
51	M.A.A.F. (B)
52/55	AAFSC/MTO
56/57	HQ 214 Group, RAF.
58	F.A., RAF.
59/61	HQ 1 District.
62	HQ 1 District (for attention Col.BLANCHARD).
63/64	HQ 2 District.
65/66	HQ 3 District.
67/71	C.S., RAAC.
72	PENBASE Forward
73	PENBASE Main
74	D.P.A., PBS.
75	HQ Adriatic Depot.
76	Chairman, Labour & Wages Control Committee.
77/78	L.R.S., HQ AAI.
79	AFLR (NORTH AFRICAN) Board.
80/83	AFLRS NAPLES Area.
84/87	AFLRS (S.E.) Area.
88/97	AFLRS SICILIAN Area.
98	File.
99/130	Spares.

0166

Declassified E.O. 12356 Section 3.3/NND No. 785015

APPENDIX 'B'

Rates of Pay of Steelworkers.

1. BO EBW No 1 Workshop, CASTELLAARD.

	Daily Rate of Pay	
	Min.	Max.
Chief Roller	207	253
Furnaceman	150	195
Shearer	184	230
Rollers/Shearers Mate	150	172
Bender	161	207
Prod Gasman	126	161
Sorters	126	150

2. Siemens Martin Plant

Sample Passer	161	207
Furnace Loading Hand	138	184
Furnaceman	115	155
Teemer	126	161
Ladleman	85	115
Pitman	103	144
" Head		167
" Foreman		155
Pit Crane Driver	103	138
Coal Trimmer	85	115
First producer man	115	144
Second " "	92	121
Clayman	85	103
Blacksmith	92	126
Charging Hand	92	126
" Foreman		138
Stone Crusher	85	115
Stacker	85	115
Stacker Foreman		126
Pit-Bank Foreman	138	167
Foreman Bricklayer	161	207
Bricklayer, Furnace	115	150
" " Mate	85	103

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3. Rolling Mill Plant

Rolling Mill Foreman	161	207
Furnaceman Leading Hand	126	150
First Furnaceman	103	138
Second "	92	126
Pre-Heater (Furnace)	92	126

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Teemer	126	161
Ladleman	85	115
Pitman	103	144
" Head		167
" Foreman		155
Pit Crane Driver	103	138
Coal Trimmer	85	115
First producer man	115	144
Second " "	92	121
Claysman	85	103
Blacksmith	92	126
Charging Hand	92	126
" Foreman		138
Stone Crusher	85	115
Stacker	85	115
Stacker Foreman		126
Pit-Bank Foreman	138	167
Foreman Bricklayer	161	207
Bricklayer, Furnace	115	150
" " Mate	85	103

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3. Rolling Mill Plant

Rolling Mill Foreman	161	207
Furnacemen Leading Hand	126	150
First Furnacemen	103	138
Second "	92	126
Drag Out Man (Furnace)	92	126
Furnace Charger	92	126
" Cleaner	85	103
Lever Man	92	126
Catcher roughing	103	138
" finishing	92	126
" leading hand	115	150
Rod man	85	121
" " leading hand	98	132
Loop Boy	85	115
Bundler	92	126
" leading hand	103	138
Second producer man	92	121
Coal Trimmer	85	115
Rolling Mill Turner	115	150
" " Apprentice	35	70

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APPENDIX 'A'

It is recommended that AFHQ Adv.Adm.Ech.Instruction No 24, 24 JAN 44, be supplemented by the following:-

PAYMENT OF CONTRACTORS' EMPLOYEES.

1. Contractors shall pay their employees the following:-

(a) Base Pay (Retribuzione Ordinaria) This base pay must not exceed an amount determined by subtracting from the Allied Forces daily maximum rate, for the particular occupation, the sum of eighty (80) lire.

(b) Presence Indemnity (Indennita' di Presenza) Legal rate for private industry.

(c) Cost of living Indemnity (Indennita' di Carovita). As provided by Royal Decree Law of 31 Oct 44.

(d) Family Allowance (Assegno Familiare) Legal rate for private industry.

Where the total of (a), (b) and (c) is less than the Allied Forces maximum the contractor may increase the pay to such maximum. This additional pay shall be termed supplementary indemnity (Indennita' Supplementare).

2. (a) The contractor will be required to pay the proper agencies the employers' contributions for:-

Sickness Assistance	(Assistenza Malattie)
Social Insurance	(Assicurazione Sociale)
Accident Insurance	(Assicurazione Infortuni)
Salary Integration Fund	(Cassa Integrazione)
Fund for Workers called to Arms	(Cassa Richiamati alle Armi)

(b) The contractor will also be required to pay the amount of employees' contribution for:-

Sickness Assistance	(Assistenza Malattie)
Social Insurance	(Assicurazione Sociale)

which contributions will not be deducted from employees' pay.

3. The contractors' estimate or bid will consider payment for family [illegible] the base pay, the contractor being

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(d) Family allowances (Assegni familiari) in industry.

Where the total of (a), (b) and (c) is less than the Allied Forces maximum the contractor may increase the pay to such maximum. This additional pay shall be termed supplementary indemnity (Indennita'Supplementare).

2. (a) The contractor will be required to pay the proper agencies the employers' contributions for:-

Sickness Assistance	(Assistenza Malattie)
Social Insurance	(Assicurazione Sociale)
Accident Insurance	(Assicurazione Infortuni)
Salary Integration Fund	(Cassa Integrazione)
Fund for Workers called to Arms	(Cassa Richiamati alle Armi)

(b) The contractor will also be required to pay the amount of employees' contribution for:-

Sickness Assistance	(Assistenza Malattie)
Social Insurance	(Assicurazione Sociale)

which contributions will not be deducted from employees' pay.

3. The contractors' estimate or bid will consider payment for family allowances of only 20 per cent of the base pay, the contractor being reimbursed by the State for the remaining cost of such allowances.

4. The contributions prescribed by Italian law for the benefits described in paragraph 2 hereof will be calculated on the base pay, and overtime where applicable.

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

Postal Address:
AFLRS, A.A.C, C.M.F.

Telephone: ROME 66275

LRS/217.

HEADQUARTERS
9 NOV 1944
A. C. C.

6 November 1944.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - AGENDA

The twenty-fourth meeting of the Labour & Wages Control Committee will be held at 0930 hours Thursday 16 NOV 44 in the AFLRS Conference Room, 2nd Floor, 66 Piazza Dell'Esedra, ROME, to consider the following agenda:-

1. Minutes of the twenty-third meeting held on 20 OCT 44.

2. To consider any matters arising out of the meeting of the Board held on 11 NOV 44.

3. To receive an application for membership of the Committee submitted by HQ Adriatic Depot.

4. To consider proposed increases in the rates of pay in SICILY to be effective 1 NOV 44, as per Appendix 'A' attached.

5. To decide on the action to be taken in connection with letter No. 9520/350 dated 25 OCT 44 from the Principal Sea Transport Officer, Mediterranean (Appendix 'B' attached).

6. To receive the agreement reached between the Financial Advisers and Fiscal Director at a meeting held on 31 OCT 44 and subsequently amended. (Appendix 'C' attached).

7. To consider a recommendation made at the Labour & Wages Control Committee meeting held on 10 OCT 44 regarding the adoption of a formula for the rates of pay for employees of contractors working for the Armed Forces and to decide whether such a recommendation is still applicable. (Appendix 'D' attached).

8. To receive the minutes of the Special Sub-Committee meeting held on 2 NOV 44 (Appendix 'E' attached) called to recommend such wages increases as were considered necessary to keep the Allied Forces Basic Wage Scale in line with the new rates of pay approved by the Italian Government by a decree dated 4 NOV 44 (Appendix 'E' attached).

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3. To receive an application for membership of the Committee submitted by HQ Adriatic Depot.

4. To consider proposed increases in the rates of pay in SICILY to be effective 1 NOV 44 as per Appendix 'A' attached.

5. To decide on the action to be taken in connection with letter No. 9520/350 dated 25 OCT 44 from the Principal Sea Transport Officer, Mediterranean (Appendix 'B' attached).

6. To receive the agreement reached between the Financial Advisers and Fiscal Director at a meeting held on 31 OCT 44 and subsequently amended. (Appendix 'C' attached).

7. To consider a recommendation made at the Labour & Wages Control Committee meeting held on 10 NOV 44 regarding the adoption of a formula for the rates of pay for employees of contractors working for the Armed Forces and to decide whether such a recommendation is still applicable. (Appendix 'D' attached).

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8. To receive the minutes of the Special Sub-Committee meeting held on 2 NOV 44 (Appendix 'E' attached) called to recommend such wages increases as were considered necessary to keep the Allied Forces Basic Wage Scale in line with the new rates of pay approved by the Italian Government by a legislative decree dated 4 NOV 44 (Appendix 'F' attached)

9. To receive the minutes of the Wages Sub-Committee meeting held on 30 OCT 44. (Appendix 'G' attached)

10. Any other business.

11. To set a date for the next meeting.

S.T.S.TAUBER,
Major AMG,
Secretary,
Allied Force Local Resources (Italian) Board

SJTS/ss

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70 MFA, PBS
71 HQ, Adriatic Depot
72 Chairman Labour & Wages Ctte
73/74 LNS, AAI
75 AFLR(North African)Board
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84 AFLRS Sicilian Area
85 File
86/115 Spare.

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APPENDIX "A"

WAGE SCALE

CIVILIAN EMPLOYEES

OCCUPATION	Lire Min. per day	Lire Max. per day
CLERICAL & ADMINISTRATIVE		
(+) Accountant, certified	150	185
Accountant	120	150
(+) Adviser, agriculture	170	200
(+) Adviser, financial (English Speaking Economist)	170	200
(+) Adviser, legal, grad, lawyer (English Speaking)	200	225
(+) Adviser, legal, grad, lawyer	130	140
(+) Adviser, property control, (English Speaking)	180	210
(+) Adviser, transportation	200	225
(+) Censor, civil		
Chief re-examiner	140	195
Re-examiner	100	125
Clerk, male	80	110
Clerk, female	70	100
(+) Economic Research Assistant	170	250
Interpreter, oral	90	125
Interpreter, translating	100	125
(+) Manager, office executive (English Speaking)	135	170
(+) Manager, personnel supervisory (English Speaking)	135	170
(+) Manager, refrigeration plant	170	190
Office boys	35	55
Operators, telephone (English Speaking)	120	140
Operators, telephone	90	110
(+) Overseer, departmental Class I	155	190
(+) Overseer, departmental Class II	140	180
Purchasing Agent, fruit and vegetables	250	250
(+) Secretary, executive (English Speaking)	130	165
(+) Secretary, executive	100	130
(+) Superintendent, garage	140	175
(+) Superintendent, warehouse	160	190
Stenographer	100	110
(+) Teacher Language	175	200
(+) Telephone, consultant, technical (English Speaking)	160	200
Timekeepers, male	80	110
Timekeepers, female	70	100
Typists, male	80	105

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	Chief re-examiner	140	155
	Re-examiner	100	125
	Clerk, male	80	110
	Clerk, female	70	100
(+)	Economic Research Assistant	170	250
	Interpreter, oral	90	125
	Interpreter, translating	100	125
(+)	Manager, office executive (English Speaking)	155	170
(+)	Manager, personnel supervisory (English Speaking)	135	170
(+)	Manager, refrigeration plant	170	190
	Office boys	35	55
	Operators, telephone (English Speaking)	120	140
	Operators, telephone	90	110
(+)	Overseer, departmental Class I	155	190
(+)	Overseer, departmental Class II	140	160
	Purchasing Agent, fruit and vegetables	250	270
(+)	Secretary, executive (English Speaking)	150	165
(+)	Secretary, executive	100	130
	Superintendent, garage	140	175
(+)	Superintendent, warehouse	150	190
	Stenographer	100	110
(+)	Teacher Language	175	200
(+)	Telephone, consultant, technical (English Speaking)	160	200
	Timekeepers, male	80	110
	Timekeepers, female	70	100
	Typists, male	80	105
	Typists, female	70	90
	Writer	120	145

CLASSIFIED LABOUR

	Ammunition Expert	90	110
(+)	Appraiser, chief	150	180
(+)	Appraiser	120	130
	Apprentices, all trades	35	55
	Armature winder	90	120
	Armourers	90	125
	Baker	80	105
	Band leader	55	(per hour plus 20% of total cost of band
	Band members	55	(per hour)
	Bartender	60	90
	Battery workers	80	100
	Blacksmiths	90	125
	Boilermaker	90	125
	Bookbinder	80	105
	Bookbinder's assistant	60	70
	Bootmaker, surgical	110	135
	Bricklayer	85	115

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OCCUPATION	Lire Min. per day	Lire Max. per day
Burner, acetylene	80	125
Butcher	80	105
Carpenter	80	105
Chainman	80	105
Chargehand, female (sub-foreman)	80	100
Clothing classifiers & repairers, female	50	60
Coachbuilder	80	115
Coachpainter	80	115
Compositor, chief	135	145
Compositor	100	135
Compositor, assistant	80	100
Concrete labourer	70	80
Concrete mixer operator	105	115
Cement finisher	105	115
Coppersmith	100	130
Core maker	80	100
Cupola tender	105	125
Dental hygienist & technician	80	125
Dockgate controller		230
Draftsman, engineering	80	115
Drivers, crane, automotive	110	140
Drivers, motor truck	115	140
Drivers, mule	80	115
Electrician - wiring	70	80
Electrician - communications	85	125
Electrician - auto	85	135
Electrician - technician	90	125
(+) Engineer, industrial consulting	175	190
Engineer, electrical		340
Engineer, locomotive	140	170
Engineer, locomotive diesel	105	170
Engineer, steam, stationary	105	150
(+) Engineer, mechanical	95	125
(+) Exporter, English Speaking (buyer and shipper of export goods)	140	170
Farriers	170	285
Fireman	80	105
Fireman, oil fuel	80	115
Fitter-automotive (motor mechanic)	80	105
Fitter's driver (chauffeur - mechanic)	90	125
Foundryman	90	125
Gardener	80	105
	80	

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	Dental hygienist & technician		230
	Dentists assistant	80	115
	Draftsman, engineering	110	140
	Drivers, crane, automotive	115	140
	Drivers, other truck	80	115
	Drivers, mule	70	80
	Electrician - diving	85	125
	Electrician - communications	85	135
	Electrician - auto	90	125
	Electrician - technician	175	190
(+)	Engineer, industrial consulting		340
	Engineer electrical	140	170
	Engineer, locomotive	105	170
	Engineer, locomotive diesel	105	150
	Engineer, steam, stationary	85	125
(+)	Engineer, mechanical	140	170
(+)	Engineer, English Speaking (buyer and shipper of export goods)	170	285
	Farriers	80	105
	Firemen	80	115
	Firemen, oil fuel	80	105
	Fitters-Automotive (motor mechanic)	90	125
	Fitters driver (chauffeur - mechanic)	90	125
	Foundrymen	80	105
	Furnacemen	80	125
	Gardeners	80	105
	Greasers, refrigerating	80	115
	Greasers, others	80	105
	Grinders, precision	80	105
	Hairdressers	80	105
	Harness (saddlery, upholstered hammer)	90	130
(+)	Inspector, marine fruit	145	170
	Joiner, wood	80	115
	Keeper, storeroom or warehouse	80	100
	Laboratory assistant	70	90
	Labourers, semi-skilled	75	85
	Lamp burner	90	115
	Lithographer	90	135
	Lithographer, assistant	80	100
	Loader-Expediter - C.E.M.		175
	Locksmith	95	120
	Lorry man	90	125
	Machine tender	80	115
	Machinist, lathe operator	100	125
	Machinist, milling machine operator	100	125
	Machinist, plane operator	100	110

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OCCUPATION	Lire Min. per day	Lire Max. per day
Machinist, tool room	100	155
Machinist, bench work	100	125
Maker, cabinet	80	115
Maker, mattress	80	105
Maker, pattern	105	150
Maker, template	80	125
(+) Malaria control expert	200	250
Mason	80	105
Mechanic, automotive, motor	90	125
Mechanic, diesel	90	125
Mechanic, instrument repairer	100	155
Mechanic, locomotive bench work	80	125
Mechanic, scarchlight	155	155
Mechanic, sewing machine	80	100
Mechanic, typewriter	80	110
Mechanic, typewriter, assistant	65	80
Mechanic, wireless	100	135
Miller	100	135
Operator, crane	80	105
Operator, crane, electrical	80	125
Operator, crane, steam	80	125
Operator, linotype	105	135
Operator, pump	80	110
Operator, radio	95	120
Operator, radio (with motions)	70	95
Operator, radio apprentice	65	85
Operator, radio apprentice (with motions)	40	60
Operator, saw	80	105
Operator, tyre	90	125
Operator, winch	80	105
Painters, polishers	80	105
Photolithographer	115	140
Plasterers	80	105
Plumbers	85	115
Porters, cold storage meat	75	85
Printers	100	135
Projectionists, motion picture	110	155
Projectionists, motion picture assistant	80	100
Quarryman - stone cutters	70	85
Radiographer	140	175
Rail cutter		90
Reinforcing iron worker	90	135
Repairers, cycle	80	105
Repairer, shoe	80	115

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Operator, screw	100	135
Operator, metal, color lathe	90	135
Operator, metal, planer	80	125
Operator, plastic molding	100	125
Operator, punch press	80	105
Operator, radio	80	110
Operator, radio (cabin service)	75	120
Operator, radio repairman	65	95
Operator, radio transmitter (cabin attendant)	70	95
Operator, saw	90	125
Operator, shaper	90	125
Operator, switch	80	105
Optometrist, Doctorate	90	125
Orderly	75	105
Organist	75	105
Orthodontist	115	150
Osteopath	100	135
Packer, hand	75	100
Painter, automobile	80	115
Painter, bridge	80	105
Painter, maintenance	80	105
Painter, sign	80	105
Painter, spray	80	105
Paperhanger	80	105
Parachute rigger	80	105
Parking attendant	70	95
Pastry cook	80	105
Patternmaker, metal	90	125
Patternmaker, wood	90	125
Pattern maker, all-round	90	125
Pattern maker, bench	90	125
Pattern maker, floor	90	125
Pattern maker, machine	90	125
Pattern maker, metal	90	125
Pattern maker, wood	90	125
Personnel director	150	200
Personnel interviewer	80	105
Petroleum engineer	120	175
Pharmacist	90	120
Photoengraver	90	120
Photographer, aerial	80	105
Photographer, commercial	80	105
Photographer, still	80	105
Physician, general practice	150	200
Physician, industrial	150	200
Physician, specialty	150	200
Physicist	120	175
Piano tuner	80	105
Picker, hand	65	85
Pilot, airline transport	150	200
Pilot, helicopter	150	200
Pilot, test	150	200
Pipefitter	90	120
Plasterer	90	120
Plater, chrome	90	120
Plater, hand	90	120
Plater, machine	90	120
Plumber	90	120
Podiatrist	150	200
Polisher, hand	80	105
Polisher, machine	80	105
Porter	65	85
Postmaster, first class	90	120
Postmaster, second class	80	105
Postmaster, third class	70	90
Power shovel operator	90	120
Power station operator	90	120
Practical nurse	65	85
Precision inspector	80	105
Pressman, hand	80	105
Pressman, machine	80	105
Printer, lithographic	90	120
Printer, offset	90	120
Printer, photo-lithographic	90	120
Printer, silk screen	80	105
Printer, type	90	120
Proofreader	80	105
Psychiatrist	150	200
Psychologist, clinical	150	200
Psychologist, industrial	150	200
Publication manager, trade	90	120
Public relations director	150	200
Purchasing agent	120	175
Radio announcer, staff	80	105
Radio broadcast technician	90	120
Radio operator	80	105
Radio program director	90	120
Radio repairman	90	120
Radiologist	150	200
Rate analyst	90	120
Receiving clerk	70	90
Receptionist	70	90
Recreation director	80	105
Reporter, court	90	120
Reporter, general assignment	80	105
Reporter, police	80	105
Reporter, sports	80	105
Research assistant	90	120
Research director	150	200
Research engineer	120	175
Research physicist	120	175
Research technician	90	120
Reservation agent	80	105
Restaurant manager	90	120
Retoucher, photographic	80	105
Riveter, hand	80	105
Riveter, machine	80	105
Roofer	80	105
Rubber, hand	80	105
Rubber, machine	80	105
Rubber, mold	80	105
Rubber, tire	80	105
Sailor, able-bodied seaman	80	105
Sailor, ordinary seaman	70	90
Salesman, automobile	80	105
Salesman, boat	80	105
Salesman, clothing	80	105
Salesman, drug	80	105
Salesman, electrical appliance	80	105
Salesman, food	80	105
Salesman, furniture	80	105
Salesman, hardware	80	105
Salesman, industrial	80	105
Salesman, insurance	80	105
Salesman, jewelry	80	105
Salesman, machinery	80	105
Salesman, office equipment	80	105
Salesman, paint	80	105
Salesman, paper	80	105
Salesman, real estate	80	105
Salesman, shoe	80	105
Salesman, textile	80	105
Salesman, tobacco products	80	105
Salesman, wholesale	80	105
Sandblaster	80	105
Sawyer	80	105
Scaler, hand	80	105
Scaler, machine	80	105
Scientific aide	70	90
Scientific assistant	90	120
Scientific associate	120	175
Scientific consultant	150	200
Scientific director	150	200
Scientific group leader	150	200
Scientific laboratory technician	90	120
Scientific research associate	120	175
Scientific research assistant	90	120
Scientific research director	150	200
Scientific research fellow	150	200
Scientific research technician	90	120
Scientific technician	90	120
Screen printer	80	105
Screw machine operator	80	105
Sculptor	80	105
Secretary, administrative	80	105
Secretary, executive	90	120
Secretary, legal	90	120
Secretary, medical	80	105
Secretary, scientific	90	120
Secretary, stenographic	80	105
Secretary, technical	90	120
Secretary, typing	70	90
Section manager	120	175
Service representative	80	105
Sewer, hand	70	90
Sewer, machine	70	90
Sheet metal worker	90	120
Shipfitter	90	120
Shipping clerk	70	90
Shoemaker, hand	80	105
Shoemaker, machine	80	105
Shoe repairman	80	105
Silk screen operator	80	105
Singer	80	105
Skilled machinist	90	120
Skilled maintenance of woodworking machine	90	120
Skilled repairman of industrial machinery and mechanical equipment	90	120
Skip tracer	80	105
Social worker	80	105
Solderer, hand	80	105
Solderer, machine	80	105
Spinner, hand	80	105
Spinner, machine	80	105
Spotter, dry cleaning	80	105
Spotter, laundry	80	105
Stenographer, general	80	105
Stenographer, legal	80	105
Stenographer, medical	80	105
Stenographer, technical	80	105
Stock and shipping clerk	70	90
Stock clerk	70	90
Stonecutter, hand	80	105
Stonecutter, machine	80	105
Stonemason, rough	90	120
Stonemason, finish	90	120
Structural engineer	120	175
Structural steel worker	90	120
Stucco worker	80	105
Supervisor, assembly	90	120
Supervisor, automobile mechanic	90	120
Supervisor, baker	90	120
Supervisor, boilermaker	90	120
Supervisor, bookbinding	90	120
Supervisor, cabinetmaker	90	120
Supervisor, carpenter	90	120
Supervisor, cement mason	90	120
Supervisor, chemical laboratory	120	175
Supervisor, clerical	90	120
Supervisor, compositor	90	120
Supervisor, dental laboratory	90	120
Supervisor, electrician	90	120
Supervisor, electronics	90	120
Supervisor, engraver	90	120
Supervisor, finish carpenter	90	120
Supervisor, foundry	90	120
Supervisor, garage	90	120
Supervisor, glazier	90	120
Supervisor, inspection	90	120
Supervisor, janitorial	80	105
Supervisor, laboratory	120	175
Supervisor, lathe	90	120
Supervisor, machine	90	120
Supervisor, maintenance	90	120
Supervisor, mason	90	120
Supervisor, mechanical	90	120
Supervisor, metal fabrication	90	120
Supervisor, metal finishing	90	120
Supervisor, metal polishing	90	120
Supervisor, metal trades	90	120
Supervisor, millwright	90	120
Supervisor, mixer	90	120
Supervisor, molder	90	120
Supervisor, painter	90	120
Supervisor, paperhanger	90	120
Supervisor, patternmaker	90	120
Supervisor, photographic	90	120
Supervisor, pipefitter	90	120
Supervisor, plasterer	90	120
Supervisor, plater	90	120
Supervisor, plumber	90	120
Supervisor, power station	90	120
Supervisor, printing	90	120
Supervisor, quality control	90	120
Supervisor, radio repair	90	120
Supervisor, rigger	90	120
Supervisor, roofer	90	120
Supervisor, rubber	90	120
Supervisor, sawyer	90	120
Supervisor, sheet metal	90	120
Supervisor, shipfitter	90	120
Supervisor, shoemaker	90	120
Supervisor, spinning	90	120
Supervisor, stonecutting	90	120
Supervisor, stonemason	90	120
Supervisor, stucco worker	90	120
Supervisor, tailor	90	120
Supervisor, tool and die	90	120
Supervisor, upholstering	90	120
Supervisor, weaving	90	120
Supervisor, welding	90	120
Supervisor, wood finishing	90	120
Supervisor, woodworking	90	120
Surgeon, chief	150	200
Surgeon, general practice	150	200
Surgeon, specialty	150	200
Surveyor, assistant	80	105
Surveyor, chief	120	175
Surveyor, instrument	90	120
Surveyor, party chief	90	120
Switchboard operator, small-board	70	90
Switchboard operator, medium-board	80	105
Switchboard operator, large-board	80	105
Switchboard operator, toll	80	105
Tabulating machine operator	80	105
Tailor, hand	80	105
Tailor, machine	80	105
Tank builder	90	120
Tank tester	90	120
Tax accountant	120	175
Taxicab driver	70	90
Teacher, elementary school	90	120
Teacher, high school	90	120
Teacher, junior college	120	175
Teacher, kindergarten	90	120
Teacher, nursery school	80	105
Teacher, preschool	80	105
Teacher, special education	90	120
Teacher, trade school	90	120
Technical writer	120	175
Telegrapher, Morse	80	105
Telephone operator, information	70	90
Telephone operator, long distance	80	105
Telephone operator, PBX	70	90
Telephone operator, switchboard	70	90
Telephone operator, toll	80	105
Telephone repairman	90	120
Telephone service representative	80	105
Telephone solicitor	80	105
Telephone supervisor, small-board	80	105
Telephone supervisor, medium-board	90	120
Telephone supervisor, large-board	90	120
Telephone supervisor, toll	90	120
Telephone switchboard operator	70	90
Telephone technician	90	120
Telephone toll operator	80	105
Telephone trainee	70	90
Telephone trainer	80	105
Telephone typist	70	90
Telephone wireman	80	105
Teletypist	80	105
Television broadcast technician	90	120
Tester, electrical	90	120
Tester, electronic	90	120
Tester, engine	90	120
Tester, hydraulic	90	120
Tester, mechanical	90	120
Tester, pneumatic	90	120
Tester, product	90	120
Textile designer	120	175
Textile engineer	120	175
Textile inspector	80	105
Textile machine operator	80	105
Textile mill supervisor	90	120
Textile worker	80	105
Tile setter	90	120
Timekeeper	80	105
Tinsmith	90	120
Tire builder	90	120
Tire repairman	80	105
Title searcher	80	105
Tool and die maker	90	120
Tool designer	120	175
Tool engineer	120	175
Tool grinder	90	120
Tool maker	90	120
Tool planner	120	175
Tool programmer	120	175
Toolroom attendant	80	105
Toolroom supervisor	90	120
Toolroom worker	80	105
Trainer, animal	80	105
Transcriber	80	105
Translator	90	120
Transportation agent	80	105
Transportation clerk	70	90
Transportation engineer	120	175
Transportation inspector	80	105
Transportation manager	120	175
Transportation supervisor	90	120
Transportation worker	80	105
Trapper	80	105
Traveler, salaried	80	105
Treasurer	120	175
Treasurer, assistant	90	120
Treasurer, corporate	150	200
Treasurer, deputy	120	175
Treasurer, vice president	150	200
Treasurer, vice president, assistant	120	175
Treasurer, vice president, deputy	120	175
Treasurer, vice president, senior	150	200
Treasurer, vice president, senior assistant	120	175
Treasurer, vice president, senior deputy	120	175
Treasurer, vice president, senior executive	150	200
Treasurer, vice president, senior executive assistant	120	175
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Treasurer, vice president, senior executive senior assistant	120	175
Treasurer, vice president, senior executive senior deputy	120	175
Treasurer, vice president, senior executive	150	200
Treasurer, vice president, senior executive assistant	120	175
Treasurer, vice president, senior executive deputy	120	175
Treasurer, vice president, senior executive senior	150	200
Treasurer, vice president, senior executive senior executive senior executive senior executive senior executive senior executive senior executive senior executive senior executive senior executive senior executive senior executive senior executive senior executive senior executive senior

OCCUPATION	Lire Min. per day	Lire Max. per day
Tailor, cutter, (male)	75	85
Tailor, cutter, (female)	65	75
Tailors, own machines	80	90
Tailors, without machines	70	80
Tailoresses, own machine	70	80
Tailoresses, without machine	50	70
Tallyman	115	145
Tent makers	80	105
Textile refitters	80	105
Thresher	80	105
Toolmaker	80	115
Wheelwright	80	115
Welders, gas & electric	90	125
Wood turner	80	110

UNCLASSIFIED LABOUR

Boys up to and including age of 17	-	40
Unskilled labourer, male	60	75
Unskilled labourer, female	-	50
(+) Unskilled labourer, forest	-	60
Watchman day	55 (overtime at 10 Lire per hour)	
Watchman night	60 (overtime at 12 Lire per hour)	

FOREMAN

Foreman of unskilled labour (not less than 12 labourers)	85
Foreman of unskilled labour	95
Foreman of classified labour 20 Lire above the maximum rate of the particular classification, provided not less than 12 labourers under charge.	

MARINE LABOUR (Classified)

Boatsmand	75	85
Bosun, chief	85	95
Chief engineer	80	125
Coxswain	80	110
Diver (plus additional hourly rate of 35 Lire when under water)	-	110
Engineman (motorman)	100	120
Hoister, ships' yacht	80	115
Longshoreman	140	160

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(+) Unskilled labourers, female	--	60
Watchman day	55 (overtime at 10 Lire per hour)	
Watchman night	60 (overtime at 12 Lire per hour)	

PORTO

Gangs of unskilled labour (not less than 12 labourers)	85
Foreman of unskilled labour	95
Foreman of classified labour 20 Lire above the maximum rate of the particular classification, provided not less than 12 labourers under charge.	

MARINE LABOUR (Classified)

Boatmen	75	85
Bosun, chief	85	95
Chipper-caulker	80	125
Coxswain	80	110
Diver (plus additional hourly rate of 35 Lire when under water)	--	110
Draughtsman (shipwright)	100	120
Driller, ships' parts	90	115
Engineer	140	160
Fitter (superintendent)	135	225
Master (salvage head)	85	110
Mechanic, ship work	80	120
Pilot (rate to be fixed at discretion of employing service)		
Quartermen (deck-hand)	155	190
Quartermaster	130	160
Rigger	90	130
Riveter, ship	80	115
Sailmaker	80	115
Salvage hand	70	90
Shipfitter	90	105
Shipwright	90	135

SEAGOING RATES (Monthly)

Master and Chief Engineer	250
1st Officer and 1st Engineer	200
2nd Officer and 2nd Engineer	180
3rd Officer and 3rd Engineer	170
Bosun	150

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OCCUPATION	Lire Min. per day	Lire Max. per day

MARINE LABOUR (Classified)

SALOONS RATES (SCHOONERS)

Cook or Steward		140
Seaman		130

HARBOUR CRAFT RATES - TUGBOATS, "Z" CRAFT ETC.

Master		130
Mate		110
Engineer		110
Cook or Steward		120
Seaman		120
Stoker or Fireman		125

BARGES & LIGHTERS

Bargeman	85	105
Master Bargeman	100	120

DOMESTIC EMPLOYEES (CLASSIFIED)

MESS & HOSTELS

Caretaker Guard (monthly)		2640
Chef (daily)	75	110
Cleaners, officers' quarters (daily)	55	80
Cleaners, officers' quarters (Family)	50	70
Cook (daily)	75	100
Dish washer (daily)	35	50
Gardener (10-hour day)	55	65
Maid (daily)	35	55
Orderly, medical and mess (monthly)	880	1760
Orderly, other (monthly)	440	880
Stewards - clubs and messes	65	110
Waiters (daily)	60	75
Waitresses (daily)	50	60

HOTEL EMPLOYEES

49[illegible]

FOLLOWING IS BASIC RATE FOR SECOND CATEGORY HOTEL.
FOR 1st CATEGORY HOTEL ADD 10%
FOR 3rd CATEGORY HOTEL DEDUCT 10%

Director	5700 Monthly	680
Assistant Director		

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WAITERS & WAITRESSES

Ratterman	65	105
Master Ratterman	100	120

DOMESTIC EMPLOYEES (UNSKILLED)
MEN & WOMEN

Caretaker-Guard (monthly)		2640
Chef (daily)	75	110
Cleaners, officers' quarters (male)	65	90
Cleaners, officers' quarters (female)	50	70
Cook (daily)	70	100
Dish washer (daily)	35	50
Gardener (10-hour day)	55	65
Maid (daily)	55	55
Orderly, medical and mess (monthly)	870	1760
Orderly, other (monthly)	440	880
Stewards - clubs (all messes	65	110
Waiters (daily)	60	75
Waitresses (daily)	40	60

4913

HOTEL EMPLOYEES

FOLLOWING IS BASIC PAY FOR SECOND CLASS/CON HOTEL.
FOR 1st CLASS/DOM HOTEL ADD 10%
FOR 3rd CLASS/CON HOTEL DEDUCT 10%

Director	5700	Monthly	6840
Assistant Director	5130	"	5700
Secretary	15.15	Hourly	15.15
Assistant Secretary	11.00	"	12.10
Desk Clerk	11.00	"	12.10
Head Porter	11.00	"	12.10
Assistant Head Porter	9.65	"	11.00
Porter	6.90	"	6.90
Operating Engineer	9.65	"	12.10
Upholsterer	9.65	"	12.10
Maid	6.90	"	6.90
Assistant Maid	5.50	"	5.50
Elevator Operator, over 18 years of age	5.90	"	6.90
Elevator Operator, under 18 years of age	5.50	"	5.50
Bell-boy	5.50	"	5.50
Linen-keeper	7.70	"	7.70
Assistant Linen-Keeper	6.60	"	6.60

NOTE: Concerning hotel employees, all work in excess of the normal eight hour day will be paid at the regular hourly rate. The benefits of time and one-half is not applicable.

(5)

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OCCUPATION	Lire Min. per day	Lire Max. per day
LAUNDRY EMPLOYEES (CLASSIFIED)		
Driers and preparers (male & female) 14 years through 17 years	15	30
Driers and preparers (male) 18 years and over	75	95
Driers and preparers (female) " " "	55	75
Ironers, hand (male & female) 14 years through 17 years	15	30
Ironers, hand (male) 18 years and over	75	95
Ironers, hand (female) " " "	55	75
Ironers, machine (male & female) 14 years through 17 years	15	30
Ironers, machine (male & female) 18 years and over	75	95
Ironers, machine (female) 18 years and over.	55	75
Ironers, chief (male)		100
Ironers, chief (female)		85
Sorters (Class II)		90
Sorters (Class I)		100
Washer, hand, (female)		45
Washer, machine, (male)	75	100
Washer, machine, (female)	55	65

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APPENDIX 'B'

COPY

Office of
Principal Sea Transport Officer,
Mediterranean.

25th October 1944.

Ref.No. 9528/390

Allied Force Local Resources Section,
Allied Force Headquarters,
(Copy to:- Ministry of War Transport
Representative, Mediterranean).

WAGES FOR CREWS OF TUGS AT MALTA.

1. In April 1944 sixteen Italian seamen were engaged for service in tugs operated from Malta.

2. Subsequent to engagement it was found that the personnel were not required, and I have now been called upon to meet the bill for wages.

3. On examination of the crew articles, it is found that the scale of wages is far in excess of the rates laid down in "Instructions regarding the employment of civilian labour" and amendments. On representing the matter to the Ministry of War Transport Representative, Mediterranean, I am informed that the rate of pay shown in the articles was determined by the Italian Authorities themselves and in support they have submitted the attached schedule.

4. It is therefore requested that you will inform me whether or not I am to accept these articles as rendered or whether payment should be based on the rates laid down in the "Green Book".

(Sgd) [illegible]
COMMODORE.

430

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3. On examination of the crew articles, it is found that the scale of wages is far in excess of the rate laid down in "Instructions regarding the employment of civilian labour" and amendments. On representing the matter to the Ministry of War Transport Representative, Mediterranean, I am informed that the rate of pay shown in the articles was determined by the Italian authorities themselves and in support they have submitted the attached schedule.

4. It is therefore requested that you will inform me whether or not I am to accept these articles as rendered or whether payment should be based on the rates laid down in the "Green Book".

(Sgd) [illegible]
COMMODORE.

490

5

Declassified E.O. 12356 Section 3.3/NND No. 785015

PAGHE E RITENUTE MENSILI PER L'ARRUOLAMENTO EQUIPAGGI RIMORCHIATORI D'ALTO MARE DI STAZZA LORDA OLTRE LE 150 TONNELLATE.

---

1) Capitani al Comando.

a)	Paga mensile	£ 2.831,20
b)	Premio operosità - 6% su £.2831,20	" 169,85
c)	Indennità rischio guerra - 20% su £.2.831,20	" 7,078,--
d)	Indennità di presenza - £.15,- giornaliere	" 450,--
e)	Gratifica natalizia - 30 giorni all'anno pari al 1/12 su paga più premio di operosità, più pratica convenzionale. (N.12 - giornaliero) = cioè: 1/12 su £.2.831,20 + 169,85 - 360	" 280,10
		£ 10.809,15

Ritenute

a)	Cassa Previdenza Capitani al Comando: 5% su paga e gratifica natalizia e cioè: 5% su £.2.831,20 più £.280,10	" 155,55	
b)	Assicurazioni sociali obbligatorie	" 11,35	
c)	Assistenza familiari sanitaria	" 10,--	
d)	Assicurazione Complementare malattie: 1% su paga + premio operosità + pratica convenzionale. (N.12 - giornaliero) = cioè : 1% su £.2.831,20 + 169,85 + 360,-	" 33,50	
e)	Ricchezza mobile : 8,16% sul totale lordo + ½ pratica convenzionale - ritenute di legge (Cassa previdenza ed assicurazioni sociali) = cioè: 8,16% su £.10,809,15 + 180, - 160,90	" 891,25	1.101,75
			£ 9.707,40
	Integrazione vitto (£.5, giornaliere	"	150,--
		£	9.857,40

Il contributo

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	5% su £.2.831,20 più £.280,10.	"	155,55	
b)	Assicurazioni sociali obbligatorie.....	"	11,55	
c)	Assistenza familiari sanitaria.....	"	10,--	
d)	Assicurazione Complementare malattie: 1% su paga + premio operosità + gratifica convenzionale. (£.12 - giornaliere) e cioè : 1% su £.2.831,20 + 169,85 + 200,-.....	"	33,60	
e)	Ricchezza mobile : 8,16% sul totale lordo + ½ gratifica convenzionale - ritenute di legge (esenti previdenza ed assicurazioni sociali) e cioè: 8,16% su £.10,809,15 + 180, - 166,90.....	"	891,25	1.101,75
			£	9.707,40
	Integrazione vitto (£.5, giornaliere.....		"	150,--
			£	9.857,40

Il contributo assistenza sanitaria non è frazionabile e si deve trattenere a fine mese o allo sbarco.
L'indennità di presenza e l'integrazione vitto per i mesi di 31 giorni è rispettivamente di : £.465,- mensili e di £.155,- mensili.

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PAGHE E RITENUTE MENSILI PER L'ARRUOLAMENTO EQUIPAGGI
RIMORCHIATORI D'ALTO MARE DI STAZZ. LORD. OLTRE
150 TONNELLATE

2. 1° Ufficiale di coperta e macchina.

a) Paga mensile.....£2.010,40
b) Premio di operosità - 6% su lire 2.010,40..... " 120,60
c) Indennità rischio guerra (240 % su £.2.010,40..... "5.026,-
d) Indennità di presenza £.15,- giornaliere..... 450,-
e) Gratifica Natalizia - 30 giorni all'anno pari a 1/12 su paga più premio operosità più pratica convenzionale (£.12,- giornaliere) e cioè 1/12 su £.2.010,40 + 120,60 + 360. 207,60

£.7.814,60

ritenute.

a) Cassa previdenza marinara..... £. 49,-
b) Assicuraz. Sociali Obbligatorie..... " 11,35
c) Assistenza sanitaria familiari..... " 10,-
d) Assicurazione compl. malattie : 1% su paga + premio operosità + pratica convenzionale (£.12,- giornaliere) e cioè: 1% su £.2.010,40 + 120,60 = 360,-..... " 24,90
e) Ricchezza mobile: 8,16% sul totale lordo + pratica convenzionale - ritenute di legge (cassa previdenza e assicurazioni sociali) e cioè: 8,16% su lire 7.814,60 + 180,= 60,35..... " 647,45 742,70

£ 7.071,90
Integrazione vitto (£.5,- giornaliere)..... 150,-

£ 7.221,90

Il contributo assistenza sanitaria non è frazionabile e devesi trattenere a fine mese o allo sbarco.
Indennità di presenza e integrazione vitto per i mesi di 31

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ricevuto.

a)	Cassa previdenza marinara.....	£. 49,-	
b)	Assicuraz. Sociali obbligatorie.....	" 11,35	
c)	Assistenza sanitaria familiari.....	" 10,-	
d)	Assicurazione complem. malattia : 1) su paga + premio operosità + paratica convenzionale (312,- giornaliere) e cioè: 1) su £.2.010,40 + 120,60 = 360,-.....	" 24,90	
e)	Ricchezza mobile: 8,16% sul totale lordo + paratica convenzionale - ritenute di legge (cassa previdenza e assicurazioni sociali) e cioè: 8,16% su lire 7.814,60 + 180,= 60,35.....	" 647,45	742,70
			£ 7.071,90
	Integrazione vitto (£.5,- giornaliere).....		150,-
			£ 7.221,90

Il contributo assistenza sanitaria non è frazionabile e devesi trattenere a fine mese o allo sbarco.
Indennità di presenza e integrazione vitto per i mesi di 31 giorni e rispettivamente di £.465,- mensili e di £.155,- mensili.

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...SSO E RITENUTE MENSILI PER L'ANNULLAMENTO
EQUIPARATI AI CRONOMETRISTI D'ALTO MARE DI STAZ...
LOCAL O TAX 150 TORTORELLATO.

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3. Paga Oraria e Paghe al Completo.

a) PAGA mensile.....£2.591,20
b) Premio operosità - 6% su lire 2.591,20..... " 155,45
c) Indennità rischio guerra - 25% su £.2.591,20..... "6.478,-
d) Indennità di presenza - £15,- giornaliere..... " 450,-
e) Gratifica natalizia -: 30 giorni all'anno pari a 1/12 su paga + premio operosità + Indennità convenzionale (£.12,- giornaliere) e cioè: 1/12 su £.2.591,10 + 155,45 + 360,-..... " 258,90

£ 9.933,55

Ritenute.

a) Cassa previdenza marinara..... £ 70,-
b) Assicuraz. sociali obbligat..... " 11,35
c) Assistenza sanitaria ausiliari..... " 10,-
d) Assicuraz. complementare malattia: 1% su paga + premio operosità + penalità convenzionale (£.12,- giornaliere) e cioè: 1% su £.2.591,20 + 155,45 + 360,- 31,05
e) Ricchezza mobile: 8,16% sul totale lordo + ½ penalità convenzionale - ritenute di legge (cassa previdenza e assicurazioni sociali) e cioè 8.16% su £.9.933,55 + 180,- - 81,35..... 316,80

941,20

£ 8.992,35
Integrazione vitto (£.5,- giornaliere)..... " 150,-

9,142,35

Il contributo assist...

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155,45 + 360,-..... " 254,90

£ 9.933,55

Ritenute.

a) Cassa previdenza mutualità..... £ 70,-
b) Assicuraz. sociali obbligat..... " 11,35
c) Assistenza sanitaria familiari..... " 10,-
d) Assicuraz. complementare malattie:
1%) su paga + premio operosità + pensione convenzionale (£.12,- giornaliere) e cioè: 1% su £.2.591,20 + 155,45 + 360,- 31,05
e) Ricchezza mobile:
8,16% sul totale lordo + ½ pensione convenzionale - ritenute di legge (cassa previdenza e assicurazioni sociali) e cioè 8,16% su £.9.933,55 + 100,- - 81,35..... 818,80

941,20

£ 8.992,35

Integrazione vitto (£.5,- giornaliere)..... " 150,-

9,142,35

Il contributo assistenza sanitaria non è frazionabile e si deve trattenere a fine mese o alla scarco.
L'indennità di presenza e l'integrazione vitto per i mesi di 31 giorni è rispettivamente di £.465,- mensili e £.155,- mensili.

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PAGHE E RITENUTE MENSILI PER L'ARROTOLAMENTO EQUILIBRI
ALEORDINATORI D'ALTO VOLO DI GRAZIA LORDA OLTRE 150
TONNELLATE.

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4. Operaio (Sottufficiale)

a) Paga mensile.....£. 1.315,80
b) Indennità rischio guerra - 25% su £. 1.315,80....." 3.289,50
c) Indennità presenza - £. 10,- giornaliere....." 300,-
d) Gratificazione natalizia: 14 giorni all'anno pari al 3,89%, cioè (14/360) su paga + paratica convenzionale (£. 8,- giornaliere) e cioè: 3,89% su 1.315,80 + 240,-..... " 60,50
e) Lavoro straordinario di vario genere, ragguagliato al compenso orario di £. 2.60 oppure lavoro straordinario forfettizzato..... --- £. 4.965,80

Ritenute.

a) Cassa previdenza marinara..... £. 24,-
b) Assicurazioni sociali obbligatorie.... " 10,-
c) Assistenza sanitaria familiari....." 5,50
d) Assicurazioni complementari malattie/: 1% su paga più paratica (£. 8,- giornaliere) + eventuale lavoro straordinario a cioè: 1% su lire 1.315,80 + 240..... " 15,55
e) Contributo straordinario a favore famiglie richiamati: 2% sul totale lordo + 1/2 paratica convenzionale (£. 4,- giornaliere)- ritenute di legge (casse previdenza e assicurazioni sociali) a cioè: 2% su £. 4.965,80 + 120,-+ 34....." 121,- 154,00

£ 4.811,75
Integrazione vitto (£. 3,- giornaliere)....." 90,-
4,901.75

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base al compenso orario di £.2,60
oppure lavoro straordinario for-
fettizzato..... ..... --- £. 4.965,80

Ritenute.

a) Cassa previdenza marinara..... £. 24.-
b) Assicurazioni sociali obbligatorie.... " 110,-
c) Assistenza sanitaria familiari....." 3,50
d) Assicuraz. complementare malattia:
1% su paga più gratifica (£.3,-
giornaliere) + eventuale lavoro
straordinario e cioè: 1% su li-
re 1.315,00 + 240..... " 15,55
e) Contributo straordinario a favo-
re Fondo Solidarietà: 2% sul
totale lordo + ½ gratifica conven-
zionale (£.4,- giornaliere)- ri
tenute di legge (casse previdenza
e assicurazioni sociali) e cioè:
2% su £.4.965,00 + 120,-+ 34....." 101,-

154,00

£ 4.811,75

Vitto frazione vitto (£.3,- giornaliere)....." 90,-

4,901,75

Il contributo assistenza sanitaria non è frazionabile e si deve trattenere a fine mese o alla sbarco.
L'indennità di presenza e l'integrazione vitto per i mesi di 31 giorni è rispettivamente di £.310,- mensili - £.93,- mensili.

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PAGHE E RITENUTE MENSILI PER L'ARRUOLAMENTO EQUIPAGGI RIMORCHIA TORI D'ALTO MARE DI STAZZA LORDA OLTRE 150 TONNELLATE.

5. Marinaio.

a) paga mensile.....£.1.050,60
b) indennità rischio guerra - 250% su £.1050,60....." 2.626,50
c) indennità presenza (£.10.00 giorn)..." 300,-
d) gratifica natalizia: 7 giorni all'anno pari a 1,95% cioè (7/360) su paga + paratica convenzionale (£.6,- giornaliere), e cioè: 1,95% su £.1.050,60 + 180,-..... " 24,-
e) lavoro straordinario al reale; in base al compenso orario di £.2,-. oppure lavoro straordinario forfetizzato..... " -----

£.4.001,10

Ritenute.

a) Cassa previdenza marinara.....£. 21;-
b) assicurazioni sociali obbligat....." 10,-
c) assistenza sanitaria familiari....." 3,50
d) assicurazione complem. malattie 1% su paga + paratica (£.6,- giornaliere) + eventuale lavoro straordinario e cioè: 1% su 1.050,60 + 180....." 12,50
e) contributo straordinario a favore famiglie richiamati: 2" sul totale lordo + mezza paratica convenzionale (£.3,- giornaliere) - ritenute di legge (cassa previdenza e assicurazioni sociali) e cioè: 2% su 4.001,10 + 90,- 31....." 80,10 — 126,90

£ 3.847,20
Intra razione vitto (£.2,- giornaliere)..... " 60,-
3,934,20

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Ritenuto.

a)	Cassa previdenza marinara.....£.	21;-	
b)	assicurazioni sociali obbligat....."	10,-	
c)	assistenza sanitaria familiari....."	3,50	
d)	assicurazione complem. malattie 1% su paga + pratica (£.6,- giornaliere) + eventuale lavoro straordinario e cioè: 1% su 1.050,60 + 180....."	12,30	
e)	contributo straordinario a favore famiglie richiamati: 2" sul totale lordo + mezza pratica convenzionale (£.3,- giornaliere) - ritenute di legge (cassa previdenza e assicurazioni sociali) e cioè: 2% su 4.001,10 + 90,- 31....."	80,10	126,90
		£ 3.847,20	
	Intra frazione vitto (£.2,- giornaliere).....	" 60,-	
		3,934,20	

Il contributo assistenza sanitaria non è frazionabile e si deve trattenere a fine mese o allo sbarco.
L'indennità di presenza e l'integrazione vitto per i mesi di 31 giorni è rispettivamente di £.310,- mensili e £.62,- mensili.

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COPY

APPENDIX 'C'

Subject:- Allied Force Local Resources (Italian) Board.
Labour & Wages Control Committee.

The Secretary,
Labour & Wages Control Committee,
A.F.L.R. (Italian) Board,
A.....t', C.M.F.

CM/58/1

With reference to the seventy-third meeting of the Labour and Wages Control Committee held on Friday, 20th. October 1944, approval was given to certain recommendations, with the proviso that the Fiscal Director, A.F.W., Financial Advisor A.F.W., and Financial Advisor, R.A.F., should examine the decisions and re-submit in the form of a recommendation to the Board that would be acceptable to the financial authorities if approved and would be based on the principles agreed.

The following has been agreed at a meeting held this day covering the various points at issue.

15. Subsistence Allowance.

At the discretion of the C.Os. of units, subsistence allowance may be paid under the following conditions to an M.T. driver, and any other civilian employee who is required for Service reasons to be absent on official business from his usual place of duty and his home:-

(a) when absent for more than five hours but not exceeding ten hours on any one day in excess of his normal hours of duty an allowance not exceeding 2/- lire.

(b) when absent for more than ten hours on any one day in excess of his normal hours of duty an allowance not exceeding 50 lire.

The above allowances are properly payable provided that rations or accommodation are not furnished in kind.

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26. Conditions of employment and wages for civilians employed by Allied Forces in Italy.

Appendix 2

45. Subsistence allowance.

At the discretion of the C.Os. of units, subsistence allowance may be paid under the following conditions to an A.T. driver, and any other civilian employee who is required for Service reasons to be absent on official business from his usual place of duty and his home:-

(a) when absent for more than five hours but not exceeding ten hours on any one day in excess of his normal hours of duty an allowance not exceeding 25 lire.

(b) when absent for more than ten hours on any one day in excess of his normal hours of duty an allowance not exceeding 50 lire.

The above allowances are properly payable provided that rations or accommodation are not furnished in kind.

46. Conditions of employment and wages for civilians employed by Allied Forces in Italy.

Appendix 3

Insert clause 3(b) as under:-

New clause 3(3)

(b) Normally number of days.

Normally duties of duty are related to an average of 26 working days per annum at 8 hours per day except in the case of employees in the following grades., Executives, Professional workers, Senior Administrative Assistants, Sub-professional workers, Hotel, Mess and Clubs.

Re-number clauses 3 - 3 now (c) to (h).

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Clause 4(c) - Delete and insert fresh Clause 4(c) as under:-

Clause 4(c)

Overtime

Overtime will be paid for each completed hour in excess of eight (8) per day to all grades, except those specifically designated in the appendices as being ineligible for overtime pay at the rate of one and one half times the hourly rate. Overtime rates may also be paid in any locality for the seventh consecutive day of working whether Sunday or a weekday.

AHQ
31st October 1944.
VLR.

(S.W.) J.L. Hall, Lt.Col.,
for Brigadier,
Financial Adviser (Br).

Copies to : Fiscal Director,
A.F.H.Q. (2nd)

Financial Adviser,
R.F., M.S., A.A.F., C.M.F.

Chairman,
Wages Sub-Committee.

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APPENDIX 'D'

It is recommended that AFHQ Adv. Sub.Sec. Instruction No24, 24 JAN 44, be supplemented by the following:-

PAYMENT OF CONTRACTORS' EMPLOYEES.

1. Contractors shall pay their employees the following:-

(a) Base Pay (Retribuzione Ordinaria) This base pay must not exceed an amount determined by subtracting from the Allied Forces daily maximum, for the particular occupation, the sum of forty (40) lire for office workers (impiegati), and thirty (30) lire for all others (operai).

(b) Presence indemnity (Indennita' di Presenza).

(c) Family allowance (Assegni Familiari).

Where the total of (a), (b) and (c) is less than the Allied Forces maximum the contractor may increase the pay to such maximum. This additional pay shall be termed supplementary indemnity (Indennita' Supplementare).

2. (a) The contractor will be required to pay the proper agencies the employers' contributions for:-

Sickness Assistance	(Assistenza Malattie)
Social Insurance	(Assicurazione Sociale)
Accident Insurance	(Assicurazione Infortuni)
Salary Integration Fund	(Cassa Integrazione)
Fund for Workers called to arms	(Cassa Richiamati alle armi)

(b) The contractor will also be required to pay the amount of employees' contribution for:-

Sickness Assistance	(Assistenza Malattie)
Social Insurance	(Assicurazione Sociale)

which contributions will not be deducted from employees' pay.

3. The contractor's estimate or bid will contain payment for family allowances of only 20 per cent of the base pay, the contractor being reimbursed by the State for the remaining cost of such allowances.

4. The contributions prescribed by Italian law for the benefits described in paragraph 2 hereof will be calculated on the base pay, and overtime where

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Where the total of (a), (b) and (c) is less than the Allied Forces maximum the contractor may increase the pay to such maximum. This additional pay shall be term d supplementary indemnity (indennità' Supplementare).

2. (a) The contractor will be required to pay the proper agencies the employers' contributions for:-

Sickness Assistance	(Assistenza Malattie)
Social Insurance	(Assicurazione Sociale)
Accident Insurance	(Assicurazione Infortuni)
Salary Intergration Fund	(Cassa Integrazione)
Fund for Workers called to Arms	(Cassa Richiamati alle Armi)

(b) The contractor will also be required to pay the amount of employees' contribution for:-

Sickness Assistance	(Assistenza Malattie)
Social Insurance	(Assicurazione Sociale)

which contributions will not be deducted from employees' pay.

3. The contractor's estimate or bid will consider payment for family allowances of only 20 per cent of the base pay, the contractor being reimbursed by the State for the remaining cost of such allowances.

4. The contributions prescribed by Italian law for the benefits described in paragraph 2 hereof will be calculated on the base pay, and overtime where applicable.

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Appendix E

MINUTES OF SPECIAL SUB-COMMITTEE MEETING
OF THE LABOR AND WAGES CONTROL COMMITTEE,
A.L.L.I.S. (Italian), HELD IN NAPLES,
2 NOVEMBER 1944 - 10 a.m.

1. An emergency meeting of a Special Sub-Committee was held at 1000 hrs. on 2 November, 1944 at the PBS Headquarters, Naples. The meeting was called to order by the Chairman, Colonel Junius H. Smith, QMC, Chairman of the Labor and Wages Control Committee and Acting Director, Labor Sub-Commission, Allied Commission.

2. Present, in addition to the Chairman, were the following:-

A. Bowden, G/Capt., Financial Advisor, RAF (A)
H.S.Pearce, Lt.Col., Deputy Director of Labor, AFHQ (A)
F.W.Stairwalt, Major, Base Purchasing Agent, PBS (A)
J.R.Carson, Major, Cml, COMZONE, NOUSA (A)
(representing Col.Evans).
Frank Scull, Captain (S), A.D.C. to C-in-C Med (A)
P.R.Grindle, Lt. (S), S.O. (Adm) to FOF.1 (B)
James O. Babcock, Major, Labor Sub-Commission, Allied Commission (A)
G.M.Simons, Brig., F.D., AFHQ (B)
J.F.Connell, Col., F.D., Fiscal Director's Office, AFHQ (A)
(representing Brig.Gen.Sims)

3. The matter under discussion was a proposed revision upward of the Armed Forces Wage Scale of October 1, 1944. In introducing the subject, the following remarks were made by the Chairman:

"The purpose of this meeting is to consider revision upward of the Armed Forces Wage Scale which went into effect 1 October, 1944. The matter is urgent and demands prompt action and promulgation. A short review of the facts is relevant at this time.

"In the summer of 1943, following the Sicilian occupancy, an initial error was made in freezing prices and wages by proclamation at a disparity of 75 to 110, wages being the lagging factor. It soon became apparent that such an inequity could not continue in the light of:

(a) the depressed lire, arbitrarily imposed
(b) the short supply of food and consumer goods
(c) lack of price control and the black market

"The Labor Sub-Commission, against bitter opposition particularly from the financial group, forced through the so-called "70" increase on 17 October 1943

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F.R.Grindle, Lt. (S), S.O. (L&S) to FONA (S)
James O. Babcock, Major, Labor Sub-Commission, Allied Commission (A)
G.H.Birrer, Brig., F.A., AFHQ (S)
J.P.Connell, Col., F.D., Fiscal Director's Office, AFHQ (A)
(representing Brig.Gen.Sims)

3. The matter under discussion was a proposed revision upward of the Armed Forces Wage Scale of October 1, 1944. In introducing the subject, the following remarks were made by the Chairman:

"The purpose of this meeting is to consider revision upward of the Armed Forces Wage Scale which went into effect 1 October, 1944. The matter is urgent and demands prompt action and promulgation. A short review of the facts is relevant at this time.

"In the summer of 1943, following the Sicilian occupancy, an initial error was made in freezing prices and wages by proclamation at a disparity of 75 to 110%, wages being the lagging factor. It soon became apparent that such an inequity could not continue in the light of:

(a) the depressed lire, arbitrarily imposed
(b) the short supply of food and consumer goods
(c) lack of price control and the black market

"The Labor Sub-Commission, against bitter opposition particularly from the financial group, forced through the so-called "70%" increase on 17 October, 1943, which action temporarily held the workers in line. In January 1944 the Armed Forces Wage Scale was published, the basic principle being established that at all times military wages must be in a preferred position so that under no circumstances must there be an interruption in the adequate supply of competent labor to carry out the war program. An important factor in the Armed Forces Wage Scale was food preponderant over civilian rations.

"Matters on the labor front were kept fairly well in hand through the rigid holding of the line on wages until several factors became increasingly manifest:

(a) Uncontrolled prices and black market operations, plus decreasing amounts of consumer goods rendered it impossible for workers and their families to subsist at a normal level, and as a result threatened strikes increased and industrial unrest became more general.

(b) Certain unrealistic economists in ACC sponsored and inaugurated economically unsound high prices for wheat, hemp, olive oil, barley, etc., to "insure production and maintain". These increases, unsupported by accurate production cost figures, ran from 300 to 500% over the previous year's prices.

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(c) With lack of controls, employer-employee groups made illegal wage increases in lire or kind, thus drawing away skilled labor from the Armed Forces.

(d) A weak Italian Government refused or was afraid to exercise controlled authority.

(e) Labor organisations forming became articulate and instituted pressure tactics on the Italian Government, on the Army and Navy and on A.C.

(f) The general public began to rebel against the non-performance of general promises made from the beginning with respect to aid, food, the freedoms, etc.

(g) A completely uncontrolled Italian press and a group of war correspondents gave distorted or inaccurate information to the Italian public and to countries abroad.

"An attempt was made to correct the situation in July 1944 when a request, sponsored by the Labor Sub-Commission, was made by the Rome Area Command for a 20 lire increase in wages for the Rome area over the Naples rate. Data showing that the cost of living and collective contract levels were higher for Rome than Naples and the South were insufficient, although subsequently proven to be correct. The proposal was turned down by the Labor & Wages Control Committee. On October 1, 1944, however, an increase for the Armed Forces Wage Scale became effective, of from 10 to 30%. In effect, therefore, the line had been held with fair measure of success for eight months, which is unquestionably a creditable performance under the circumstances, and to which the Armed Forces and the Labor Sub-Commission contributed greatly.

"Since July last, certain labor leaders, influential with the so-called Italian Government, started the movement and exercised pressure for a general wage increase, giving full publicity in the Italian press in favour of a flat 50 lire daily increase for all workers. In all fairness such a move could be partially justified by the failure of the Italian Government to meet such issues squarely, by the failure of the Italian producers to amass Italian wheat for the benefit of the population, and by leaving to the Allies the burden of importing sufficient grain to meet the needs, and thus indirectly support the black market. Regardless of all these considerations, the entire matter soon emerged in its true aspect of political expediency in that:

(a) Communists, particularly in the labor movement, were more

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correspondents gave distorted [illegible]
Italian public and to countries abroad.

"An attempt was made to correct the situation in July 1944 when a request, sponsored by the Labor Sub-Commission, was made by the Rome Area Command for a 20 lire increase in wages for the Rome area over the Naples rate. Data shewing that the cost of living and collective contract levels were higher for Rome than Naples and the South were insufficient, although subsequently proven to be correct. The proposal was turned down by the Labor & Wages Control Committee. On October 1, 1944, however, an increase for the Armed Forces Wage Scale became effective, of from 10 to 30 . In effect, therefore, the line had been held with fair measure of success for eight months, which is unquestionably a creditable performance under the circumstances, and to which the Armed Forces and the Labor Sub-Commission contributed greatly.

"Since July last, certain labor leaders, influential with the so-called Italian Government, started the movement and exercised pressure for a general wage increase, giving full publicity in the Italian press in favour of a flat 50 lire daily increase for all workers. In all fairness such a move could be partially justified by the failure of the Italian Government to meet such issues squarely, by the failure of the Italian producers to amass Italian wheat for the benefit of the population, and by leaving to the Allies the burden of importing sufficient grain to meet the needs, and thus indirectly support the black market. Regardless of all these considerations, the entire matter soon emerged in its true aspect of political expediency in that:

(a) Communists, particularly in the labor movement, were more articulate than others and strongly advocated placing total power and rule in the hands of the workers.

(b) The Italian Government was fearful of being unseated.

(c) It has been intimated that procedures followed shall not contribute to the fall of the present Government.

"It was quite obvious that this combination of economic factors and politics was much too powerful to oppose.

Constant pressure, therefore, aided by demonstrations and world press announcements of the politico-labor Italian group, which unquestionably was capitalizing on the dictum of the Allied Government not to interfere, finally led to an official announcement by Royal Decree on 31 October (day before yesterday) of a mandatory wage increase to employees in private industry, the details of which are given in Appendix 'A'.

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"Our problem is evident by the following factors:

(a) We knew when the October 1 increase was promulgated that it would have to be adjusted upward very shortly.

(b) The food preferment scale for Allied Forces' workers had been diminished on the extra ration card from a weekly allowance of 700 grams of pasta to 150 grams because of the general increase in the civilian ration to 300 grams. This helped solve the food difficulties for all workers' families and was a material help in alleviating industrial unrest, but diminished the food preferment feature for the Armed Forces' workers, a feature which has been a much more powerful attraction for such workers than wages themselves.

(c) Uninterrupted series of threatened strikes, demonstrations, hostile press and the like have kept us on edge at all times and could endanger the successful accomplishment of our military mission.

(d) Illegal wage advances in private industry have constituted serious competition.

(e) There has been an increasing tendency on the part of the Armed Forces' contracting offices to get a job done by contract, thus utilizing a medium which made it possible to avoid meeting the wage issue squarely.

(f) The Palermo incident, involving 20 deaths, which was a protest against both the food and wage situation, has had serious repercussions.

(g) Our preferred position in maintaining a constant supply of labor for the Armed Forces has been seriously affected by the action of the Italian Government.

(h) Higher authorities have informally indicated the action we are now contemplating as being inevitable.

"For all of the foregoing reasons the Labor Sub-Commission has presented the proposition before you, and I now ask for general discussion."

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4. Consideration was then given to the proposal made by the Allied Commission increasing the October 1 wage rates from 60 lire daily down to 40 lire daily for various categories of workers. A copy of this proposal is attached herewith as Appendix 'A'.

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(e) There has been an increasing tendency on the part of the Armed Forces' contracting offices to get a job done by contract, thus utilizing a medium which made it possible to avoid meeting the wage issue squarely.

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(h) Higher authorities have informally indicated the action we are now contemplating as being inevitable.

"For all of the foregoing reasons the Labor Sub-Commission has presented the proposition before you, and I now ask for general discussion."

4. Consideration was then given to the proposal made by the Allied Commission increasing the October 1 wage rates from 60 lire daily down to 40 lire daily for various categories of workers. A copy of this proposal is attached herewith as Appendix 'A'.

5. The recommendation of the Allied Commission for the increases as shown in Appendix 'A' were approved with the following additions:

(a) "The wages of existing employees shall be increased in accordance with the proposed schedule, except where the employee is being trade-tested during the first week of employment, increases to be effective 16 November 1944 for monthly paid employees or effective the beginning of the workweek or semi-monthly pay period immediately following that date".

(b) "The maximum increase for unskilled labor up to 17 years of age shall be a total of 25 lire per day".

(c) "Proposed increases shall be mandatory as an addition to the workers present wage".

(5)

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6. It was the concensus that effort be made to restore the amount of the extra ration for heavy workers from the present 150 grams of pasta to the original 700 grams. In this manner the real inducement, namely extra food, that the Armed Forces can offer to attract sufficient labor will be preserved.

(Sgd) JUNIUS R. SMITH, Col. QMC.
Chairman, Labor & Wages
Control Committee.
Acting Director,
Labor Sub-Commission, ..C.

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HEADQUARTERS ALLIED COMMISSION
APO 394
LABOR SUB-COMMISSION

Appendix F

MEMORANDUM

4 November 1944

SUBJECT : English Text of Wage Increase Decree for Private Workers, as approved by Council of Ministers 20 October 1944 and signed 31 October 1944.

LEGISLATIVE DECREE CONCERNING ECONOMIC IMPROVEMENTS FOR WORKERS WHOSE LABOR CONDITIONS ARE GOVERNED BY COLLECTIVE CONTRACTS

U M B E R T O D I S A V O I A
Prince of Piedmont

Lieutenant General of the Realm

By virtue of authority delegated to us;

Having seen the Royal Decree Law of 7 December 1943, No. 23/B concerning the increase of pay of continuative character in favour of workers subject to provisions of collective labor agreements;

Having seen the Decree of 25 June 1944, No. 151, concerning the Assembly for the new State constitution, the oath of the Government members and the power of the Government to enact laws;

Considering that, owing to the state of war and to the absence of a legal trade-union system, it is necessary by means of a legislative Act to make valid, on behalf of all members of the interested categories, the agreements stipulated in Rome on 15 October, 1944, between the "de facto" existing associations of employers and employees concerning the granting of a high-cost-of-living indemnity to the workers, whose working conditions are already governed by collective contract;

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Having seen the decision of the Council of Ministers;

On proposal of the Minister of Industry, Commerce and Labor, in agreement with the Ministers of Justice, of Finance and of the Treasury;

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By virtue of authority delegated to us;

Having seen the Royal Decree Law of 7 December 1943, No. 23/B concerning the increase of pay of continuative character in favour of workers subject to provisions of collective labor agreements;

Having seen the Decree of 25 June 1944, No. 151, concerning the Assembly for the new State constitution, the oath of the Government members and the power of the Government to enact laws;

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Having seen the decision of the Council of Ministers;

On proposal of the Minister of Industry, Commerce and Labor, in agreement with the Ministers of Justice, of Finance and of the Treasury:

WE HAVE SANCTIONED AND WE PROMULGATE AS FOLLOWS :

Art. 1

Starting from 16 August, 1944, the employers must pay to their employees, in cases where the working conditions are disciplinable by means of a collective contract, in the sense of the law of 3 April, 1926, No. 563 and to its further changes and additions, a high-cost-of-living indemnity for each working day, to the extent of:

1. thirty lire for men and for women family-heads, whenever their gross monthly pay, all deductions included, is not above three thousand six hundred lire;

2. twenty lire for men and for women family-heads, whenever their gross monthly pay, all deductions included, is above three

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thousand six hundred lire, but not above five thousand;

3. ten lire for men and for women family-heads, whenever their gross monthly pay, all deductions included, is above five thousand lire;

4. twenty lire for women not family-heads, whenever their gross monthly pay, all deductions included, is not above three thousand six hundred lire;

5. fifteen lire for women not family-heads, whenever their gross monthly pay, all deductions included, is above three thousand six hundred lire;

6. fifteen lire for boys and girls of age not above 18 years.

The indemnity in question is increased by five lire for workers employed in the communes of Rome, Naples and Palermo, as well as in such other communes as shall be specified by decree of the Minister of Industry, Commerce and Labor, on the basis of respective index numbers of the cost of living.

For the workers who have the qualification of office employees (impiegati) in the sense of the Royal Decree Law of 13 November, 1924, No. 1825, converted into the law of 18 March, 1926, No. 562, the high-cost-of-living indemnity is due to the extent of a monthly sum equal to thirty times the daily indemnity specified, for the different cases, in the preceding paragraphs.

Art. 2

To workers entitled to family allowances, there is due in addition, from 16 August 1944, a supplementary high-cost-of-living allowance in the amount of 5 lire for each working day and for each dependent, which shall be paid by the Unified Fund for family allowances, according to rules which will be established in another decree.

However, as far as the agricultural sector is concerned, until such time as the services for the compilation of lists of workers and for unified contributions may be re-organized, the employers must pay, directly and at their own expense, to their permanent and casual workers who are entitled to family allowances, a supplementary fixed allowance of ten lire for each working day.

Art. 3

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For the workers who have the qualification of office employees (impiegati) in the sense of the Royal Decree Law of 13 November, 1924, No. 1825, converted into the law of 18 March, 1926, No. 562, the high-cost-of-living indemnity is due to the extent of a monthly sum equal to thirty times the daily indemnity specified, for the different cases, in the preceding paragraphs.

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Art. 3

Where salaries or wages are paid wholly or partly in kind, the high-cost-of-living indemnity may be fixed in a measure inferior to that contemplated in Art. 1 of this decree, by agreement to be stipulated between the representatives of the interested "de facto" associations. Depending on the sphere of application of the agreement, the stipulation will be made at the office of the Ministry of Industry, Commerce and Labor, or at the Regional or Provincial Labor Office, or at the Inspectorate of Industry and Labor, in provinces where labor offices have not yet been established. The above-mentioned agreements are compulsory for all members of the category in question.

If, in connection with situations contingent on work of a seasonal character, the worker receives a wage notably above the average wage paid to workers of similar categories, the total or partial absorbtion of the high-cost-of-living indemnity as per Art. 1 of the present decree

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may be established in accordance with the provisions specified in the preceding paragraph.

Art. 4

The total compensation due to the workers as specified in paragraphs 2, 3 and 5 of Art. 1 of this decree may not be lower than the maximum compensation to which, as a consequence of the granting of the high-cost-of-living indemnity, the workers respectively mentioned in paragraphs 1, 2 and 4 of the same Article are entitled.

The workers employed less than four hours per day are entitled to cost-of-living indemnity in a measure equal to as many eighths of the indemnity contemplated in the preceding Art. 1 as the number of hours actually worked.

Art. 5

The indemnity contemplated in this decree is to absorb, within the limits of its amounts (as set forth in Art. 1), the increases in compensation granted by employers after 15 July, 1944, as a consequence of individual or collective agreements, whenever the latter have been agreed to in anticipation of or with reference to future legislative provisions concerning wage increases, excepting the pay adjustments ratified or enacted by the Ministry of Industry, Commerce and Labor.

Art. 6

For the purpose of application of Art. 1 of the present decree the monthly amount of the wage shall be computed by multiplying by twenty-five or two hundred respectively, the daily or hourly pay, increased, in the case of piece-workers, by the minimum piece-work percentage actually paid to them.

In order to determine the worker's monthly compensation account shall be taken of salary or wage, indemnities, gratuities and bonuses of a continuing character, for whatever reason granted, including the presence indemnity and excluding overtime pay.

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For workers paid wholly or partly on a commission basis, the monthly salary or wage will be determined on the basis of the earnings

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compensation granted by employers after 15 July, 1944, as a consequence of individual or collective agreements, whenever the latter have been agreed to in anticipation of or with reference to future legislative provisions concerning wage increases, excepting the pay adjustments ratified or enacted by the Ministry of Industry, Commerce and Labor.

Art. 6

For the purpose of application of Art. 1 of the present decree the monthly amount of the wage shall be computed by multipling by twenty-five or two hundred respectively, the daily or hourly pay, increased, in the case of piece-workers, by the minimum piece-work percentage actually paid to them.

In order to determine the worker's monthly compensation account shall be taken of salary or wage, indemnities, gratuities and bonuses of a continuing character, for whatever reason granted, including the presence indemnity and excluding overtime pay.

For workers paid wholly or partly on a commission basis, the monthly salary or wage will be determined on the basis of the earnings received during the last three months of actual activity of the Firm, prior to the date when this decree takes effect.

For the application of Art. 1, the right to review every three months the amount of the commissions earned remains in force.

Art. 7

The high-cost-of-living indemnity due in accordance with the present decree is not subject to deductions or contributions of a social and insurance character, nor is it computed, for any other purpose, as an integral part of the salary or wage.

Art. 8

Effective from 16 August 1944, employers who have not granted

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the increase in wages, salaries and gratuities of a continuing character, as provided by Royal Decree Law of 7 December, 1943, No. 23/B, or who have granted it in a lower amount than that indicated in Art. 2 of the aforementioned Decree, must grant the increase in the maximum amount fixed by Art. 2 of the same decree.

Art. 9

The amount of the high-cost-living-indemnity contemplated by Art. 1 of this decree may be modified, in relation to changes in the economic situation, by decree, on the proposal of the Minister of Industry, Commerce and Labor.

Art. 10

Individual and collective controversies concerning only a single province, which arise in the application of the present decree, with exception of those involving matters dealt with in Art. 2, whenever they have not been settled by the representatives of the "de facto" associations having an interest, will be referred for decision to an arbitration board. This board will be composed of two members appointed, respectively, by each of the parties, and of a third member, with the capacity of president, appointed by agreement of the same parties. If, for whatever reason, the arbitrators should not be appointed, the appointment will be made by the Labor Offices or by the Inspectorates of Industry and Labor in provinces in which Labor Offices have not been established.

If the collective controversy concerns more than one province, the appointment of arbitrators, whenever it is not made by the parties, will be made either by the Regional Labor Office for the provinces comprised in its jurisdiction, or by the Minister of Industry, Commerce and Labor in all other cases.

Art. 11

The arbitration boards mentioned in the preceding article, will pass judgments without observing any special procedural forms and

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Art. 10

Individual and collective controversies concerning only a single province, which arise in the application of the present decree, with exception of those involving matters dealt with in Art. 2, whenever they have not been settled by the representatives of the "de facto" associations having an interest, will be referred for decision to an arbitration board. This board will be composed of two members appointed, respectively, by each of the parties, and of a third member, with the capacity of president, appointed by agreement of the same parties. If, for whatever reason, the arbitrators should not be appointed, the appointment will be made by the Labor Offices or by the Inspectorates of Industry and Labor in provinces in which Labor Offices have not been established.

If the collective controversy concerns more than one province, the appointment of arbitrators, whenever it is not made by the parties, will be made either by the Regional Labor Office for the provinces comprised in its jurisdiction, or by the Minister of Industry, Commerce and Labor in all other cases.

Art. 11

The arbitration boards mentioned in the preceding article, will pass judgments without observing any special procedural forms and in accordance with equity.

Decisions on individual and collective disputes concerning a single province will be deposited at the Labor Office and at the Inspectorate of Industry and Labor competent for the territory. Decisions on collective disputes concerning more than one province will be deposited either at the Regional Labor Office or at the Ministry of Industry, Commerce and Labor, according to the second paragraph of the preceding article.

The aforementioned agencies will inform the parties of the decision taken, which is not subject to appeal.

The decisions on individual disputes establish immediate legal right (titolo esecutivo). Those on collective controversies are valid for all members of the respective category.

All actions relative to judgment by arbitration are exempt from

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stamp and registration taxes.

Art. 12

The present decree becomes effective on the day following that of its publication in the "Gazzetta Ufficiale".

We order, to whom it may concern, to observe the present decree and to have it observed as a law of the State.

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Translation: W.E.S.
L.R.S.

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Appx. "G"

THE SUB-COMMITTEE OF THE LABOUR AND WAGES CONTROL COMMITTEE

MINUTES

1. A meeting of the Wages Sub-Committee was held at 0930hrs on 30 Oct 44 at HQ PBS NAPLES.

2. Present: Lt. Col. H.S. PEARCE, A.D.L. (Civil), A.F.H.Q. Chairman.

Representatives of: ACC -(Mr. David C. SACHS.
(Capt C.C. BUCKWELL.
PBS -- Capt M.J. REUPER.
RN: -- Paymaster Lieut P.R. GRINDLE, RNVR.
MMFT -- Fl/Lieut ... HARLEY.
ROME AREA -- Lt. Col. W.J. BOSTOCK, ADL(Sr).

In attendance: Lt. Col. J.U. [illegible], AFA(Sr), AFHQ.
Major E.H. HAYWARD, D.ADL, HQ No. 3 District.
Lieut J. BLANKE, 557 EOD.

3. Minutes of the last meeting held on 10 Oct 44.

The following points arose from the minutes of the last meeting:

(a) Para 7. "Juveniles" employed in Hotels.

The recommendation that the grade of "Juveniles" with a maximum rate of 1500 lire per month should be added to the schedule of Hotel Grades was omitted from the minutes of the meeting of the Labour and Wages Control Committee held on 20 Oct 44. It was agreed that this point should be raised at the next meeting of the Labour and Wages Control Committee.

(b) Para 10. Subdivision of Labour into Four Categories.

The written comments of the Labour Sub-Commission on the proposed subdivision of labour into four categories were received and circulated to members of the Committee. It was decided that detailed discussion of the scheme should be postponed until the next meeting of the Sub-Committee, and that in the interim period the reaction of Employing Services to the plan should be sought together with their advice as to the exact classification of trades. The OC [illegible]

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In attendance: Major K.R. HAMMOND, D.A.L., HQ No. 5 District.
Lieut J. McLUHIE, 557 SCD.

2. Minutes of the last meeting held on 10 Oct 44.

The following points arose from the minutes of the last meeting:

(a) Para 7. "Juveniles" employed in Hotels.

The recommendation that the grade of "Juveniles" with a maximum rate of 1500 hire per month should be added to the schedule of Hotel Grades was omitted from the minutes of the meeting of the Labour and Wages Control Committee held on 20 Oct 44. It was agreed that this point should be raised at the next meeting of the Labour and Wages Control Committee.

(b) Para 10. Subdivision of Labour into Four Categories.

The written comments of the Labour Sub-Commission on the proposed subdivision of labour into four categories were received and circulated to members of the Committee. It was decided that detailed discussion of the scheme should be postponed until the next meeting of the sub-Committee, and that in the interim period the reaction of Employing Services to the plan should be sought together with their advice as to the exact classification of trades. The ACC representative also undertook to prepare a schedule of occupations which will list the qualifications necessary for entry into the various grades.

(c) Para 11(b). The PBS representative agreed to withhold his proposal for the creation of the grade of "Stage Hand" pending clarification by ACC of the rates applicable in the theatre industry.

(d) Para 12. "Pay-in-off" of Civilian Labour by Units changing Location.

The Chairman stated that a draft instruction had been submitted for publication in respect of British Army units setting out:

(i) The necessity for units to pay off their civilian labour prior to leaving a location;

(ii) That Civil Labour Officers would pay off civilian labour in an emergency.

The representatives of PBS, RN and R.F undertook to examine this problem as relating to their respective Services, and at the request of the PBS representative the Chairman agreed to forward a copy of the draft instruction referred to above to C.P.... COMZONE.

(d) Para 13. ...../

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(d) Part 13. Rates of Hire - Horse Drawn Transport.

The Committee agreed that the question of increasing the rates of hire for horse drawn transport does not fall within their jurisdiction. The ACC representative undertook to refer this question again to Transportation Sub-Commission HQ ACC, with a view to that Commission formulating revised rates in consultation with AFHQ.

3. Rates of Pay for Female Employees.

It was agreed and recommended that if AFHQ message FX 36496 dated 9 Oct 44, laying down a 15% reduction on male rates for female employees employed on similar work, is cancelled, the principle of "equal pay for equal work" in respect of males and females should become effective as from 1 Oct 44. If the differential between male and female employees is to be maintained, then the female classification deleted from the schedules of grades should be reintroduced wef 1 Oct 44.

4. Employees - Clothing and Manufacturing Plants.

It was agreed and recommended that:

(a) the present designation of these grades be amended to read "Employees - Clothing, Boot and Shoe Manufacturing Plant";

(b) the present note applicable to these grades should be amended to read:

"These grades are restricted to plants engaged in fabricating new articles, or their component parts in repair, for the Allied Forces and working under their direct control";

(c) the present grade of "Clothing Machine Operator" should be redesignated:

"Machine Operator - 85 - 105 lire per day";

(d) the grades of "Boot Machinist" and "Boot Machine Operator Mechanic" should be transferred from their present place in the schedules of grades, and included at their existing rates of pay in the grades whose employment is restricted to "Clothing, Boot and Shoe Manufacturing Plants". The instruction set out in sub-para (b) above should then be applicable to these two grades.

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4. Employees - Clothing and Manufacturing Plants.

It was agreed and recommended that:

(a) the present designation of these grades be amended to read "Employees - Clothing, Boot and Shoe Manufacturing Plant";

(b) the present note applicable to these grades should be amended to read:

"These grades are restricted to plants engaged in fabricating new articles, or their component parts in repair, for the Allied Forces and working under their direct control";

(c) the present grade of "Clothing Machine Operator" should be redesignated:

"Machine Operator - Cl. - 10% like per da ";

(d) the grades of "Boot Machinist" and "Boot Machine Operator Mechanic" should be transferred from their present place in the schedules of grades, and included at their existing rates of pay in the grades whose employment is restricted to "Clothing, Boot and Shoe Manufacturing Plants". The instruction set out in sub-para (b) above should then be applicable to these two grades;

(e) the grade of "Sewing Hand" should be included at its existing rate of pay in the schedule of non-restricted grades.

5. Driver, Port Mechanical Plant.

Arising out of a proposition by DIL No. 5 District that a separate grade of "Driver, Port Mechanical Plant" should be created, it was agreed and recommended that the following revised rates of pay should be adopted in respect of the undermentioned grades:

	Min. Life	Max. Life
Driver, Truck	95	115 per day (no change)
" Crane or Winch)		
" Mechanical Plant)		
" M.H. Electric)	100	130 " "
" Steel Roller or)		
IC Stationary)		

It was further decided that there was no justification for a separate grade of "Driver, Port Mechanical Plant". Employees of this classification should be employed in the grade of "Driver, Mechanical Plant".

6. Locks Checkers, .../

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6. Docks Checkers, Inspectors - English Speaking.

The proposal submitted by DDL No. 3 District for the creation of the grade of "Docks Checkers, Inspectors - English Speaking" was rejected on the grounds that employees of this category should be employed in the grade of "Interpreter, General".

7. Rates of Pay - GIOVINAZZO Steelworks and CASTELLANETA Workshops.

The representative of DDL No. 3 District informed the meeting that employees of the GIOVINAZZO Steelworks and the CASTELLANETA Workshops had threatened to strike unless an all round increase of 15% on the present rates of pay is granted. The basis of this protest is the recent upward revision of the "Allied Forces Basic Wage Scale", from which these employees did not benefit. The Committee considered the output of these installations as vital to the war effort, and it was agreed and recommended that:

(a) on the advice of the ACC representative, the rates of pay (see Appendix "A"), which were provisionally approved at the meeting of the Labour and Wages Control Committee held on 16 Jun 44, should now be formally approved;

(b) an immediate all round 15% increase should be granted wef 1 Oct 44 on the rates shown at Appendix "A", with the proviso that in no case should a minimum rate of pay fall below the rate established for Unskilled Labour, i.e. 32 Lire per day;

(c) the rates for the CASTELLANETA workshops should be requoted on a daily basis computed on a 26 day working month;

(d) DDL No. 3 District should enquire as to whether the 15% all round increase recommended in sub-para (b) above requires modification and if necessary, should submit its recommendations, in the form of a revised schedule of rates of pay, to the next meeting of the Sub-Committee.

8. Rates of Pay - Mess and Club Employees.

The Committee considered a request from HQ MTSC/ATC for certain amendments and additions to rates of pay established for Mess and Club civilian employees. It was agreed and recommended that the following be added to the schedule of Mess and Club Employees:

	Min. Lire	Max. Lire
Housekeeper (female)	2400	3400 per month

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(a) on the advice of the LCC representative, the rates of pay (see Appendix "A"), which were provisionally approved at the meeting of the Labour and Wages Central Committee held on 16 Jun 44, should now be formally approved;

(b) an immediate all round 15% increase should be granted w.e.f 1 Oct 44 on the rates shown at Appendix "A", with the proviso that in no case should a minimum rate of pay fall below the rate established for Unskilled Labour, i.e. 3/- lire per day;

(c) the rates for the CASTELLAMARE workshops should be reduced on a daily basis computed on a 26 day working month;

(d) DDL No. 3 District should enquire as to whether the 15% all round increase recommended in sub-para (b) above requires notification and if necessary, should submit his recommendations, in the form of a revised schedule of rates of pay, to the next meeting of the Sub-Committee.

8. Rates of Pay - Mess and Club Employees.

The Committee considered a request from HQ ...FSC/MTO for certain amendments and additions to rates of pay established for Mess and Club civilian employees. It was agreed and recommended that the following be added to the schedule of Mess and Club Employees:

	Min. Lire	Max. Lire
Housekeeper (Female)	2400	5400 per month
Linen keeper, Linen Hand (Female)	2100	3400 " "
Barman	3500	4500 " "
Laundry Hand (male)	2700	3500 " "

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It was agreed that no action was necessary on the remaining proposals put forward by HQ ...FSC/MTO, in view of the fact that previous consideration had been given to these points by the Sub-Committee and its recommendations adopted by the Labour and Wages Control Committee; (para 23 of the minutes of the meeting of the Labour and Wages Control Committee held on 20 Oct 44 refers).

9. Rate of Pay - Yugoslav Female Searchers.

A proposal submitted by DDL No. 3 District for the creation of a grade of "Yugoslav Female Searcher" was considered. It was agreed and recommended that:

(a) these employees should be employed in the grade of "Police Officer";

(b) the present grade of "Police Officer" be amended to read:

"Police Officer (Male or Female) 80 - 120 lire per day".

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10. Rates of Pay - Amendments to Existing Grades.

Arising out of a proposal submitted by PRS representative it was agreed and recommended that the following amended rates be adopted:

Foreman or Ganger (Artisans and Skilled Labour)	-	25 lire per day more than the highest paid man under his supervision. +
Foreman or Ganger (Unskilled Labour)	-	20 lire per day more than the rate paid to unskilled labour. +
Markers and Sorters	-	75 - 100 lire per day. ++

Notes. + to be subject to further amendment in the event of an upward revision of the "Allied Forces Basic Wage Scale".

++ if the 15% reduction is to be enforced in respect of female employees, the qualification "FEMALE" should be inserted after the grade.

11. Rates of Pay - Dock Labourers.

The representative of DPL No. 3 District informed the meeting that the position regarding Dock Labourers was now satisfactory, and that no further action for the introduction of a separate classification and rate of pay for this type of labour was contemplated.

12. Rates of Remuneration - Professional Workers.

The Committee considered a proposal submitted by PRS representative for an increase in the remuneration payable to Professional Workers, with particular reference to Graduate Engineers and Physicians, because of their non-eligibility for Overtime Pay and the fact that they frequently work long hours in excess of normal. It was agreed that in cases, where professional workers work chronic hours of overtime, consideration should be given towards adopting a two-shift system.

13. Notification by ACC of Release of Supplies affecting Civilian Employees.

On the proposition of the PRS representative, it was agreed and recommended that the ACC should include Services on the distribution list of notifications that supplies, particularly food and clothing, are becoming available which might benefit civilian employees of the Allied Armed Forces.

14. Rates of Pay - Italian Auxiliary Corps attached to the R.E.

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The representative of DPW No. 3 District informed the meeting that the position regarding Dock Labourers was now satisfactory, and that no further action for the introduction of a separate classification and rate of pay for this type of labour was contemplated.

12. Rates of Remuneration - Professional Workers.

The Committee considered a proposal submitted by PBS representative for an increase in the remuneration payable to Professional Workers, with particular reference to Graduate Engineers and Physicians, because of their non-eligibility for Overtime Pay and the fact that they frequently work long hours in excess of normal. It was agreed that in cases, where Professional Workers work circular hours of overtime, consideration should be given towards adopting a two-shift system.

13. Notification by ACC of Release of Supplies affecting Civilian Employees.

On the proposition of the PBS representative, it was agreed and recommended that HQ ACC should include Services on the distribution list of notifications that supplies, particularly food and clothing, are becoming available which might benefit civilian employees of the Allied Armed Forces.

14. Rates of Pay - Italian Auxiliary Corps attached to the RAF.

The representative of HQ [illegible] informed the meeting that a request had been made in respect of civilian employees recruited in ROME Province and now employed with the Italian Auxiliary Corps in S. ITALY, for them to be paid at the higher rates established for ROME Province. It was agreed that disposal of this recommendation was a domestic matter, and that it should be referred to HQ RAF.

15. Rates of Pay - Juvenile Unskilled Labour.

AFA(Br) AMIO informed the meeting that some confusion existed as to the rate payable to Juvenile Female Unskilled Labour. To eliminate such confusion it was agreed and recommended that the present grade of "Boys up to 17" be amended to read:

	Up. Lire	Ab. Lire
Unskilled Labour up to 17	-	45 per day.

16. Effective Dates of Recommendations..../

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16. Effective Dates of Recommendations.

On the proposition of .DL(Sr) HQ RCME .rea, it was recommended that when new classifications and wage rates or revised wage rates are accepted by the Labour and Wages General Committee, a definite effective date should be stated, and such date whether retrospective or not should generally be that of the commencement of a pay period, i.e. 1st or 16th of a calendar month.

17. Date of Next Meeting.

The next meeting of the Sub-Committee was arranged provisionally for THURSDAY, 30 Nov 44, to take place in the office of Capt REUPER, HQ PBS MALTES, commencing at 0930hrs.

for Chairman

(W.S. PEARCE, Lt. Col.,
A.D.L. (Civil) ...F.H.Q.
(Chairman).

1 Oct 44.
HRGH/RE.

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(Classified) (Date)

cc: [illegible]
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APPENDIX "A" to minutes of the meeting of the Wages Sub-Commission held on 30 Oct 44.

Rates of Pay of Steelworkers.

1. 80 MM No. 1 Workshop, CASTELLAMARE.

	Monthly Rate. Min.	Max.
Chief Roller	4680	5720
Furnaceman	3380	4420
Shearer	4160	5200
Rollers/Shearers Mate	3120	3900
Bender	3640	4680
Prod. Gasman	2860	3640
Sorters.	2860	3380

2. Siemens Martin Plant.

Grade.	Daily Rate of Pay. Min.	Max.
Sample Passer	140	180
Furnaceman-Loading Hand	120	160
Furnaceman	100	135
Teamer	110	140
Ladleman	70	100
Pitman	90	125
" Head		145
" Foreman		155
Pit Crane Driver	90	120
Coal Trimmer.	70	100
First producer man.	100	125
Second " "	80	105
Clayman	65	90
Blacksmith	80	110
Charging Hand	80	110
" Foreman		120
Stacker	70	100
Stacker Foreman		110
Stone Crusher	70	100
Pit-Bank Foreman	120	145
Foreman Bricklayer	140	180
Bricklayer Furnace	100	130
" " Mate	70	90

3. Rolling Mill Plant.

	140	180

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	Min.	Max.
Siemens Martin Plant.		
Grade.		
Single Passer	140	180
Furnaceman-Leading Hand	120	160
Furnaceman	100	135
Teemer	110	140
Ladleman	70	100
Pitman	90	125
" Head		145
" Foreman		155
Pit Crane Driver	90	120
Coal Trimmer.	70	100
First producer man.	100	125
Second " "	80	105
Clayman	65	90
Blacksmith	80	110
Charging Hand	80	110
" Foreman		120
Stacker	70	100
Stacker Foreman		110
Stone Crusher	70	100
Pit-bank Foreman	120	145
Foreman Bricklayer	140	180
Bricklayer Furnace	100	130
" " Mate	70	90
Rolling Mill Plant.		
Rolling Mill Foreman	140	180
Furnaceman Leading Hand	110	150
First Furnaceman	90	120
Second "	80	110
Drag Out Man. (Furnace)	80	110
Furnace Charger	80	110
" Cleaner	70	90
Lever Man.	80	110
Catcher reughing	90	120
" finishing	80	110
" leading hand	100	130
Bed man	80	105
" " leading hand	85	115
Loop boy	70	100
Bundler	80	110
" leading hand	90	120
Second producer man	80	105
Coal Trimmer	70	100
Rolling Mill Turner	100	130
" " Apprentice	50	60

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APPENDIX "G".

SCALE OF WAGES - SARDINIA.

Classification.	Hourly Rate.	Daily Rate (8 hours).
Skilled workers.	9.90	79.00
Semi-skilled workers.	9.58	76.60
Unskilled workers.	7.33	58.60
Female workers.	4.98	39.80
Apprentices.	5.68	45.40

PROFESSIONAL AND OFFICE EMPLOYEES ON MONTHLY SALARY.

College or Undergraduate with degrees.	Lire 4,000
High School Graduate.	Lire 2,400
Others.	Lire 1,250

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ALLIED FORCE LOCAL RESOURCES SECTION
AFHQ

LRS/217

Postal Address:
AFLRS, RAAF, CMF

Telephone: ROME 66275

24 Oct 44.

30 OCT Recd

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

15. The twenty-third meeting of the Labour & Wages Control Committee was held at ca. 0930 hours on Friday 20 OCT 44 in the Cafeteria Conference Room, HQ ACC, ROME.

Present:- Col. J.P.SMITH, ACC — Chairman

Representatives of:- C-in-C Med. — Med. Shipping Board and Shipping Sub-Commission.
D.Lab. AFHQ — MAAF (Fr)
DLR (ITAM) — NAPSO/AFHQ
Fiscal Director, AFHQ — FA RAF
FA AFHQ — No 1 District
CPA Comune NAPOLI — No 3 District
D.D.Lab. HQ AAI — CG MAAF
Fifth Army — CG PBS
ACC

In Attendance :- Chiefs of Section, AFLRS.

14. The minutes of the twenty-second meeting held on 29 SEP 44 were approved.

15. The Committee decided that an allowance for M/T drivers, artisans, etc. who for operational, accidental or other unforeseeable reasons are required to remain on duty beyond the normal work period necessitating subsistence away from their normal accommodation and place of duty of 25 lire for a period from five to ten hours and of 50 lire for a period exceeding ten hours should be paid. The Fiscal Director AFHQ, F.A., AFHQ and D.A., RAF undertook to examine the above decision and to re-word it in the form of a recommendation to the Board that would be acceptable to the financial authorities if approved and would be based on the principles agreed above.

16. The recommendation made to the Board at the meeting held on 29 AUG 44 and referred back to the Committee by the Board with instructions to examine it further with a view to more closely following the Italian Govt. scheme was reconsidered. ACC stated that the proposed scheme was based on Italian Govt. procedure, comparative figures being as

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DCF (ITALY)	[illegible]
Fiscal Director, AFHQ	MATSU/MTO
FA AFHQ	FA PAF
CPA Governo MATOUSA	No 1 District
D.D.Lab. HQ AAI	No 3 District
Fifth Army	CO MAAC
ACC	CO PAS

In Attendance :- Chiefs of Section, AFLMS.

14. The minutes of the twenty-second meeting held on 29 SEP 44 were approved.

15. The Committee decided that an allowance for M/T drivers, artisans, etc. who for operational, accidental or other unforeseeable reasons are required to remain on duty beyond the normal work period necessitating subsistence away from their normal accommodation and place of duty of 25 lire for a period from five to ten hours and of 50 lire for a period exceeding ten hours should be paid. The Fiscal Director AFHQ, F.A., AFHQ and F.A., PAF undertook to examine the above decision and to re-word it in the form of a recommendation to the Board that would be acceptable to the financial authorities if approved and would be based on the principles agreed above.

16. The recommendation made to the Board at the meeting held on 25 AUG 44 and referred back to the Committee by the Board with instructions to examine it further with a view to more closely following the Italian Govt. scheme was reconsidered. ACC stated that the proposed scheme was based on Italian Govt. procedure, comparative figures being as follows:-

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Committee's proposal. Classification	Lire allowance per day	Italian Govt. Indemnity of Daily Mission Pay Classification	Lire allowance per day
Employees in receipt of 9,500 lire and more per month	250	1st Grade (e.g.President Court of Cassation)	272
Employees in receipt of 6,000 to 9,500 lire per month	225	2nd Grade (e.g.General Inspector)	255
Employees in receipt of 4,500 to 5,999 lire per month	175	3rd Grade (e.g.Branch Office Director)	221
Employees in receipt of 3,500 to 4,499 lire per month	150	4th Grade (e.g.General Inspector)	204
Employees in receipt of less than 3,500 lire per month	125	5th Grade (e.g.Chief Accountant)	170
		6th Grade (e.g.Principal, Secondary School)	153
		7th Grade (e.g.Office Chief)	136
		8th Grade (e.g.Section Chief)	119

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In view of the foregoing the Committee recommended to the Board that a per diem allowance for Italian civilians employed by the Allied Armed Forces and ACC be made for Clerical and Supervising grades as follows:-

(i) Employees in receipt of 9,600 lire and more per month
- 250 lire per diem.
6,000 to 9,599 lire per month
- 225 lire per month.
4,500 to 5,999 lire per month
- 175 lire per diem.
3,500 to 4,499 lire per month
- 150 lire per diem.
less than 3,500 lire - 125 lire per diem.

(ii) (a) The above rates will be payable for every 24 hours of absence from place of residence on official business. If the time of absence in hours exceed 24 and is not divisible exactly by 24, the final period, if in excess of 12 hours, shall be counted as 24; if under 12 hours, nothing shall be paid in respect of it.

(b) These allowances will be paid in full if no rations or accommodation are provided for the use of the employee making the journey. If rations, but not accommodation, are provided, one third of the allowance will be paid. If accommodation, but not rations, is provided, two-thirds will be paid.

(c) Claims in support of these allowances will be submitted.

17. In view of a statement made by ACC that under Italian law the recognised procedure of the Italian Govt. was to pay equal wages for equal work, the Committee recommended to the Board that the AFHQ message IX 36496 dated 9 Oct 44 laying down a 15% reduction on male rates for female employees employed on similar work be cancelled. (See Appendix 2 attached).

18. Applications for membership from the following were received and it was recommended to the Board that they be granted membership on the Committee:-

Shipping Sub-Commission and Mediterranean Shipping Board.
G.P.O. Commone, NATOUSA.
D.M.R. (ITALY)
HQ No 1 District.

19. The Committee recommended to the Board that the "Conditions of Employment for Civilians employed by the Allied Armed Forces in Italy" be extended to cover SICILY and SARDINIA and that the Italian, Sicilian &

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journey. If [illegible] third of the allowance will be paid. If accommodation, but not rations, is provided, two-thirds will be paid.

(c) Claims in support of these allowances will be submitted.

17. In view of a statement made by ACC that under Italian law the recognised procedure of the Italian Govt. was to pay equal wages for equal work, the Committee recommended to the Board that the AFHQ message FX 56496 dated 9 Oct 44 laying down a 15% reduction on male rates for female employees employed on similar work be cancelled. (See Appendix 2 attached).

18. Applications for membership from the following were received and it was recommended to the Board that they be granted membership on the Committee:-

Shipping Sub-Commission and Mediterranean Shipping Board.
C.P.A. Comzone, NATOUSA.
D.L.R. (ITALY)
HQ No 1 District.

19. The Committee recommended to the Board that the "Conditions of Employment for Civilians employed by the Allied Armed Forces in Italy" be extended to cover SICILY and SARDINIA and that the Italian, Sicilian & Sardinian rates of pay be published as appendices thereto.

20. It was agreed to amend Appendix 'E' of the Wage Scales under the heading "Barges and Lighters", to read as follows:-

Bargeman and Lighterman	Min. 85 lire per day	Max. 105 lire per day.
Master bargeman and Master Lighterman	Min 100 lire per day	Max 120 lire per day.

21. It was decided that when the Board does not approve a recommendation but refers it back to the Committee for further consideration, the Sub-Committee will, without further instructions, consider the subject in question at their next meeting and submit their recommendations in the usual way to the Committ

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22. The Committee recommended to the Board that annual leave with pay at the rate of one-half (½) day per month may be accumulated by monthly-paid employees in clerical and administrative grades who have served satisfactorily in Armed Forces from six (6) months or more with the same employing service, to accrue from date of employment. Annual leave with pay will be granted to employees whose service has been satisfactory and to the convenience of the service permits. No extra expense to the military unit or installation for the employment of a substitute will be allowed. Under no circumstances will pay in lieu of leave be granted.

23. The following revised rates of pay were approved and subject to no objection being raised within 48 hours of the time of the meeting became effective:-

Appendix 'D' Messes and Clubs.	Min. per month.	Max. per month.
Assistant Cook	2500	2800
Assistant Waiter	2500	2800
Cook	2700	4000
Dish Washer	2500	2800
Handyman	2500	2800
Head Cook	2900	5500
Head Waiter	3000	5000
Orderly (British Mess)	2500	3000
Waiter	2700	3700
Waitress	2200	3100
Steward	3900	6500
Asst. Manager	3000	5000
Cashier	2500	3600
Juveniles (male and female under 17 years) all grades.	-	1500

Appendix 'B' Classified Artisan, Skilled & Unskilled Grades.		
Expert Foreign Steamer	85	100 Lire per da.
Prisoner of War Mail Examiner	3000	4000 Lire per month.

24. Revised rates of pay for Hotel Grades were approved and are attached at Appendix 'A'. The Committee decided that these rates represent reasonable rates which should be used as the basis of remuneration in all classes of hotels. The scales for the various grades are sufficiently wide to allow for differentiation between different classes of hotels without any separate scales

Assistant Waiter	2500	2900	
Cook	2700	4000	
Dish Washer	2500	2900	
Handyman	2500	2500	
Head Cook	2500	3500	
Head Waiter	3000	3000	
Orderly (British Mess)	2500	3000	
Waiter	2700	3700	
Waitress	2200	3100	
Manager	3900	6500	
Asst. Manager	3000	5000	
Cashier	2500	3600	
Juveniles (male and female under 17 years) all grades.	-	1500	

Appendix 'B' Classified Artisan, Skilled & Unskilled Grades.

Expert Forage Stacker	85	100	lire per da.
Prisoner of War Mail Examiner	3000	4000	lire per month.

24. Revised rates of pay for Hotel Grades were approved and are attached at Appendix 'A'. The Committee decided that these rates represent maximums under which should be used as the scale of remuneration in all classes of hotels. The scales for the various grades are sufficiently wide to allow for differentiation between different classes of hotels without any separate percentage deduction. Should the grading of hotels in any particular area be necessary for special local reasons, it should be arranged at the discretion of the local Area Commander within the limits of remuneration laid down.

25. The following new rates of pay were approved, and subject to objection being received by ..TLO.. within 72 hours of the time of the meeting, become effective:-

Appendix 'A' Administrative, Office & Clerical Trades Civilian Employees.

	Min.	Max.	
Cashier	2000	3600	lire per month.

Appendix 'D' Classified Artisan, Skilled & Unskilled Grades.

Presser, Hand	85	110	lire per d.
Milling hand (Flour Mill.)	90	105	lire per d.

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26. It was recommended to the Board that the revised "Conditions of Employment and Wage Scales for Civilians employed by the Allied Forces in Italy, Sicily and Sardinia" Appendix '3' attached, be published through command channels.

27. The next meeting of the Committee will be held at 0930 hours 16 NOV 44, at an address to be notified later.

S.J.B.LOWEN, Captain,
Secretary,
Allied Force Local Resources (Italian) Board.

SJBL/rgf

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20 G.P.A., COMZONE, NATOUSA
21 CAO, HQ AAI
22/23 HQ AAI
24 Lab, HQ AAI
25/27 Fifth Army
28 Fifth Army (Br. Inc)
29/30 Eighth Army
31 HQ ACC
32 Vice-President, Economic Section, ACC
33/34 Economic Section, ACC
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45 W.S.A.
46 MWT & Shipping Sub-Commission, ACC
47 MAAF (Am)
48 MAAF (Br)
49/52 AASC/ATC
53/54 HQ 214 Group, RAF
55 F.A., RAF
56/58 HQ, No 1 District
59/60 HQ, No 2 District
61/62 HQ, No 3 District
63/67 C.C., RAAC
68/69 C.O., PBS
70 R.P.A., PBS
71 C.O., AMDC
72 Chairman, Labour & Wages Control Committee
73/74 L.R.S., HQ AAI
75 AMLR (North African) Board
76/80 AFLRS NAPLES Area
81/84 AFLRS BARI Area
85 AFLRS SICILIAN Area
86 File
87/110 Spares

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APPENDIX A. 1.

SCHEDULE OF PROPOSED RATES FOR HOTEL GRADES

(MONTHLY RATES)

Grade	New proposed Allied Force Basic Wage Scale. * Min.	Max.
	3,900 Lire	7,400 Lire
Manager		
Asst. Manager		
Head Reception-ist or Personnel		
Controller	3,500	5,900
Chief Cashier	2,500	4,400
Book-keeper	2,000	4,000
Hall Porter	3,000	5,900
Porter	2,500	3,300
Hotel Watchman	2,700	3,900
Telephone Operator(English speaking)	2,100	3,600
Telephone Oper-ator(non English speaking	1,650	2,500
Elevator Operator	2,500	2,800
Bell Boy(over 17)	2,500	2,800
Bell Boy(under 17)	- -	1,500
Handymen	2,500	3,300
Head Waiter	3,400	5,500
Waiter	2,700	4,400
Waitress	2,200	3,100
Asst Waiter	2,500	2,800
Barman	3,500	4,500
Head Cook or Chef	2,900	7,000
Cook	2,700	4,400
Asst Cook	2,500	2,800
Pot & Utensil Washer	2,500	3,000
Dish Washer	2,500	2,800
Storeman,	2,500	3,000

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Operator(English speaking)	2,100	3,600
Telephone Operator(Non English speaking	1,650	2,500
Elevater Operator	2,500	2,800
Bell Boy(over 17)	2,500	2,800
Bell Boy(under 17)	- -	1,500
Handyman	2,500	3,300
Head Waiter	3,400	6,500
Waiter	2,700	4,400
Waitress	2,200	3,100
Asst Waiter	2,500	2,800
Barman	3,500	4,500
Head Cook or Chef	2,900	7,000
Cook	2,700	4,400
Asst Cook	2,500	2,800
Pot & Utensil Washer	2,500	3,000
Dish Washer	2,500	2,800
Groreman, Gentryman	2,500	3,600
Still Room Hand	2,500	3,000
Housekeeper(Female)	2,400	3,400
Linen keeper,linen hand(Female)	2,100	3,400
Chambermaid	2,100	3,000
Laundry hand(male)	2,700	3,500
Laundry hand(female)or Ironing Women	2,100	2,900

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Appendix A.1. Cont'd

Grade	New Proposed Allied Forces Basic Wage Scale Min.	Max.
	Lire	Lire
Hotel Plumber	2,400	3,150
Hotel Electrician	2,500	3,600
Hotel Painter	2,550	3,150
Hotel Boilerman	2,400	3,150
Hotel Mason	2,400	3,300
Hotel Carpenter	2,400	3,150

Notes: * No increase on the new proposed Allied Forces Basic Wage Scale is authorized for ROME Province.

For female rates where not specified 15% will be deducted from the male rate in the same classification.

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APPENDIX 2

ROMA, addi 10 ottobre 1944

Al la COMMISSIONE ALLEATA
Sottocommissione del Lavoro
ROMA.

Ministero dell'Industria
del Commercio del Lavoro

il Ministero

Prot No. 01971 Allegati,

SUBJECT: Economic provisions for Female State Employees.

In reply to the quesation put by the Labour Sub-Commission to this Ministry, I beg to inform that according to the existing Laws, female State employees are entitled to the same economic provisions as those granted to male employees when their duties are of the same nature.

/s/ The Minister

GRONCHI.

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APPENDIX 3.

CONDITIONS OF EMPLOYMENT AND WAGE SCALES FOR CIVILIANS EMPLOYED BY THE ALLIED FORCES IN ITALY, SICILY & SARDINIA

1. APPLICATION OF THESE REGULATIONS.

(a) These regulations apply to the direct employment of civilian labour and will be observed by all branches of the Allied Forces. These regulations are not applicable to a civilian organisation such as a railroad, public utility, etc., which may be taken over by the Allied Forces; in such a case, wages and other conditi ns of employment shall remain unchanged until positive notice.

(b) CONTRARY REGULATIONS

These regulations supersede all previously issued regulations by AFHQ. Adv Adm Echelon or any other unit or command of the Allied Armies in ITALY which are contrary thereto.

2. RECRUITMENT

(a) British Installations and Units.

Applications for employees will normally be made to the nearest Pioneer Corps Civil Labour Unit - "CLU". Should this not be possible, applications will be made to the nearest Civil Affairs Officer, AMG.

(b) American Installations and Units.

Applications for employees will be cleared through the nearest base section Headquarters or such other Labour Office as may be set up in any particular locality from time to time. Wherever possible, all applications should be routed through the AMG/ACC Labour Offices.

3. RATES OF PAY.

(a) Allied Forces Basic Wage Scale

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These regulations supersede all previous [illegible] tions by AFHQ, Adv Air Echelon or any other unit or command of the Allied Armies in ITALY which are contrary thereto.

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(b) American Installations and Units.

Applications for employees will be cleared through the nearest base section Headquarters or such other Labour Office as may be set up in any particular locality from time to time. Wherever possible, all applications should be routed through the AMG/ACC Labour Offices.

3. RATES OF PAY.

(a) Allied Forces Basic Wage Scale

Employees throughout ITALY will be paid within the rates set forth in the schedules attached at Appendices "A", "B", "C", "D" and "E", which shall be designated the "Allied Forces Basic Wage Scale".

This scale may be altered upward or downward by reason of:-

(i) difference in cost of living in a particular province

(ii) adjustment to the general level of wages prevailing in the province for similar work;

but under no circumstances will any increases above the maximum of Basic Wage Scale be authorised without the prior authority of AFHQ. (Allied Force Local Resources (Italian) Board).

(b) Pay In Sicily & Sardinia.

Employees in Sicily and Sardinia will be paid within the rates set forth in the schedules attached at Appendices F & G respectively.

Under no circumstances will any increases above the maximums laid down in these [illegible] authorised without the prior authority of AFHQ (Allied Force Local Resources (Italian)

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APPENDIX 3 (Cont'd).

3. (b) PAY IN SICILY & SARDINIA (Cont'd)

(Italian) Board.

(c) Procedure in Respect of New Grades.

Provisional rates for grades not listed will be established by appropriate Labour Officers in conjunction with ACC/AMG. They will confirm, in writing, to the ACC/AMG the classification and rate of pay fixed. Application will then be made to the AFHQ Local Resources (Italian) Board for approval.

(d) Pay on Engagement

(i) All labour will be engaged at or below the minimum rate of pay laid down in Appendices "A", "B", "C" "D" "E" "F" & "G", and will be paid at this rate for at least seven (7) days. During this period they will be trade tested and thereafter receive a rate of pay commensurate with their skill and ability within the limits set out in Appendices "A", "B", "C", "D", "E", "F" & G, or such other authorised rate as may be amended by the variation authorised in para. 3 (a) & 3 (b) above.

(ii) However, all labour which has been employed previously by the Allied Forces may, at the discretion of the employing Service, be re-engaged at the same rate of pay on production of a certificate from the previous Employing Unit stating reasons for discharge and the latest rate of pay in issue.

(e) Pay for Night Shifts

The daily basic rate of all persons employed on night-shifts may be increased by 10 Lire. This applies only to workers engaged on a night-shift, and not to those working through a day-shift into the night. Overtime for such night workers will be paid at one and one-half times the increased base rate.

(f) Advances

No advances of pay will be made under any circumstances.

4. HOURS OF WORK AND OVERTIME

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"A", "B", "C", "D", "E", "F" & "G", or such other authorised rate as may be amended by the variation authorised in para. 3 (a) & 3 (b) above.

(ii) However, all labour which has been employed previously by the Allied Forces may, at the discretion of the employing Service, be re-engaged at the same rate of pay on production of a certificate from the previous employing Unit stating reasons for discharge and the latest rate of pay in issue.

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(f) Advances

No advances of pay will be made under any circumstances.

4. HOURS OF WORK AND OVERTIME

(a) Hours of Work per day

All employees, whether paid on an hourly, daily or monthly basis, will be expected to work a minimum of eight (8) hours per day exclusive of meal times or time required to travel to and from the place of employment.

(b) Days of Work per Week

They will normally be expected to work a minimum of six (6) continuous days per week.

(c) Overtime

Overtime will be paid for each completed hour in excess of eight (8) hours per day to all grades, except those specifically designated in the Appendices as being ineligible for overtime pay, at the rate of one and one-half times the hourly rate of pay. Overtime rates may also be paid in any locality for the seventh consecutive day of working whether Sunday or a week-day.
However, overtime should be discouraged in the interests of efficiency and the employment of surplus labour.

/5. SOCIAL INSURANCE

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5. SOCIAL INSURANCE

Social Insurance will be provided to all employees pursuant to instructions issued by AFHQ.

6. LEAVE

(a) Annual Leave with Pay

Leave with pay at the rate of one-half (½) day per month may be accumulated by monthly-paid employees in clerical and administrative grades who have served satisfactorily the Armed Forces from six (6) months or more with the same Employing Service, to accrue from date of employment. Annual leave with pay will be granted to employees whose service has been satisfactory, and if the exigencies of the service permit. Annual leave with pay is not a basic right and cannot be allowed except under the above circumstances. No extra expense to the military unit or installation for the employment of a substitute will be allowed. Under no circumstances will pay in lieu of leave be given.

(b) Leave without Pay

Leave without pay may be granted for any period under circumstances approved by the Commanding Officer of the military unit or establishment.

(c) Public Holidays

Public Holidays 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.

7. FEEDING OF EMPLOYEES

There will be no feeding of civilian employees except under rules and regulations prescribed by AFHQ.

8. Clothing and Accommodation

Clothing and accommodation will not be provided to civilian employees except under regulations promulgated by AFHQ.

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right and cannot be allowed except under the above circumstances. No extra expense to the military unit or installation for the employment of a substitute will be allowed. Under no circumstances will pay in lieu of leave be given.

(b) Leave without Pay

Leave without pay may be granted for any period under circumstances approved by the Commanding Officer of the military unit or establishment.

(c) Public Holidays

Public Holidays 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. FEEDING OF EMPLOYEES

There will be no feeding of civilian employees except under rules and regulations prescribed by AFHQ.

8. Clothing and Accommodation

Clothing and accommodation will not be provided to civilian employees except under regulations promulgated by AFHQ.

9. Enticement

No employee will be permitted to change from one Allied Unit to another without the agreement of the respective Employing Officers.

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APPENDIX "A"

ALLIED FORCES BASIC WAGE SCALE

GRADE	LIRE MONTHLY Min.	Max.
Accountant	2,200	5,400
Assistant Purchasing Agent	3,000	6,300
Band Leader	3,000	5,500
Book-keeper	2,000	5,000
Cashier Chief	2,500	4,400
Cashier	2,000	3,600
Cinema Manager	2,100	3,900
Clerk Office	2,000	3,600
Draughtsman	2,000	5,000
Draughtsman Chief	2,500	5,400
* Executives (business analysts, exporters, etc	5,000	11,000
Interpreter, general	2,000	3,900
do technical	2,600	4,900
Junior Adm. Assistant, clerk supervisor	2,200	5,400
= Professional Worker (electrical engineer, doctor, lawyer, dentist, construction, civil mechanical engineer)	4,000	11,000
Prisoner-of-war mail examiner	3,000	4,000
= Senior Administrative Assistant, Sub-professional worker	3,600	6,800
Shop Superintendent	3,000	5,800
Supervisor of Labour	9,000	10,000
Deputy " " "	7,500	8,500
Assistant Deputy Supervisor of Labour	5,500	6,800
Teacher, language, whole-time	2,600	4,900
Telephone Operator, speaking English	2,000	3,600
Telephone Operator, non-English speaking	2,000	2,500
Typist	2,000	3,600
Typist shorthand, English-speaking	2,100	3,900
Warehouse Superintendent	2,500	5,000
Wireless Operator (Sender & Receiver)	3,000	5,400

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Draughtsman	2,500	5,400
Draughtsman Chief	5,000	11,000
Executives (business analysts, exporters, etc	2,000	3,900
Interpreter, general	2,600	4,900
do technical	2,200	5,400
Junior Adm. Assistant, clerk supervisor		
Professional Worker (electrical engineer, doctor, lawyer, dentist, construction, civil mechanical engineer)	4,000	11,000
	3,000	4,000
Prisoner-of-war mail examiner		
Senior Administrative Assistant, Sub-professional worker	3,600	6,800
	3,000	5,800
Shop Superintendent	9,000	10,000
Supervisor of Labour	7,500	8,500
Deputy " " "	5,500	6,800
Assistant Deputy Supervisor of Labour	2,600	4,900
Teacher, language, whole-time	2,000	3,600
Telephone Operator, speaking English	2,000	2,500
Telephone Operator, non-English speaking	2,000	3,600
Typist	2,100	3,900
Typist shorthand, English-speaking	2,500	5,000
Warehouse Superintendent	3,000	5,400
Wireless Operator (Sender & Receiver)		

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NOTES

1. ROME PROVINCE: For ROME Province 10% should be added to the Allied Forces Basic Wage Scale, calculated to the nearest five (5) lire.

2. Except where female classifications are listed, the above rates of pay apply equally to male or female employees.

= Overtime is not payable to these grades.

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APPENDIX "B"

Salary Schedule for the
Employment of Classified Artisan, Skilled and Unskilled Grade Employees
of the Allied Armed Forces in Italy paid on a daily basis.

ALLIED FORCES BASIC WAGE SCALE

Foreman or Ganger : (Artisan & Skilled Labour) 10 Lire per day more than highest paid man under his supervision.

Foreman or Ganger : (Unskilled Labour) 10 Lire per day more than the rate paid to his men.

Chief Foreman : (Artisan and Skilled Labour supervising three (3) or more foremen or gangers) 4000 - 5000 Lire per month.

Chief Foreman : (Unskilled Labour supervising three (3) or more foremen or gangers) 5000 - 5400 Lire per month.

GRADE	Min. lire	Max. lire
Ammunition Mechanic	90	135
Anti-Malarial Labourer	-	90
Apprentices, all grades	40	90
Artisan's Mate (helper)	85	105
Armature Winder	100	165
Armourer	100	145
Asphalt Layer	90	120
Baker	90	120
Baler, clothing and soft goods	85	105
Barber	85	115
Battery Worker	90	135
Blacksmith	90	125
Boilermaker	90	125
Boilerman	90	120
Bookbinder	105	125
Bookbinder's Assistant	85	100
Boot Machinist	90	120
Boot Machine Operator/Mechanic	100	125
Brakeman	90	120
Bricklayer	90	120
Butcher	85	110
Caretaker (Cemetery)	90	130
Carpenter	90	120

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Ammunition Mechanic	90	135
Anti-Malarial Labourer	-	90
Apprentices, all grades	40	90
Artisan's Mate (helper)	85	105
Armature Winder	100	165
Armourer	100	145
Asphalt Layer	90	120
Baker	90	120
Baler, clothing and soft goods	85	105
Barber	85	115
Battery Worker	90	135
Blacksmith	90	125
Boilermaker	90	125
Boilerman	90	120
Bookbinder	105	125
Bookbinder's Assistant	85	100
Boot Machinist	90	120
Boot Machine Operator-Mechanic	100	125
Brakeman	90	120
Bricklayer	90	120
Butcher	85	110
Caretaker (Cemetery)	90	130
Carpenter	90	120
Caulker	90	120
Charcoal Maker	90	120
Chauffeur Mechanic	90	125
Chauffeur or Driver	85	105
Chainmen	90	115
Checker	85	95
Checker, Railway Goods Yards	90	115
Closers (boot repairing)	85	100
Clothing classifier	65	85
Coach Builder	90	120
Cobbler	90	125
Compositor	105	125
Compositor's Assistant	90	100
Compositor Chief	120	135
Concreter	85	120
Cooper	90	150

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Grade	Min. Hire	Max. Hire
Coppersmith	90	135
Coremaker (Foundry)	90	120
Cutters	85	105
Dental Mechanics	100	125
Drier, M/c and Preparer	85	105
Driver, Truck		
" Crane or Winch		
" Mechanical Plant		
" M.R. Electric		
" Steam Roller or IC Stationary	95	115
Driver Mechanic, Truck	95	125
Driver, Truck & Trailer	100	130
Driver, Engine Loco	100	130
Electricians	95	135
Elevator Repairer Mechanic	95	135
Employees, Clothing and Manufacturing Plants.		
* Cutter, machine	100	135
* Clothing Machine operator	85	105
* Cutter, pattern	150	195
* Cutter, assistant	85	95
* Embroiderer	80	115
* Sewing Hand	60	85
Enamellers of Bodies	-	95
Farrier	90	115
Farrier with own anvil	110	135
Fireman, Oil Fuel, Coal or Steam Loco	90	120
/ Fitter or Mechanic, Aero Petrol Diesel	110	145
Foundryman	85	115
Gardener	85	95

IC Stationary	95	125
Driver Mechanic, Truck	100	130
Driver, Truck & Trailer	100	130
Driver, Engine Loco		
Electricians	95	135
Elevator Repairer Mechanic	95	135
Employees, Clothing and Manufacturing Plants.		
# Cutter, Machine	100	125
# Cleaning machine operator	85	105
# Cutter, pattern	150	195
# Cutter, assistant	65	95
# Embroiderer	90	115
# Sewing Hand	60	85
Exhumers of Bodies	-	95
Farrier	90	115
Farrier with own anvil	110	155
Fireman, Oil Fuel, Coal or Steam Loco	90	120
/ Fitter or Mechanic, Aero radial diesel	110	145
Foundryman	85	115
Gardener	65	95
Gear cutting specialist	-	105
Glazier	85	115
Greaser	85	105
Grinder, precision	100	135
Grooms or Stablemen	65	95
Gunfitter	90	135
Hammerman or Striker	90	105
Joiner	95	125
/ Fitter or Mechanic Automobile or MT.	100	135

These grades are restricted to plants engaged in fabricating new garments for the Allied Forces and working under their direct control.

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Grade	Min. lire	Max. lire
Laboratory & Dispensary assistant	100	125
Life Savers	80	105
Lighthouse keeper	85	100
Lineman	100	135
Linotype Operator	100	145
Lithe Engravers	150	165
Lithographer	100	145
Lithographer's assistant	90	105
Lumber Workers		
Chaser Setter	85	115
Dogger	90	115
Edgeman	90	125
Miller	90	115
Log Turner	85	105
Lumber handler	80	95
Machine Minder	85	105
Machine Minder's Assistant	70	90
Machinist	90	135
Mailman & Servers	70	90
Marons	90	125
Mechanics, sewing machine		
" typewriter		
" wireless	100	135
Mechanics, Marine Engr (Rev)	..	155
Mechanics assistant	90	105
Messenger		
English speaking (under 17)	-	65
" " (over 17)	70	90
Milling hand (Flour mill)	90	105
Motion Picture Operator	90	135
Moulders	90	135
Nurses (Hospital)	90	135
Occupational Therapist	90	135
Packer	85	95
Painter, varnisher, signwriter	95	120
Paper cutter operator	105	125
Parquet Layer	90	135
Pattern Maker	90	125
Pavement Layer	90	135
		110

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Machine Minder	85	105
Machine Minder's Assistant	70	90
Machinist	90	135
Markers & Sorters	70	90
Melters	90	125
Mechanic, sewing machine		
" typewriter		
" wireless	100	135
Mechanics, Motors Engr (RN)	--	135
Mechanics Assistant	90	105
Mess Steward		
English speaking (under 17)	-	65
" " (over 17)	70	90
Milling Hand (flour mill)	90	105
Motion Picture Operator	90	135
Moulders	90	135
Nurses (Hospital)	90	135
Occupational Therapist	90	115
Packer	85	95
Painter, varnisher,		
signwriter	95	120
Paper cutter operator	105	125
Parquet Layer	90	115
Pattern Maker	90	125
Pavement Layer	90	115
Permanent Way Inspector	95	110
Pier Supervisor	105	140
Plasterer	95	120
Platelayer (Railroads)	85	105
Platter (Printing)	100	125
Plumber	90	120
Pointsman (Railroads)	85	95
Police Officer	85	120
Presser hand	85	110
Progress, Machine (Hoffman		
Steam Press)	90	125
Painter	100	135
Process Engravers	150	165
Photo developer,		
single or machine	100	120
Printing Machine Minder	90	135
" " Mate	85	105

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GRADE	Min. Lire	Max. Lire
Quarryman		
Recordak Operator	90	115
Repairer, Watch and Precision Instrument	90	110
Rigger	120	165
Rivet Heater	95	120
Riveter	85	105
Riveter Holder-up	95	120
Road Supervisor	85	105
Road Worker	90	125
Saddler	85	95
Saw Repairer and Sharpener	85	115
Sawyer	90	115
Sheet Metal Worker	90	115
Shoemaker (Special Boot and Surgical Work)	100	135
Shunter or Brakesman	100	135
Slater	85	105
Smelterer (Ore Smelting)	85	105
Stacker, Forage, expert	90	120
Stevedore	85	100
Stevedore, coaling ore	90	110
Stevedore head	100	115
Stereotyper	100	125
Stone Handcutter	100	145
Storeman or Storewoman	95	120
Tailor (with own machine)	85	100
Tailor (without own machine)	105	125
Tent Maker (with own machine)	85	105
Tent Maker (without own machine)	105	125
Tent Mender	85	105
Tile Layer	85	105
Time-keeper	90	115
Tinsmith	90	135
Toolmaker	90	120
Track Walker, railroad	90	125
Trimmer Coal	85	105
Turner	85	105
Truck Master	90	135
Truck Master's Assistant	110	135
Tyre Treader	100	125
Upholsterer	90	135
Vulcanizer	90	120

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Stevedore	100	115
Stevedore, coaling ore	100	125
Stevedore head	100	145
Stereotyper	95	120
Stone Handcutter	85	100
Storeman or Storewoman	105	125
Tailor (with own machine)	85	105
Tailor (without own machine)	105	125
Tent Maker (with own machine)	85	105
Tent Maker (without own machine)	85	105
Tent Mender	90	115
Tile Layer	90	135
Time-keeper	90	120
Tinsmith	90	125
Toolmaker	85	105
Track Walker, railroad	85	105
Trimmer Coal	90	135
Turner	110	135
Truck Master	100	125
Truck Master's Assistant	90	135
Tyre Treader	90	120
Upholsterer		
Vulcaniser	90	120
Warehouseman or Storekeeper	90	135
Washer, hand	85	95
Washer, machine	85	105
Watchman	70	90
Welder	95	135
Wheelwright	90	115
Unskilled Labour	-	85 *
Boys up to 17	-	45

* Labourers on pain drains 10 Lire per day extra whilst actually employed on drains.

NOTES 1. ROME PROVINCE For ROME Province 10 Lire should be added to the Allied Forces Basic Wage Scale.

2. Except where female classifications are listed, the above rates of pay apply equally to male or female employees.

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APPENDIX "C"

HOTEL GRADES
(Monthly Rates)

GRADE	Min. Lire	Max. Lire
Manager	5,900	7,400
Assistant Manager, Head Receptionist or Personnel Controller	3,500	5,900
Chief Cashier	2,500	4,400
Book-keeper	2,000	4,000
Hall Porter	3,000	5,900
Porter	2,500	3,300
Hotel Watchman	2,700	3,300
Telephone Operator (English-speaking)	2,100	3,600
Telephone Operator (non-English speaking)	1,650	2,500
Elevator Operator	2,500	2,800
Bell Boy (over 17)	2,500	2,800
Bell Boy (under 17)	-	1,500
Handyman	2,500	3,300
Head Waiter	3,400	6,500
Waiter	2,700	4,400
Waitress	2,200	3,100
Assistant Waiter	2,500	2,800
Barman	3,500	4,500
Head Cook or Chef	2,900	7,000
Cook	2,700	4,400
Assistant Cook	2,500	2,800
Pot and Utensil Washer	2,500	3,000
Dish Washer	2,500	2,800
Storeman, Pantryman	2,500	2,600
Stillroom Hand	2,500	3,000
Housekeeper (female)	2,400	3,400
Linen Keeper, Linen Hand (female)	2,100	3,400
Chambermaid	2,100	3,000
Laundryhand (male)	2,700	3,600
Laundryhand (female) or Ironing Woman	2,100	2,900
Hotel Plumber	2,400	3,150
" Electrician	2,550	3,600
" Painter	2,550	3,150
" Boilerman	2,400	3,150
" Mason	2,400	3,300
" Carpenter	2,400	3,150

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Steward		1,500
Head Waiter	2,500	3,300
Waiter	2,400	6,500
Waitress	2,700	4,400
Assistant Waiter	2,200	3,100
Barman	2,500	2,800
Head Cook or Chef	3,500	4,500
Cook	2,900	7,000
Assistant Cook	2,700	4,400
Pot and Utensil Washer	2,500	2,800
Dish Washer	2,500	3,000
Storeman, Pantryman	2,500	2,800
Stillroom Hand	2,500	3,600
Housekeeper (Female)	2,500	3,000
Linen Keeper, Linen Hand (female)	2,400	3,400
Chambermaid	2,100	3,400
Laundryhand (male)	2,100	3,000
Laundryhand (female) or Ironing Woman	2,700	3,500
Hotel Plumber	2,100	2,900
" Electrician	2,400	3,150
" Painter	2,550	3,600
" Boilerman	2,550	3,150
" Mason	2,400	3,150
" Carpenter	2,400	3,300
	2,400	3,150

No increase on the Proposed Allied Forces Basic Wage Scale is authorised for ROME Province.

...../NOTES

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APPENDIX 'C' (Cont'd)

NOTES

1. All rates subject to a deduction of 900 lire per month where meals are provided.

2. The standard working day for Hotel, Mess and Club employees is 12 hours and no overtime will normally be paid unless a legal collective contract, existing before 1.9.42, can be produced and verified by ACC/AMG. This only applies to hotels which are taken over and where the management is responsible for the entire administration and supply of labour, and not to hotels, Messes and Clubs which are requisitioned and direct labour employed by the Armed Forces.

3. Except where female classifications are listed, the above rates of pay apply equally to male or female employees.

4. These rates represent reasonable rates which should be used as the basis of remuneration in all classes of hotels. The scales for the various grades are sufficiently wide to allow for differentation between different classes of hotels without any separate percentage deduction. Should the grading of hotels in any particular area be necessary for special local reasons it should be arranged at the discretion of the local area Commander within the limits of remuneration laid down.

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APPENDIX "D"

MESSES AND CLUBS.

(Monthly Rates)

	Min. Lire	Max. Lire
Assistant Cook	2,500	2,900
Asst. Manager	3,000	5,000
Assistant Waiter	2,500	2,800
Cashier	2,500	3,500
Cook	2,700	4,000
Dish Washer	2,500	2,900
Handyman	2,500	2,600
Head Cook	3,200	5,500
Headwaiter	3,000	5,000
Manager	3,900	5,500
Orderly (British Mess)	2,600	7,000
Waiter	2,700	3,700
Waitress	2,200	3,100
Juveniles(Male & Female under 17 years) all grades		1,500

NOTES:

1. All rates subject to a deduction of 900 lire per month where meals are provided.

2. The standard working day for Hotel, Mess and Club employees is 12 hours, and no overtime will normally be paid unless a legal collective contract, existing before 1.9.42. can be produced and verified by AMG/ACC. This only applies to the Hotels which are taken over and where the management is responsible for the entire administration and supply of labour, and not the Hotels, Messes and Clubs which are requisitioned and direct labour employed by the Armed Forces.

3. The rates for Messes and Clubs will apply to the whole of ITALY.

4. Except where female classifications are listed, the above rates of pay apply equally to male or female employees.

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ATTENDIX "B"

MARINE CRADES

Daily Rates

GRADE		Min. Lire	Max. Lire
Diver	*	110	125
Lineman (Navy)	*	85	95
Fireman (Navy)		85	95
Rope Splicer		90	115
Sailmaker		95	125
Salvage Hand		85	105
Salvage Hand (Master		100	125
Security Patrol Officer or Deputy Harbourmaster		-	165
Shipwright		105	135

SEMI-CONTRACTED RATES (SCHOONERS)

Master	..	250
1st Officer	..	200
2nd Officer	..	180
3rd Officer	..	170
Chief Engineer	..	250
1st Engineer	..	200
2nd Engineer	..	180
3rd Engineer	..	170
Bo'sun	..	150
Cook or Steward	..	140
Seaman	..	150

HARBOUR CRAFT RATES - TUGBOATS, "Z" CRAFT ETC.

Master	..	160
Mate	..	140
Engineer	..	140
Cook or Steward	..	120

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SEMI-DEEP WATER (SUBMERS)

Master	-	250
1st Officer	-	200
2nd Officer	-	180
3rd Officer	-	170
Chief Engineer	-	250
1st Engineer	-	200
2nd Engineer	-	180
3rd Engineer	-	170
Bo'sun	-	150
Cook or Steward	-	140
Seaman	-	130

HARBOUR CRAFT RATES - SUBMERS. "2" CRAFT ETC.

Master	-	180
Mate	-	160
Engineer	-	140
Cook or Steward	-	120
Seaman	-	120
Stoker or Fireman	-	125

BARGES & LIGHTERS

Bargeman and Lighterman*	85	105
Master Bargeman and Master Lighterman	100	120

* Plus 35 Lire per hour under water.

+ 5 Lire per hour extra whilst tending diver.

NOTE: Except where female classifications are listed, the above rates of pay apply equally to male and female employees.

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Appendix 'P'

W A G E S C A L E

C I V I L I A N E M P L O Y E E S

CLERICAL & ADMINISTRATIVE

OCCUPATION	CODE NO.	HIRE MIN PER DAY	HIRE MAX PER DAY.
(+)Accountant, certified		100	125
(+)Advisor,legal,grad.lawyer,(English speaking)	G-01	175	225
(+)Advisor,Financial,(English speaking Economist)	0-39.14	150	175
(+)Agricultural advisor	5-48.91	150	175
Clerk,male	1.04	70	100
Clerk,female	1-04.01	60	90
Interpreter (oral)	0-68.51	70	110
Interpreter (translating)	0-68.310	90	110
Keeper,storeroom or warehouse	0-87.10	70	90
(+)Manager,office executive (English speaking)	0-97.12	120	150
(+)Manager,refrigeration plant	5-72.310	-	165
(+)Manager,personnel supervisory(English spkg)	0-39.83	120	150
Office boys	1-23	30	50
Operators,telephone,chief,(English speaking)	1-42	-	125
(+)Overseer,departmental Class I	0-97.51	135	165
(+)Overseer,departmental Class II	0-97.512	120	140
(+)Secretary,executive (English speaking)	1-33	120	150
Stenographer	1-31	90	100
Storewoman	1-70	50	70
Timekeepers,male	1-26	70	100
Timekeepers,female	1-26.1	60	90
Typists,male	1-37.1	70	95
Typists,female	1-37.2	60	80
Transportation Advisor		175	250
Economic Research Assistant		150	200
Malaria Control Expert		200	250
Chief Re-examiner (Civilian Censor)		125	175
Re-examiner (" ")		-	110
Legal Advisor (Italian)		110	130
Writers		110	130
Dockgate Controller		-	100
Executive Secretary (Non-English speaking)		90	120
Radiographer		120	150
(+)Advisor,property control,English speaking		160	

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	Interpreter (translating)	0-68.310	90	110
	Keeper, storeroom or warehouse	0-87.10	70	90
(+)	Manager, office executive (English speaking)	0-97.12	120	150
(+)	Manager, refrigeration plant	5-72.310	-	165
(+)	Manager, personnel supervisory (English spkg)	0-39.83	120	150
	Office boys	1-23	30	50
	Operators, telephone, chief, (English speaking)	1-42	-	125
(+)	Overseer, departmental Class I	0-97.51	135	165
(+)	Overseer, departmental Class II	0-97.512	120	140
(+)	Secretary, executive (English speaking)	1-33	120	150
	Stenographer	1-31	90	100
	Storewoman	1-70	50	70
	Timekeepers, male	1-26	70	100
	Timekeepers, female	1-26.1	60	90
	Typists, male	1-37.1	70	95
	Typists, female	1-37.2	60	80
	Transportation Advisor		175	250
	Economic Research Assistant		150	200
	Malaria Control Expert		200	250
	Chief Re-examiner (Civilian Censor)		125	175
	Re-examiner (" ")		-	110
	Legal Advisor (Italian)		110	130
	Writer		110	130
	Dockgate Controller		-	100
	Executive Secretary (Non-English speaking)		90	120
	Radiographer		120	150
	Advisor, property control, English speaking		160	185

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CLASSIFIED LABOUR

	Ammunition expert	4-52.4	80	100
(+)	Appraiser (chief)	1-48	130	140
(+)	Appraiser	1-48.1	120	130
	Apprentices to all trades	7-97	30	60
	Armature winder	4-99.011	80	120
	Armourers	5-83.541	80	110
	Bakers	4-01.100	70	90
	Band, leader	0-24.25	50 (See note below)	
	Band, members	0-24.12	50(per hour)	
	Bartenders	2-21.10	50	70
	Battery workers	7-00.136	70	90
	Blacksmiths	4-86.010	80	110
	Boiler makers	4-83.100	80	110
	Book binders	6-49.010	70	90
	Bookbinders, assistant	7-98.910	50	60
	Bricklayers	5-24.020	75	100
	Burners, acetylene	6-85.210	70	110
	Butchers	5-58.100	70	90
	Carpenters	5-25.110	70	90
	Chainmen	7-87.200	70	90
	Bootmaker, surgical			120

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NOTE: Band, leader:
(per hr plus 20% total cost of band.

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OCCUPATION	CODE NO.	LINE MIN PER DAY	LINE MAX PER DAY.
Chargehands, female (Sub-Forewoman)	5-91.301	70	90
Clothing classifiers & repairers, female	4-14.351	-	44
Compositor, chief	4-44011	120	130
Compositors	4-44.010	90	120
Compositors, assistant	4-44.014	70	90
Concrete Labourer	9.32	60	70
Concrete mixer operator	7-23.330	90	100
Cement finisher	5-26.200	90	100
Coopers	4-38.010	70	90
Coppersmiths	4-30.010	70	90
Coach Builder		70	100
Coach painter		70	100
Core maker	6-82.010	90	110
Cupalo tender	4-91.351	70	110
Dental hygienist & technician	0-30.07	-	200
Draughtsmen - engineering	0-48.25	90	110
Drivers, crane, automotive	5-73.070	100	120
Drivers, motor-truck (Chauffers)	7-36.250	70	100
Drivers, mule		70	-
Electrical technician		150	165
Electrician - wiring	4-97.420	75	110
Electricians - communications	5-76.210	75	120
Electrician - auto	5-81.420	80	110
(+)Engineer, industrial consulting	0-18.01	-	300
Engineer, electrical	0-17.01	-	150
Engineer, locomotive	5-41.010	95	150
Engineer, locomotive diesel	5-72.210	95	135
Engineer, steam, stationary	5-51.010	85	110
(+)Engineer, mechanical	0-19.01	-	150
(+)Exporter, English speaking, buyer & shipper of export goods.			
Farriers	0-74.11	150	250
Firemen	0-57.34	70	90
Firemen, oil fuel	7-70.010	70	100
Fitters -automotive (motor mechanic)	7-70.040	70	90
Fitters drivers (chauffer-mechanic)	5.81.030	80	110
Foreman - to be paid 10 lire over and above the maximum authorised rate for workers supervised by him.	7.36.250	80	110
Foundrymen	5-91.061		
Furnacemen	8-82.10	70	90
Glaziers	4-82.900	70	110
Greasers, refrigerating	7-77.020	70	90
Greasers, others	6-53.446	70	100

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Drivers, motor-truck (carriers)	7-56.250	70	100
Drivers, mule		70	-
Electrical technician		150	165
Electrician - wiring	4-97.420	75	110
Electricians - communications	5-76.210	75	120
Electrician - auto	5-81.420	80	110
(+)Engineer, industrial consulting	0-18.01	-	500
Engineer, electrical	0-17.01	-	150
Engineer, locomotive	5-41.010	95	150
Engineer, locomotive diesel	5-72.210	95	135
Engineer, steam, stationary	5-51.010	85	110
(+)Engineer, mechanical	0-19.01	-	150
(+)Exporter, English speaking, buyer & shipper of export goods.	0-74.11	150	250
Farriers	0-57.54	70	90
Firemen	7-70.010	70	100
Firemen, oil fuel	7-70.040	70	90
Fitters -automotive (motor mechanic)	5.81.030	80	110
Fitters drivers (chauffer-mechanic)	7.36.250	80	110
Foreman - to be paid 10 lire over and above the maximum authorised rate for workers supervised by him.	5-91.061		
Foundrymen	8-82.10	70	90
Furnacemen	4-82.900	70	110
Glaziers	7-77.020	70	90
Greasers, refrigerating	6-53.446	70	100
Greasers, others	7-85.010	70	90
Grinders, precision	6-77.040	70	90
Hammerman	6-86.200	70	90
Hammermen (steam operated hammer)	6-86.110	80	110
Hairdresser		70	90
(+)Inspector, citrus fruit.	6-04.930	100	150
Laboratory assistant	0-50.21	-	80
Labourers, semi-skilled	9-65.14	50	60
Lighthousekeeper	5-61.310	-	70
Lime Burner		80	100
Lithographers	4-48.070	80	120
Lithographers, assistant	6-48.070	70	90
Locator-Expeditor - CEM	1-18.93	-	150
Locksmith	5-17.210	80	110
Loftsmen	5-17.210	70	100
Machine tenders	7-21.210	90	110
Machinists, lathe operator	4-75.010	90	110
Machinists, milling machine operator	4-75.011	90	110
Machinists, plane operator	4-75.012	90	100
Machinists, tool room	4-75.013	90	120
Machinists, bench work	4-75.014	90	110
Labourers, unskilled, female on heavy work		50	

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OCCUPATION	CODE NO.	LINE MIN PER DAY	LINE MAX PER DAY
Maker, cabinet	4-32.100	70	100
Maker, core	6-62.010	90	110
Maker, mattress	4-36.414	70	90
Maker, pattern	4-61.872	90	130
Maker, template	4-43.630	70	110
Mason	4-71.021	70	90
Mechanics, automotive, motor	5-81.010	80	110
Mechanics, diesel	5-81.018	70	110
Mechanics, instrument repairer	5-83.971	90	120
Mechanics, locomotive branch work	5-79.050	70	110
Mechanics, searchlight	5-79.170	120	140
Mechanics, sewing machine	5-83.641	-	90
Mechanics, typewriter	5-83.642	70	100
Mechanics, typewriter, assistant	5-83.129	60	70
Mechanics, wireless	5 -83.411	90	120
Molder	4-81.010	90	120
Operators, crane	7-73.011	70	90
Operators, crane, electrical	7-75.012	70	110
Operators, crane steam	7-75.013	70	110
Operators, linotype	4-44.110	95	120
Operator, pump	7-72.510	70	100
Operator, radio	0-61.30	85	105
Operator, radio (with rations	0-61.30	60	80
Operator, radio apprentice	6-98.220	60	75
Operator, radio apprentice (with rations)	6-98.220	35	50
Operators, saw	6-66.121	70	90
Operator, tyre	7-89.425	80	110
Operator, winch	7-73.730	70	90
Painters, polishers & signwriters	4-66.511	70	90
Physiotherapist	-	100	120
Plasterers	5-29.100	70	90
Plumbers	5-30.210	75	100
Porters, cold storage meat	7-82.620	-	70
Printers	4-44.010	90	120
Projectionists, motion picture	5-55.010	-	120
Projectionists, motion picture asst	5-55.011	-	90
Purchasing Agent, fruit & vegetables	0-91.60	200	250
Quarrymen - stone cutters	5-21.040	60	75
Re-inforcing iron worker	7-32.251	90	100
Repairers - gasket	6-56.010	70	90
Repairers - shoe	4-60.100	70	100
Research analyst	0-50.22	-	100

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Mechanics, wireless	5-85.411	90	120
Molder	4-81.010	70	90
Operators, crane	7-73.011	70	110
Operators, crane, electrical	7-73.012	70	110
Operators, crane steam	7-73.013	95	120
Operators, linotype	4-44.110	70	100
Operator, pump	7-72.510	85	105
Operator, radio	6-61.30	60	80
Operator, radio (with rations	6-61.30	60	75
Operator, radio apprentice	6-98.220	35	50
Operator, radio apprentice (with rations)	6-98.220	70	90
Operators, saw	6-66.121	80	110
Operator, tyre	7-89.425	70	90
Operator, winch	7-73.730	70	90
Painters, polishers & signwriters	4-66.511	100	120
Physiotherapist	-	70	90
Plasterers	5-29.100	75	100
Plumbers	5-30.210	-	70
Porters, cold storage meat	7-83.620	90	120
Printers	4-44.010	-	120
Projectionists, motion picture	5-55.010	-	90
Projectionists, motion picture asst	5-55.011	200	250
Purchasing Agent, fruit & vegetables	0-91.60	60	75
Quarryman - stone cutters	5-21.040	90	100
Re-inforcing iron worker	7-52.251	70	90
Repairers - gasket	6-56.010	70	100
Repairers - shoe	4-60.100	-	100
Research analyst	0-50.22	60	80
Rivet heaters	6-84.430	70	90
Riveters	6-59.131	50	60
Rivetters - bucker up	6-84.420	70	100
Saddlers	4-62.060	80	110
Saw Setter	7-84.230	70	90
Sawyers	6-30.140	55	65
Scraper	9-65.41	70	90
Sheetmetal Workers	4-30.010	60	70
Skilled remarkers of woolen clothing	6-19.553		
Skilled repairers of hospital clothing and textiles, female	6-19.554	50	70
Slaters	7-31.400	70	100
Smelterers	6-90.511	70	90
Sock & woolen repairers, female	4-14.067	44	60
Steamfitter	5-30.410	75	110
Stokers & firemen	7-70.040	70	90
Storekeeper, tool room	1-38.01	70	100

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OCCUPATION	CODE NO.	LIRE:MIN. PER DAY	LIRE:MAX. PER DAY
CLASSIFIED LABOUR (CONT'D)			
* Superintendent, garage	0-72.12	150	180
Supervisors, road	0-16.01	70	100
* Superintendent, warehouse	0-97.41	140	165
Tailors, own machine	4-26.101	70	80
Tailors, without machine	4-26.201	60	70
Tailoresses, own machine	4-26.102	60	70
Tailoresses, without machine	4-26.202	44	60
* Teacher, language	0-31.01	175	200
* Telephone consultant, technical (English speaking)	5-76.210	150	200
Tentmenders	6-27.811	70	90
Textile refitters	6-19.987	70	90
Tinsmiths	4-80.011	70	90
Toolsmiths	5-84.010	70	100
Vulcanisers	6-49.940	70	100
Welders, gas & electric	4-85.020	80	110
Wood turner	4-35.365	70	100
Tailor cutter (male)		65	75
" " (female)		55	65
Telephone operator (non English Speaking)		-	100
Tallyman		100	125
Ratecatcher		-	70

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OCCUPATION	CODE NO.	LINE MEN.PER DAY	LINE MAX.PER DAY
MARINE LABOR (CLASSIFIED)			
Boatland	7-47-300	-	60
Boatman chief	7-47-301	-	70
Boatswain	5-49.101	-	110
Captain - ship under 300 tons	0-88.02	-	150
Captain - ship over 300 tons	0-88.05	-	150
Chipper - caulker	6-82.910	70	110
Cook (marine)	2-05.01	90	90
Coxswain	5-49.102	80	90
Diver (plus additional hourly rate of 20 [illegible]	5-89.001	-	95
Draughtsman (Leadsman)	7-09.911	-	80
Driller ships plates	7-75.610	70	100
Engineer 1st - ships under 300 tons	0-88.20	-	110
" " - ships over 300 tons	0-88.21	-	150
" 2nd " under 300 tons	0-88.22	-	110
" " " over 300 tons	0-88.23	-	110
" 3rd " under 300 tons	0-88.24	-	110
" " " over 300 tons	0-88.25	-	110
First Officer " under 300 tons	0-88.05	-	110
" " " over 300 tons	0-88.04	-	150
Loadingman	5-91.062	120	140
Master (superintendent)	0-99.11	160	195
Master salvage hand	5-79.040	"	85
Mechanic shipgear	"	70	100
Quartermaster	0-88.31	"	160
Quartermen (asst-Supt)	0-99.12	135	165
Rigger	5-05.570	70	100
Rivetter, ship	6-39.151	70	100
Sailmakers	4-27.011	70	100
Salvage hand	7-83.972	"	70
Seamen, able	7-48.020	70	80
Shipfitter	5-17.23	70	110
Shipwrights	5-25.640	75	110

MARINE WAGE RATES of 1st Aug 1944 as amended by minutes of Special Meeting 12 Oct to take effect 1st Nov 1944.

SEA-GOING RATES (SCHOONERS)

Master & Chief Engineer	250
1st Officer & 1st Engineer	200
2nd Officer & 2nd Engineer	180

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"	"	over 300 tons	[illegible]	[illegible]	110
First Officer	"	under 300 tons	0-38.05	-	110
"	"	over 300 tons	0-[illegible].04	-	150
			5-91.062	120	140
Leadingmen			0-96.11	160	195
Master (superintendent)			5-79.040	-	85
Master salvage hand				70	100
Mechanic shipgear			0-88.31	-	160
Quartermaster			0-99.12	135	165
Quartermen (asst-Supt)			5-05.570	70	100
Rigger			6-59.151	70	100
Rivetter, ship			4-27.811	70	100
Sailmakers			7-83.972	-	70
Salvage hand			7-48.020	70	80
Seamen, sole			5-17.23	70	110
Shipfitter			5-25.640	75	110
Shipwrights					

MARINE WAGE RATES of 1st Aug 1944 as amended by minutes of Special Meeting 12 Oct to take effect 1st Nov 1944.

SEA-GOING RATES (SCHOONERS)

Master & Chief Engineer	250
1st Officer & 1st Engineer	200
2nd Officer & 2nd Engineer	180
3rd Officer & 3rd Engineer	170
Bo'sun	150
Cook (Marine) or Steward	140
Seaman	130

HARBOUR CRAFT RATES (Tugboats, "Z" Craft etc)

Master	180
Mate	140
Engineer	140
Cook or Steward (Marine)	120
Seaman	120
Stoker or Fireman	125

BARGES & LIGHTERS

Bargeman	85	105
Master Bargeman	100	120

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OCCUPATION	CODE NO	LIFE MIN. PER DAY	LIFE MAX. PER DAY
DOMESTIC EMPLOYEES (CLASSIFIED) MESS & HOSPITALS			
Baker (daily)	4-01.100	70	90
Caretaker guard (monthly)	2-61.03		2400
Chef (daily)	2-26.31	70	100
Cook (daily)	2-05.01	70	90
Dish washer (daily)	2-29.62	30	50
Gardener (10 hr. day)	3-40.01	50	60
Maid (daily)	2-06.11	30	50
Orderly, medical and mess (monthly)	2-42.110	800	1600
Orderly, other, (monthly)	2-42.20	400	800
Stewards - clubs and messes	2-28.01	60	100
Waiters (daily)	2-27.11	55	70
Waitresses (daily)	2-27.92	35	55
HOTEL EMPLOYEES			
FOLLOWING IS BASIC RATE FOR SECOND CATEGORY HOTEL. FOR 1ST CATEGORY HOTEL ADD 10%. FOR 3RD CATEGORY HOTEL DEDUCT 10%			
Director	0-71.15	5000 (monthly)	6000
Assistant director	0-71.14	4500 "	5000
Secretary	1-33.01	13.75 (hourly)	13.75
Assistant secretary	1-33.02	10.00 "	11.00
Desk clerk	1-07.60	10.00 "	11.00
Head porter	2-68.20	10.00 "	11.00
Assistant head porter	2-38.21	8.75 "	10.00
Porter	2-92.30	6.25 "	6.25
Operating engineer	5-51.010	8.75 "	11.00
Upholsterer	4-35.720	8.75 "	11.00
Maid	2-02.10	6.25 "	6.25
Assistant maid	2-62.11	5.00 "	5.00
Elevator operator, over 18 yrs of age	2-95.30	6.25 "	6.25
Elevator operator, under 18 yrs of age	2-95.20	5.00 "	5.00
Bell-boy	2-22.11	5.00 "	5.00
Linen-keeper	2-25.24	7.00 "	7.00
Assistant linen-keeper	2-25.64	6.00 "	6.00

NOTE: Concerning hotel employees all

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HOTEL EMPLOYEES

FOLLOWING IS BASIC RATE FOR SECOND CATEGORY HOTEL.
FOR 1ST CATEGORY HOTEL ADD 10%.
FOR 3RD CATEGORY HOTEL DEDUCT 10%

Director	0-71.15	5000	(monthly)	6000
Assistant director	0-71.14	4500	"	5000
Secretary	1-39.01	13.75	(hourly)	13.75
Assistant secretary	1-37.02	10.00	"	11.00
Desk clerk	1-07.60	10.00	"	11.00
Head porter	2-66.20	10.00	"	11.00
Assistant head porter	2-58.21	8.75	"	10.00
Porter	2-32.30	6.25	"	6.25
Operating engineer	3-51.010	8.75	"	11.00
Upholsterer	4-35.720	8.75	"	11.00
Maid	2-32.10	6.25	"	6.25
Assistant maid	2-32.11	5.00	"	5.00
Elevator operator, over 18 yrs of age	2-25.30	6.25	"	6.25
Elevator operator, under 18 yrs of age	2-25.20	5.00	"	5.00
Bell-boy	2-22.11	5.00	"	5.00
Linen-keeper	2-25.24	7.00	"	7.00
Assistant linen-keeper	2-25.61	6.00	"	6.00

NOTE: Concerning hotel employees, all work in excess of the normal eight-hour day will be paid at the regular hourly rate. The basic rule of time and one-half is not applicable.

UNCLASSIFIED LABOR

Boys up to and including age of 17	.97	-	30
Unskilled labourers, male	2-32.15	-	50
Unskilled labourers, female	2-63.14	-	40
Watchmen	2-61.05	55	60

Vehicular HIRE (10 hour day)

Donkey, 2 wheeled cart and driver	-	100
Horses (or mules) 2 wheeled cart & driver	-	150
Horses (or mules) 4 wheeled cart & driver	-	200

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Additions, deletions, corrections to this Schedule will be published in the Minutes of the Meetings of the Labour & Wages Control Committee of the Allied Force Local Resources (Sicilian) Board.

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OCCUPATION	CODE NO.	LBS. MIN. PER DAY	LBS. MAX. PER DAY
LAUNDRY WORKERS (CLASSIFIED)			
Driers and preparers (male & female) 14 years through 17 years	7-57.021	14	24
Driers and preparers (male) 18 yrs. & over	7-57.031	70	85
Driers and preparers (female)" " " "	7-57.032	50	70
Ironers, hand (male & female) 14 years through 17 years	7-57.501	14	24
Ironers, hand (male) 18 yrs. & over	7-57.502	70	85
Ironers, hand (female)" " " "	7-57.503	50	70
Ironers, machine (male & female) 14 years through 17 years	7-57.509	14	24
Ironers, machine (male & female) 18 years and over	7-57.510	70	85
Ironers, machine (female) 18 yrs. & over	7-57.511	50	70
Ironers, chief, (male)	7-57.521	" "	90
Ironers, chief, (female)	7-57.522	" "	75
Sorters (Class II)	7-57.011	" "	80
Sorters (Class I)	7-57.012	" "	90
Washer, hand, (female)	7-57.201	" "	40
Washer, machine, (male)	7-57.551	70	90
Washer, machine, (female)	7-57.251	50	60

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Produce,	bulk	(bulk)	1957.502	70
Ironing,	hand	(Machine)	1957.503	20
Ironing,	machine	(bulk	1957.509	10
Ironers,	Ironing	machine		
Ironers,	Ironing	machine	(bulk	
Ironers,	Ironing	machine	(Family	
Ironers,	Ironing	machine	(Piece)	10
Ironers,	Ironing	machine	(bulk)	10
Ironers,	Ironing	machine	(Family	
Surfaces	(Class II)		1957.510	20
Surfaces	(Class I)			
Tubes,	hand	(Family)	1957.511	50
Welts,	machine	(bulk)	1957.521	
Wheels,	Ironing	(bulk)	1957.522	
			1957.523	
			1957.012	
			1957.201	
			1957.202	10
			1957.251	50

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ALLIED FORCE LOCAL RESOURCES SECTION

Ref: LRS-217

Tel: ROME 66275

R.A.A.C.,
C.M.F.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR AND WAGES CONTROL COMMITTEE

Reference the Agenda for the twenty-third meeting of the Labour and Wages Control Committee circulated under reference LRS-217, attached hereto is copy of the Minutes of the Labour and Wages Sub-Committee meeting held on 10 OCT 44 to be discussed under item 7 of the above mentioned agenda.

14 Oct.44.

S.J.F.LOUDEN,
Captain,
Secretary,
Allied Force Local Resources (Italian) Board.

AR/rgf

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5	G-4 (B) AFHQ	39	RAAF (Am)
6	G-5 AFHQ	40	RAAF (Br)
7	Q (B) AFHQ	41/42	HQ No 1 District.
8/9	D.L., AFHQ	43/44	HQ No 2 District.
10	Fiscal Director, AFHQ	45/46	HQ No 3 District
11	F..., AFHQ	47/48	CO, PBS
12	EFI, AFHQ	49	SFA, PBS
13	G-1 NATOUSA	50/54	RACC
14	OC SOS NATOUSA	55/56	DGMR
15	G-1 SOS NATOUSA	57/58	AMSSO/MTO
16	G-4 SOS NATOUSA	59/60	HQ 214 Gp RAF
17	CmO, HQ ACI		

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14 Oct.44.

S.J.M.LOUDEN,
Captain,
Secretary,
Allied Force Local Resources (Italian) Board.

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8/9	D.L., AFHQ
10	Fiscal Director, AFHQ
11	F.A., AFHQ
12	EFI, AFHQ
13	G-1 MAIOUSA
14	CO SOS NATOUSA
15	G-1 SOS NATOUSA
16	G-4 SOS NATOUSA
17	C.O. HQ ...I
18/19	HQ ...I
20	DDL, HQ ...I
21	Vice President Economic Section, ACC.
22	Labour Sub-Commission HQ ACC.
23	Food Sub-Commission HQ ACC.
24	Army Sub-Commission, ACC.
25	Air Forces Sub-Commission, ACC.
26	Naval Sub-Commission, ACC
27	Transportation Sub-Commission, ACC (Shipping attn.Lt.Col).
28/30	Fifth Army
31	Fifth Army (Br.Inst).
32/33	Eighth Army.

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34/35	RN (FOWIT)
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40	RAAF (Br)
41/42	HQ No 1 District.
43/44	HQ No 2 District.
45/46	HQ No 3 District
47/48	CO, PBS
49	BPO, PBS
50/54	RAAC
55/56	DSAR
57/58	...PSC/MEO
59/60	HQ 214 Gp RAF
61	SO, RAF
62	CO, ASDC
63	WSA
64	AWTB
65/66	LAO, HQ ...I
67/70	...FLRS NAPLES AREA
71/74	...FLRS BARI AREA
75	...FLRS SICILIAN AREA
76	...TR (NORTH ...FRICAN) Bd.
77	File
78/100	Spares

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THE SUB-COMMITTEE OF THE LABOUR AND WAGES CONTROL COMMITTEE

Minutes

1. A meeting of the Wages Sub-Committee was held at 0930 hrs on 10 Sep 44 at HQ, FBS, NAPLES.

2. Present — Lt.-Col L.S. PEARCE, A.D.L. (Civil), A.F.H.Q. Chairman.

Representatives of
- ACC - Mr David C. SACHS
- FBS - Capt R.J. REUTER
- RN - Paymaster Lieut P.R. CRINDLE, RNVR
- MAAF - Fl/Lieut A.A. HARLEY

In attendance
- W/Comdr J.K. GARLAND - Asst F.A. (R...F.)
- Major L.R. HAYWARD - DADL, HQ 3 District.

3. The chairman, on assuming the appointment, expressed his appreciation of the valuable work performed by the sub-committee during the past months and was sure that it would continue to function with the same loyalty and efficiency.

4. Paid Annual Leave

Arising out of a proposal by DDL, 3 District it was agreed and recommended that:

Annual leave with pay at the rate of one-half (½) day per month may be accumulated by monthly-paid employees in clerical and administrative grades who have served satisfactorily the Armed Forces from six (6) months or more with the same employing Service, to accrue from date of employment. Annual leave with pay will be granted to employees whose service has been satisfactory and if the exigencies of the service permit. No extra expense to the military unit or installation for the employment of a substitute will be allowed. Under no circumstances will pay in lieu of leave be granted.

5. Recreation Huts and Club Facilities

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3. The chairman, on assuming the appointment, expressed his appreciation of the valuable work performed by the sub-committee during the past months and was sure that it would continue to function with the same loyalty and efficiency.

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Annual leave with pay at the rate of one-half (½) day per month may be accumulated by monthly-paid employees in clerical and administrative grades who have served satisfactorily the Armed Forces from six (6) months or more with the same employing Service, to accrue from date of employment. Annual leave with pay will be granted to employees whose service has been satisfactory and if the exigencies of the service permit. No extra expense to the military unit or installation for the employment of a substitute will be allowed. Under no circumstances will pay in lieu of leave be granted.

5. Rates of Pay for Mess and Club Employees

(a) It was agreed and recommended that a revision of certain rates of pay applicable to Mess and Club Employees was necessary for the following reasons:-

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(i) The rate of pay in issue to this type of employee should not be less than that granted to Unskilled Labour. No minimum therefore should fall below the following levels:

Males - 2500 lire per month
Females - 2100 lire per month

(ii) In certain cases, Mess Staff have very little "cash in hand" after a deduction of 900 lire per month has been made in respect of rations provided.

(iii) No overtime pay is payable.

(b) Based on these considerations, the following rates of pay are

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recommended for employees in Messes and Clubs:

Grade	Rate of pay Lire per month Min	Max
Assistant Cook	2500	2800
Assistant Waiter	2500	2800
Cook	2700	4000
Dish Washer	2500	2800
Handyman	2500	2800
Head Cook	2500	3500
Head Waiter	3000	5000
Orderly (British Mess)	2500	3000
Waiter	2700	3700
Waitress	2200	3100

Note:- For female rates where not specified 15% will be deducted from the male rate in the same classification.

(c) Following a proposal by the FBS representative, it was recommended that the following grades be added to the schedule of Mess and Club employees:-

Grade	Rate of Pay Lire per Month Min	Max
Manager	3900	6500
Asst Manager	3000	5000
Cashier	2000	3600

6. Rates of Pay for Hotel Grades

(a) In order to eliminate disparities in pay it was agreed that the new minima and maxima recommended in para 5(b) above should apply also to comparable Hotel grades. At Appendix "A" is a schedule of rates of pay recommended for adoption in respect of Hotel Grades.

(b) In the opinion of this sub-committee the revised monthly rates recommended for Hotel Grades in Appendix "A" represent reasonable rates which should be used as the basis of remuneration in all classes of Hotels. The scales for the various grades are sufficiently wide to allow for differentiation

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Waiter	2700	3700
Waitress	2200	3100

Note:- For female rates where not specified 15% will be deducted from the male rate in the same classification.

(c) Following a proposal by the HRS representative, it was recommended that the following grades be added to the schedule of Mess and Club employees:-

Grade	Rate of Pay Lire per Month Min	Max
Manager	5900	6500
Asst Manager	3000	5000
Cashier	2000	3600

6. Rates of Pay for Hotel Grades

(a) In order to eliminate disparities in pay it was agreed that the new minima and maxima recommended in para 5(b) above should apply also to comparable Hotel grades. At Appendix "A" is a schedule of rates of pay recommended for adoption in respect of Hotel Grades.

(b) In the opinion of this sub-committee the revised monthly rates recommended for Hotel Grades in Appendix "A" represent reasonable rates which should be used as the basis of remuneration in all classes of Hotels. The scales for the various grades are sufficiently wide to allow for differentiation between different classes of Hotels without any separate percentage deduction. Should the grading of Hotels in any particular area be necessary for special local reasons, it should be arranged at the discretion of the local Area Commander within the limits of remuneration laid down.

7. Rates of Pay for Juveniles employed in Hotels, Messes or Clubs

It was agreed and recommended that the following classification be added to the schedules of Hotel and Mess or Club Employees:-

Grade	Rates of Pay Lire per Month Min	Max
Juveniles (male and female under 17 years) all grades	—	1,00

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8. In the light of the recent increase in the Allied Forces Basic Wage Scale, it was recommended that the rates of pay approved at the meeting of the Labour and Wages Control Committee held on 29 Sep 44 in respect of "Expert Foreign Employee" and "Prisoner of War Mail Examiner" be amended to read as follows:-

Expert Foreign Employee - 85 - 100 Lire per day
Prisoner of War Mail Examiner - 3000 - 4000 Lire per month.

9. Regulations Governing the Employment of Civilians by the Allied Forces in ITALY

(a) It was recommended that the draft regulations at Appendix "B" should be promulgated to lay down the conditions under which civilians may be employed by the Allied Forces in ITALY.

(b) It was further agreed that the question of making these regulations applicable also to SICILY, SARDINIA and CORSICA should be considered by the Labour and Wages Control Committee.

(c) No provisions regarding "SICK LEAVE" were included in the draft regulations as it was felt that the "Social Insurance Scheme" would cover this question.

10. Proposed Sub Division of Labour into Four Categories

It was agreed that consideration of the scheme operating in FRANCE for the sub-division of labour into four categories should be deferred pending an investigation by ACC into the possibility of such a scheme being adopted in ITALY.

11. New Grades and Rates of Pay

(a) The following new grades and rates of pay were agreed and recommended:-

Grade	Rate of Pay Min Lire	Rate of Pay Max Lire

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(b) It was further agreed that the question of making these regulations applicable also to SICILY, SARDINIA and CORSICA should be considered by the Labour and Wages Control Committee.

(c) No provisions regarding "SICK LEAVE" were included in the draft regulations as it was felt that the "Social Insurance Scheme" would cover this question.

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It was agreed that consideration of the scheme operating in FRANCE for the sub-division of labour into four categories should be deferred pending an investigation by ACC into the possibility of such a scheme being adopted in ITALY.

11. New Grades and Rates of Pay

(a) The following new grades and rates of pay were agreed and recommended:-

Grade	Rate of Pay Min. Lire	Max Lire
Cashier	2000	3000 per month
Pressers, Hand	95	110 per day
Milling, Hand (Flour Mill)	90	105 per day

(b) Consideration of the new grade of "Stage Hand" proposed by representative of PCB was deferred pending investigation by ACC of the rates applicable in the Theatre Industry.

12. Unpaid Wages.

The representative of ACC raised the question of employing units leaving areas without first paying off civilian labour. The Chairman agreed to examine this problem with a view to corrective action being taken.

13. Rates of Hire - Horse Drawn Transport.

The representative of ACC informed the meeting that difficulty was being experienced in fixing charges for the hire of horse-drawn transport and agreed to refer this question to the Transportation Sub-Commission ACC.

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14. Date of Next Meeting.

The next meeting of the Sub-Committee was arranged provisionally for Monday, 30 Oct 44, to take place in the office of Capt. REUHER, HQ, PoS, N.E.I.S, commencing at 0930 hrs.

(W.S. PEARCE) Lt. Col.,
A.D.L. (Civil) ..F.H.Q.,
(Chairman).

11 Oct 44.
HRGH/JI

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SCHEDULE OF PROPOSED RATES FOR HOTEL GRADES.

(MONTHLY RATES)

Grade	Present Allied Forces Basic Wage Scale.		New Proposed Allied Forces Basic Wage Scale.+		Remarks.
	Min	Max	Min	Max	
	Lire	Lire	Lire	Lire	
Manager	3,900	7,400	3,900	7,400	No change.
Asst. Manager Head Receptionist or Personnel					
Controller	3,500	5,900	3,500	5,900	No change.
Chief Cashier	2,500	4,400	2,500	4,400	No change.
Book-keeper	1,800	4,000	2,000	4,000	Minimum increased
Hall Porter	2,000	3,900	3,000	3,900	No change
Porter	2,400	3,300	2,500	3,300	Minimum increased
Hotel Watchman	2,700	3,900	2,700	3,900	No change
Telephone Operator(English speaking)	2,100	3,600	2,100	3,600	No change
Telephone Operator(non English speaking)	1,650	2,500	1,650	2,500	No change
Elevator Operator	1,700	2,100	2,500	2,800	Min & Max increased
Bell Boy(over 17)	1,800	2,100	2,500	2,800	- do -
Bell Boy(under 17)	-	1,200	-	1,200	No change
Manager	3,200	5,900	3,200	5,900	Min increased
Head Waiter	2,400	4,200	2,400	4,200	No change
Waiter	2,700	4,400	2,700	4,400	No change
Waitress	2,200	3,800	2,200	3,100	Max increased
Asst Waiter	2,100	3,600	2,500	2,800	Min & max increased
Barman	3,200	4,500	3,500	4,500	No change
Head Cook or Chef	2,900	7,000	2,900	7,000	No change
Cook	2,700	4,400	2,700	4,400	No change
Asst Cook	1,800	2,600	2,500	3,300	Min & Max increased

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Book-keeper	3,000	4,200	3,300	5,900	No change
Hall Porter	2,000	3,200	2,300	3,400	Minimum increased
Porter	2,400	3,300	2,600	3,900	No change
Hotel Watchman	2,700	3,900	2,700	3,900	
Telephone Operator(English speaking)	2,100	3,600	2,100	3,600	No change
Telephone Operator(non English speaking)	1,650	2,500	1,650	2,500	No change
Elevator Operator	1,700	2,100	2,300	2,800	Min & Max increased
Bell Boy(over 17)	1,800	2,100	2,500	2,800	- do -
Bell Boy(under 17)	-	1,500	-	1,500	No change
Handyman	2,500	3,300	2,500	3,500	Min increased
Head Waiter	3,400	6,000	3,400	6,000	No change
Waiter	2,700	4,400	2,700	4,400	No change
Waitress	2,200	2,800	2,200	3,100	Max increased
Asst Waiter	2,100	2,600	2,500	2,800	Min & max increased
Baker	3,500	4,500	3,500	4,500	No change
Head Cook or Chef	2,900	7,000	2,900	7,000	No change
Cook	2,720	4,400	2,700	4,400	No change
Asst Cook	1,800	2,600	2,500	3,300	Min & max increased
Pot & Utensil Washer	2,000	3,000	2,300	3,000	Min increased
Dish Washer	1,800	2,300	2,500	3,300	Min & max increased
Storeman, Packman	2,400	3,300	2,500	3,600	Min increased
Still Room Hand	2,220	3,000	2,300	3,000	Min increased
Housekeeper (Female)	2,400	3,000	2,400	3,400	No change in rate Grade designated "Female"
Linen Keeper, Linen hand(Female)	1,500	2,400	2,100	3,400	Min increased. Grade designated "Female"
Chambermaid	2,100	3,000	2,100	3,000	No change
Laundry hand (male)	2,700	3,500	2,700	3,500	No change
Laundry hand (Female)or Ironing Woman	1,500	2,400	2,100	2,900	Min increased

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Grade	Present Allied Forces Basic Wage Scale		New Proposed Allied Forces Basic Wage Scale +		Remarks
	Min	Max	Min	Max	
	Lire	Lire	Lire	Lire	
Hotel Plumber	2,400	3,150	2,400	3,150	No change
Hotel Electrician	2,550	3,600	2,550	3,600	No change
Hotel Painter	2,550	3,150	2,550	3,150	No change
Hotel Boilerman	2,400	3,150	2,400	3,150	No change
Hotel Mason	2,400	3,300	2,400	3,300	No change
Hotel Carpenter	2,400	3,150	2,400	3,150	No change

Notes: + No increase on the new proposed Allied Forces Basic Wage Scale is authorized for ROME Province.

For female rates where not specified 15% will be deducted from the male rate in the same classification.

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D R A F T

APPENDIX "B"

CONDITIONS OF EMPLOYMENT AND WAGE SCALES FOR CIVILIANS EMPLOYED BY THE ALLIED FORCES IN ITALY.

1. APPLICATION OF LABOUR REGULATIONS.

(a) These regulations apply to the direct employment of civilian labour and will be observed by all branches of the Allied Forces. These regulations are not applicable to a civilian organisation such as a railroad, public utility, etc., which may be taken over by the Allied Forces; in such a case, wages and other conditions of employment shall remain unchanged until positive notice.

(b) CONTRARY PROVISIONS VOID

These regulations supersede all previously issued regulations by AAI Adv Mediterranean or any other unit or command of the Allied Armies in Italy which are contrary thereto.

2. RECRUITMENT

(a) British Installations and Units.

Applications for employees will normally be made to the nearest Pioneer Corps Civil Labour Unit - "CLU". Should this not be possible, applications will be made to the nearest Civil Affairs Officer, AAI.

(b) American Installations and Units.

Applications for employees will be cleared through the nearest base section Headquarters or such other Labour Office as may be set up in any particular locality from time to time. Wherever possible, all applications should be routed through the AAI/ACC Labour Offices.

3. RATES OF PAY.

(a) Allied Forces Basic Wage Scale.

Employees throughout Italy will be paid within the rates set forth in the schedules attached at Appendices "A", "B", "C", "D" and "E", which shall be designated the "Allied Forces Basic Wage Scale".

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These Regulations supersede all previously issued regulations by AAI Area Administration or any other unit or command of the Allied Armies in ITALY which are contrary thereto.

2. RECRUITING

(a) British Installations and Units.

Applications for employees will normally be made to the nearest Pioneer Corps Civil Labour Unit - "CLU". Should this not be possible, application will be made to the nearest Civil Affairs Officer, AMG.

(b) American Installations and Units.

Applications for employees will be cleared through the nearest base section Headquarters or such other Labour Offices as may be set up in any particular locality from time to time. Wherever possible, ALL applications should be routed through the AMG/ACC Labour Officer.

3. RATES OF PAY.

(a) Allied Forces Basic Wage Scale.

Employees throughout ITALY will be paid within the rates set forth in the schedule attached as Appendices "A", "B", "C", "D" and "E", which shall be designated the "Allied Forces Basic Wage Scale". This scale may be altered upward or downward by reason of :-

(i) difference in cost of living in a particular province

(ii) adjustment to the general level of wages prevailing in the province for similar work;

but under no circumstances will any departure from the Allied Forces Basic Wage Scale be authorized without the prior authority of AFHQ, (Local Resources (Italian) Board).

(b) Procedure in Respect of Non Grades.

Provisional rates for grades not listed will be established by empowered Labour Officers in conjunction with ACC/AMG. They will confirm, in writing, to the ACC/AMG the classification and rate of pay fixed. Application will then be made to the AFHQ Local Resources (Italian) Board for approval.

Para.3(c)/.....

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(c) Pay on Employment

(i) All labour will be engaged at or below the minimum rate of pay laid down in Appendices "A", "B", "C", "D" and "E" and will be paid at this rate for at least seven (7) days during which period they will be trade tested and thereafter receive a rate of pay commensurate with their skill and ability within the limits set out in Appendices "A", "B", "C", "D" and "E".

(ii) However, all labour which has been employed previously by the Allied Forces may, at the discretion of the employing Service, be re-engaged at the same rate of pay on production of a certificate from the previous Employing Unit showing reasons for discharge and the latest rate of pay in issue.

(d) Pay for Night Shifts

The daily base rate of all persons employed on night-shifts may be increased by 10 Lire. This applies only to workers engaged on a night-shift, and not to those working through a day-shift into the night. Overtime for such night workers will be paid at one and one-half times the increased base rate.

(e) Differential between Male and Female Employees

The scales and rates of pay for female employees shall be 15% less than the comparable rates and scales for male employees, except where separate female classifications are listed.

(f) Deductions from Pay

There will be no deductions made from rates of pay established except in cases where :

(i) specific authorisation is given for the provision of food, clothing and accommodation on employment at regulated rates;

(ii) the property of the Allied Forces is lost or damaged, or

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The hourly rate [illegible] this [illegible] be [illegible] increased by 50 cents. This [illegible] be [illegible] into the night-shift, and not to those working through a day-shift into the night. Overtime for such night workers will be paid at one and one-half times the increased basic rate.

(c) Differential between Male and Female Employees

The scales and rates of pay for female employees shall be 15% less than the comparable rates or scales for male employees, except where separate female classifications are listed.

(d) Deductions from Pay

There will be no deductions made from rates of pay established except in certain cases :

(i) possible authorization is given for the provision of food, clothing and accommodation on repayment at regulated rates;

(ii) the property of the Allied Forces is lost or damaged, or where the employee is late or absent from work without due cause.

(e) Advances

No advances of pay will be made under any circumstances.

4. HOURS OF WORK AND OVERTIME

(a) Hours of Work per day

All employees, whether paid on an hourly, daily or monthly basis, will be expected to work a minimum of eight (8) hours per day exclusive of meal times or time required to travel to and from the place of employment.

(b) Days of Work per Week

They will normally be expected to work a minimum of six (6) continuous days per week.

Para.4(c)/.....

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(c) Overtime

Overtime will be paid for each completed hour in excess of eight (8) hours per day to all grades, except those specifically designated in the Appendices as being ineligible for overtime pay, at the rate of one and one-half times the hourly rate of pay. Overtime rates may also be paid in any locality for the seventh consecutive day of working whether Sunday or a week-day. For the purpose of calculating the hourly rate of pay, the following method should be adopted :

Employees paid by the day - $\frac{1}{8}$ of daily rate of pay

Employees paid by the month - 1/240th of monthly salary

However, overtime should be discouraged in the interests of efficiency and the employment of surplus labour.

5. SOCIAL INSURANCE

Social Insurance will be provided to all employees pursuant to instructions issued by AFHQ.

6. LEAVE

(a) Annual Leave with Pay

Leave with pay at the rate of one-half ($\frac{1}{2}$) day per month may be accumulated by monthly-paid employees in clerical and administrative grades who have served satisfactorily the Armed Forces from six (6) months or more with the same Employing Service, to accrue from date of employment. Annual leave with pay will be granted to employees whose service has been satisfactory until the exigencies of the service permit. Annual leave with pay is not a basic right and cannot be allowed except under the above circumstances. No extra expense to the military unit or installation for the employment of a substitute will be allowed. Under no circumstances will pay in lieu of leave be given.

(b) Leave without Pay

Leave without pay may be granted for any period under circumstances approved by the Commanding Officer of the military unit or

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efficiency and the employment of surplus labour.

5. SOCIAL INSURANCE

Social Insurance will be provided to all employees pursuant to instructions issued by AFHQ.

6. LEAVE

(a) Annual Leave with Pay

Leave with pay at the rate of one-half (½) day per month may be accumulated by monthly-paid employees in clerical and administrative grades who have served satisfactorily the Armed Forces from six (6) months or more with the same Employing Service, to accrue from date of employment. Annual leave with pay will be granted to employees whose service has been satisfactory and if the exigencies of the service permit. Annual leave with pay is not a basic right and cannot be allowed except under the above circumstances. No extra expense to the military unit or installation for the employment of a substitute will be allowed. Under no circumstances will pay in lieu of leave be given.

(b) Leave without Pay

Leave without pay may be granted for any period under circumstances approved by the Commanding Officer of the military unit or establishment.

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(c) Public Holidays

Public Holidays will not be recognised by any military unit or establishment and there will be no extra pay for work performed on fixed days or holidays.

7. HANDLING OF EMPLOYEES

There will be no feeding of civilian employees except under rules and regulations prescribed by AFHQ.

8. Clothing and Accommodation

Clothing and accommodation will not be provided to civilian employees except under regulations promulgated by AFHQ.

9. Enticement

No employee will be permitted to change from one Allied Unit to another without the agreement of the respective Employing Officers.

(3)

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ALLIED FORCE LOCAL RESOURCES SECTION

Tel: RGME 66275

R.A.A.C.,
C.M.F.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR AND WAGES CONTROL COMMITTEE - AGENDA

The twenty-third meeting of the Labour & Wages Control Committee will be held at 0930 hrs. Friday 20 Oct 44 in the Cafeteria Conference Room, HQ ACC, Via Vittorio Veneto, RGME, Ground Floor Rooms Nos. 27-29-31. to consider the following agenda:-

1. Minutes of the twenty-second meeting held on 29 Sep 44.

2. To consider the following matters arising out of the meeting of the Board held on 7 Oct 44:

   (a) The recommendation made at the meeting of the Committee held on 25 Aug 44 that C.C's units be authorised to make at their discretion an allowance of fifty lire per diem for M/T drivers, artisans etc. who for operational, accidental or other unforseeable reasons are required to remain on duty beyond the normal work period necessitating subsistence away from their normal accommodation, was referred back to the Committee with instructions to re-examine this recommendation with the assistance of the Financial Advisers and the Fiscal Director.

   (b) The recommendation made at the meeting of the Committee held on 25 Aug 44 that a per diem allowance for Italian civilians employed by the Allied Armed Forces and ACC be made for clerical and Supervising grades with rates and rules as laid down in para 4 (b) (i) and (ii)

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Agenda

The twenty-third meeting of the Labour & Wages Control Committee will be held at 0930 hrs. Friday 20 Oct 44 in the Cafeteria Conference Room, HQ ACC, Via Vittorio Veneto, PRCE, Ground Floor Rooms Nos. 27-29-31. to consider the following agenda:-

1. Minutes of the twenty-second meeting held on 29 Sep 44.

2. To consider the following matters arising out of the meeting of the Board held on 7 Oct 44:

   (a) The recommendation made at the meeting of the Committee held on 25 Aug 44 that C.O's units be authorised to make at their discretion an allowance of fifty lire per diem for M/T drivers, artisans etc. who for operational, accidental or other unforseeable reasons are required to remain on duty beyond the normal work period necessitating subsistence away from their normal accommodation, was referred back to the Committee with instructions to re-examine this recommendation with the assistance of the Financial Advisers and the Fiscal Director.

   (b) The recommendation made at the meeting of the Committee held on 25 Aug 44 that a per diem allowance for Italian civilians employed by the Allied Armed Forces and ACC be made for clerical and Supervising grades with rates and rules as laid down in para 4 (b) (i) and (ii) of the minutes of the above meeting was approved in principle, but the Committee was instructed to further examine this recommendation with a view to more closely following the Italian Government scheme.

   (c) The changes in membership of the Committee as recommended at the meeting held on 29 Sep 44 were approved and the Board ruled that D.D.Lab. HQ AAI would be a member of the Committee.

   (d) In view of a query raised on the policy adopted in the preparation of the new Allied Forces Basic Wage Scales whereby female labour employed on similar work to male labour was paid at the same rate, the Board decided to refer the matter to the Committee with instructions to follow as closely as practicable Italian Government procedure on this subject.

3. To receive applications for membership of the Committee from the Shipping Sub-Commission, the Mediterranean Shipping Board, G.P.A. Commons NAFCUSA, Eighth Army, D.G.M.R. and No. 1 District.

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4. To consider whether the conditions of employment and wage scale for civilians employed by the Allied Armed Forces in Italy should be applicable to Sicily and Sardinia.

5. To receive an application (Appendix "A" attached) from AMG Ancona Province for the establishment of the following rate of pay:

Lightermen. Minimum 90 lire. Maximum 105 lire.

6. To reconsider a request from 2 District for a wage classification of Dock Labourer.

7. To receive any recommendations submitted by the Wages Sub-Committee at their meeting of the 10th Oct 44.

8. Any other business.

9. To set a date for the next meeting.

S.J.B.LOUDEN,
Captain,
Secretary,
Allied Force Local Resources (Italian) Board.

SJBL/cws.

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43/44	HQ No. 2 District.
45/46	HQ No. 3 District.
47/48	CG, PBS.
49	BPA, PBS.
50/54	RAMC.

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9. To set a date for the next meeting.

S.J.B.LOUDEN,
Captain,
Secretary,
Allied Force Local Resources (Italian) Board.

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14	CG SOS NATOUSA.
15	G-1 SOS NATOUSA.
16	GPA. SOS NATOUSA.
17	CAO, HQ AAI.
18/19	HQ, AAI.
20	DDL, HQ AAI.
21	Vice President Economic Section, ACC.
22	Labour Sub-Commission, HQ, ACC.
23	Food Sub-Commission, HQ, ACC.
24	Army Sub-Commission, ACC.
25	Air Forces Sub-Commission, ACC.
26	Naval Sub-Commission, ACC.
27	Transportation Sub-Commission, ACC (Shipping attn. Mr. Bell).
28/30	Fifth Army.
31	Fifth Army (Mr. Incr).
32/33	Eighth Army.

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40	RAAF (Br).
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43/44	HQ No. 2 District.
45/46	HQ No. 3 District.
47/48	CO, PBS.
49	BPA, PBS.
50/54	RMLC.
55/56	DGMR.
57/58	AAFSD/MTO.
59/60	HQ 214 Gp. RAF.
61	PA, RAF.
62	CO, ABDG.
63	WSL.
64	AMWB.
65/66	IRS, HQ AAI.
67/70	AFLRS NAPLES AREA.
71/74	AFLRS BARI AREA.
75	AFLRS SICILIAN AREA.
76	AFLR (NORTH AFRICAN) Bd.
77	Misc.
78/100	Spares.

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APPENDIX "A"

ALLIED MILITARY GOVERNMENT
ANCONA PROVINCE

Subject: Rates of Pay, Lightermen. Ref: Anc/AMG F/D2/d

To: Control of Wages Committee,
HQ ACMF (Adm. Sch.)
Local Resources Board. PFO. 6 Oct 44.

1. We forward to you for approval the provisional rate of pay established by D.A.D.L., 2906 C.L.U., for lightermen, Ancona harbour.

2. We confirm the considerations brought to your attention in the Attached letter.

3. Further, we confirm that the proposed rate of pay is in accordance with local conditions.

For the Provincial Commissioner,

(Sgd) M.F.ROESTI, Major, AUS.

Copies to: RFO, HQ Abruzzi-Marche Region, AMG.
SFO, AMG Rear 8th Army.

Subject: Rates of Pay, Lightermen. Ref: CS

To: Provincial Commissioner, AMG.

From: DADL, 2906 Civil Labour Unit.

1. It is necessary to establish provisional rates of pay for lightermen (IWT) for the Port of Ancona, and after consultation with the Finance Officer AMG and the Director of the Provisional Labour Office, this is agreed as follows:-

Daily Rate Min. 90 Max. 105

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accordance with local conditions.

For the Provincial Commissioner,

(Sgd) M.F.ROESTI, Major, AMG.

Copies to: RFO, HQ Abruzzi-Marche Region, AMG.
SFO, AMG Rear 5th Army.

Subject: Rates of Pay, Lightermen. Ref: C6

To: Provincial Commissioner, AMG.

From: DADL, 2906 Civil Labour Unit.

1. It is necessary to establish provisional rates of pay for lightermen (IWT) for the Port of Ancona, and after consultation with the Finance Officer AMG and the Director of the Provisional Labour Office, this is agreed as follows:-

Daily Rate (8 hour shift) Min. 99 Max. 105

2. The following considerations are brought to your notice:-

(a) About 200 lightermen are urgently required and there are very few at present available. This is largely due to the high earnings of stevedores, and the fact that a large number of lightermen are actually working in the Stevedores Cooperative.

(b) These men are required to be skilled in the handling of craft in bad weather, as well as in loading and unloading.

3. Will you please submit the confirmation of this classification and the rates quoted to the Control of Wages Committee of HQ AAI Local Resources Board for consideration (as laid down by "Instructions Regarding the Employment of Civilian Labour (Italy and Sicily)" Sec. 5 Para (a)).

(Sgd) J.V.Hurd, Major.
DADL, 2906 CLU.

Field.
30.9.44.

Copies to: O.C., 19 Group PC
Finance Officer, AMG.

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ALLIED FORCE LOCAL RESOURCES SECTION

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A.A.A.C.
CSF

29SEP 44

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR AND WAGES CONTROL COMMITTEE - MINUTES

1. The twenty second meeting of the Labour and Wages Control Committee convened at 0930 hrs on FRIDAY 29 SEP 44 in the Allied Force Local Resources Section conference room, ROME.

PRESENT :- Col. J.R. SMITH ACC, Chairman

REPRESENTATIVES OF:- C-in-C, Med
D. Lab. AMG
RM (FOWI)
No. 2 District
No. 5 District
ICS
RAAC
AAFSC/MTO
MAAF (British Element)
ACC
D.D.Lab. HQ. AAI

IN ATTENDANCE:- Chief of Section (Am), AFLRS

2. The minutes of the twenty first meeting held on 25 AUG 44 were approved.

3. No matters for discussion arose out of the meeting of the Board held on 14 SEP 44.

4. Changes in membership of the Committee were considered and the following revised membership was approved:-

Chairman:- Col. J.R. SMITH, ACC

Members:-

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No. 2 District
No. 3 District
IGS
RAAC
AAFSC/MTO
NAAF (British Element)
ACC
D.D.Lab. HQ, AAI

IN ATTENDANCE:- Chief of Section (Am), AFIGS

2. The minutes of the twenty first meeting held on 25 AUG 44 were approved.

3. No matters for discussion arose out of the meeting of the Board held on 14 SEP 44.

4. Changes in membership of the Committee were considered and the following revised membership was approved:-

Chairman:- Col. J.R. SMITH, ACC

Members:-

Representatives of:- C-in-C, Med
D.Lab. AFHQ
AAFSC/MTO
NAAF (British)
D.D.Lab. HQ, AAI (if no objection from D.Lab. AFHQ)
Fifth Army
ACC
IGS
No. 2 District
No. 3 District
RAAC

The representative of HQ (TUNIT) was asked to become a member but stated that he would have to obtain approval of the C-in-C, Med. before accepting.

The Chairman directed the Secretariat to write to Eighth Army, No. 1 District and IGS to enquire whether they wished to be represented on the Committee.

5. The Committee accepted with regret the resignation of Lt.Col. W.E. LIND from the chairmanship of the Wages Sub-Committee. The following revised membership of this Committee was approved:-

Chairman:- Lt.Col. P.L.C. Labour Directorate, AFHQ

Members:- Lt.Col. BOSTOCK, RAAC
Maj. J.O. BIDDOCK, ACC

/.....Capt. H.N. TAYLOR

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5. (Cont.)

Capt. M.J. TEUPEN, RBS
Pay Lieut. P.A. GRINDLE, RNVR, - RN (subject to there being no objection from the C-in-C, Med.)

Fl. Lt. A.A. HARLEY, RAF

6. The Committee received the minutes of the meeting of its Wages Sub-Committee held on 5 SEP 44 and decided to make the following recommendations with regard to the ACC proposals for an upward adjustment of wage rates payable by the Allied Armed Forces in ITALY:-

(i) that the designation "[illegible] Basic Rates" be abolished and "Allied Force Basic Wage Scale" be substituted.

(ii) that the Allied Forces Basic Wages Scale be revised.

(iii) that the rates for ROME Province be raised to a level above the revised Allied Force Basic Wage Scale.

(iv) that to ensure effectiveness of the new rates, the Board be requested to explore means of effectively controlling the general level of prices and of preventing unduly high profits on contracts placed by the Allied Armed Forces.

(v) that the revised Allied Forces Basic Wage Scale (Appendices ".." and "g" attached) relating to administrative, clerical, artisan skilled and unskilled grades should be authorised as applicable to the whole of ITALY, with the exception of ROME Province for which area special provision should be made (see note 1 at foot of revised scales).

(vi) that overtime should not be paid to professional workers, senior administrative assistants, sub-professional workers, executives (business analysts, exporters etc.)

(vii) that all other grades shown in Appendices ".." and "g" should receive overtime at the rate of 1½ times the hourly rate of pay.

(viii) that the following special provisions apply to hotel employees:-

(a) Hotels should be graded into three classifications, De-luxe, 1st Class and 2nd Class, and it is the responsibility of the occupying authority that the grades of the hotels be established.

(b) that the Allied Forces Basic Wage Scale for Hotel Grades (Appendix "C" attached) should be authorised to apply to the whole of ITALY. Where, however, in Southern ITALY the application of these rates would mean reducing existing rates, (due to the grading of Hotels outlined in paragraph (a) not having been put into effect up to this date), the former [illegible] shall apply, regardless of the grade of the

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"B" attached) relating to [illegible] and unskilled grades should be authorised as applicable to the whole of ITALY, with the exception of RO 2 Province for which area special provision should be made (see note 1 at foot of revised scales).

(vi) that overtime should not be paid to professional workers, senior administrative assistants, sub-professional workers, executives (business analysts, exporters etc.)

(vii) that all other grades shown in Appendices "A" and "B" should receive overtime at the rate of 1½ times the hourly rate of pay.

(viii) that the following special provisions apply to hotel employees:-

(a) Hotels should be graded into three classifications, De-luxe, 1st Class and 2nd Class, and it is the responsibility of the occupying authority that the grades of the hotels be established.

(b) that the Allied Forces Basic Wage Scale for Hotel Grades (Appendix "C" attached) should be authorised to apply to the whole of ITALY. Where, however, in Southern ITALY the application of these rates would mean reducing existing rates, (due to the grading of Hotels outlined in paragraph (a) not having been put into effect up to this date), the former M.F.L.B. Basic Rates will apply, regardless of the grade of the hotel.

(ix) that the existing rates of pay for mess and club employees remain unchanged (Appendix "D" attached)

(x) that the revised Allied Forces Basic Wage Scale for Marine Grades (Appendix "E" attached) should be adopted.

(xi) that the effective date of operation of the new scales be 16 OCT 44

7. The Committee decided to recommend to the Board:-

That a Special Committee comprising representatives of:-

(a) The Fiscal Director, AFHQ
(b) The Financial Adviser, AFHQ
(c) The American and British Legal Staffs
(d) The Labour and Wages Committee

be appointed for the purpose of drafting general regulations and clauses for the proper control of Armed Forces contracts.

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8. The following new and revised rates of pay were approved:-

	Min.	Max.
EMPLOYMENT FORCE STACKER	65	85 lire per day
PRISONER OF WAR MAIL EXAMINER	2900	3700 lire per month
COOKER	80	150 lire per day

9. It was decided that the existing and the proposed scales for marine grades of workers do not include overtime, which is payable for all hours worked in excess of the standard working day.

10. In view of a statement made by ACC that sufficient supplies of dehydrated soup and dehydrated vegetables were available to permit of daily issue to clerical workers, it was recommended to the Board that HQ AAI Administrative Instruction No. 39 be amended to permit of the issue by commanding officers where considered desirable of a minestrone soup consisting of 28 grams of dehydrated soup, 21 grams of dehydrated vegetables (this latter item interchangeable with fresh vegetables if available) and a lesser quantity of such other items as may be in excess supply to make up a total of approximately 70/75 grams of ingredients per head to clerical workers employed by the Allied Armed Forces:-

(a) Directly

(b) By contractors and/or Industries who in turn are employed ACC, by the Allied Armed Forces.

The soup to be furnished on the basis of a ration of 2 litre per head per issue.

ACC undertook to investigate the possibility of extending the issue of the midnight meal, less the bread element, to clerical employees.

11. A suggestion that the scheme at present in force in FRANCE dividing labour into four categories be adopted in ITALY was passed to the Sub-Committee for consideration and report.

12. The next meeting of the Committee will be held at 0930 hrs, 20 OCT 44 in the CONFERENCE ROOM, 1st, ACC, Via Piemonte Veneto, RAIL, Ground Floor, Rooms Nos. 27-29-31, and NOT in the Allied Force Local Resources Section Conference Room.

[signature]

R.S.B. [illegible]
Captain,
Secretary,
Allied Force Local Resources (Italian) Board.

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(b) By contractors and/or industries who in turn are employed 100% by the Allied Armed Forces.

The soup to be furnished on the 2/3 in a cost of 2 lire per head per issue.

ACC undertook to investigate the possibility of extending the issue of the midday meal, less the bread element, to clerical employees.

11. A suggestion that the scheme of payment in force in FRANCE dividing labour into four categories be adopted in ITALY was passed to the Sub-Committee for consideration and report.

12. The next meeting of the Committee will be held at 0930 hrs, 20 OCT 44 in the CONFERENCE ROOM, 5th, ACC, The Victoria Veneto, RAE, Ground Floor, Rooms Nos. 27-29-31, and NOT in the Allied Force Liaison Resources Section Conference Room.

S.J.E. LOVELL
Captain,
Secretary.
Allied Force Liaison Resources (Italian) Board.

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ENCLOSURE

Nil Enclosure

(1)

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52	G1, SCS NATOUSA
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APPENDIX "A"

Salary Schedule for the Employment
of Administrative, Office and Clerical Italian Civilian Employees of
the Allied Armed Forces in Italy paid on a monthly basis.

ALLIED FORCES BASIC WAGE SCALE

Grade	Present Naples Basic Rate		Proposed Allied Forces Basic Wage Scale		Apprex % increase on max.
	Min.	Max.	Min.	Max.	
Accountant	2,100	4,500	2,200	5,400	20%
Assistant Purchasing Agent	3,000	5,500	3,000	6,300	15%
Band Leader	3,000	5,000	3,000	5,500	10%
Book-keeper	2,000	4,000	2,000	5,000	25%
Cashier Chief	2,500	3,500	2,500	4,400	25%
Cinema Manager	2,080	3,120	2,100	3,900	25%
Clerk Office	1,820	2,860	2,000	3,600	30%
Draughtsman	2,000	4,000	2,000	5,000	25%
Draughtsman Chief	2,500	4,500	2,500	5,400	20%
Executives (business analysts, exporters, etc)	5,000	9,600	5,000	11,000	14%
Interpreter, General	1,820	3,120	2,000	3,900	25%
do. Technical	2,600	3,900	2,600	4,900	25%
Junior Adm. assistant, clerk supervisors.	2,100	4,500	2,200	5,400	20%
Professional Worker (electrical engineer, doctor, lawyer, dentist, construction, civil mechanical engineer).	4,000	9,600	4,000	11,000	14%
Senior Administrative Assistant, Sub-Professional worker.	3,600	6,000	3,600	6,800	14%
Shop Superintendent.	3,000	5,000	3,000	5,800	16%
Supervisor of Labour,	8,000	9,000	9,000	10,000	11%
Deputy " " "	6,500	7,500	7,500	8,500	13%
Assistant Deputy Supervisor of Labour.	5,000	6,000	5,500	6,800	13%

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Accountant	2,100	4,500	2,200	5,400	20%
Assistant Purchasing Agent	3,000	5,500	3,000	6,300	15%
Band Leader	3,000	5,000	3,000	5,500	10%
Book-keeper	2,000	4,000	2,000	5,000	25%
Cashier Chief	2,500	3,500	2,500	4,400	25%
Cinema Manager	2,080	3,120	2,100	3,900	25%
Clerk Office	1,820	2,860	2,000	3,600	30%
Draughtsman	2,000	4,000	2,000	5,000	25%
Draughtsman Chief	2,500	4,500	2,500	5,400	20%
Executives (business analysts, exporters, etc)	5,000	9,600	5,000	11,000	14%
Interpreter, General	1,820	3,120	2,000	3,900	25%
do. Technical	2,600	3,900	2,600	4,900	25%
Junior Adm. assistant, clerk supervisors.	2,100	4,500	2,200	5,400	20%
Professional Worker (electrical engineer, doctor, lawyer, dentist, construction, civil mechanical engineer).	4,000	9,600	4,000	11,000	14%
Senior Administrative Assistant, Sub-Professional worker.	3,600	6,000	3,600	6,800	14%
Shop Superintendent.	3,000	5,000	3,000	5,800	16%
Supervisor of Labour,	8,000	9,000	9,000	10,000	11%
Deputy " " "	6,500	7,500	7,500	8,500	13%
Assistant Deputy Supervisor of Labour.	5,000	6,000	5,500	6,800	13%
Teacher, language, whole-time	2,600	3,900	2,600	4,900	25%
Telephone Operator, speaking English.	1,820	2,860	2,000	3,600	30%
Telephone Operator, non-English speaking.	1,430	1,950	2,000	2,500	30%
Typist	1,820	2,860	2,000	3,600	30%
Typist shorthand, English speaking	2,080	3,120	2,100	3,900	25%
Warehouse Superintendent	2,500	4,000	2,500	5,000	25%
Wireless Operator, (Sender & Receiver)	3,000	4,500	3,000	5,400	20%
Prisoner of War Mail Examiner	New Grade		2,900	3,700	

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NOTES

1. ROME PROVINCE: For Rome Province 10% should be added to the Allied Force Basic Wage Scale, calculated to the nearest five (5) lire.

2. Except where female classifications are listed, the above rates of pay apply equally to male or female employees.

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APPENDIX "B"

Salary Schedule for the
Employment of Classified Artisan, Skilled and Unskilled Grade Employees of the Allied Armed Forces in Italy paid on a daily basis.

ALLIED FORCES BASIC WAGE SCALE

Foreman or Ganger : (Artisan and Skilled Labour) 10 lire per day more than highest paid man under his supervision.

Foreman or Ganger : (Unskilled Labour) 10 lire per day more than rate paid to his men.

Chief Foreman : (Artisan & Skilled Labour supervising three (3) or more foremen or gangers) 4800 - 6000 lire per month.

Chief Foreman : (Unskilled Labour supervising three (3) or more foremen or gangers) 3000 - 5400 lire per month.

Grade	Present Naples Basic Rate		Proposed Allied Forces Basic Wage Scale		Approx % increase on men.
	Min. lire	Max. lire	Min. lire	Max lire	
Ammunition Mechanic	80	120	90	135	12%
Anti-Malarial Labourer	-	70	-	90	28%
Apprentices, all grades	30	60	40	90	50%
Artisan's Mate (helper)	70	90	85	105	17%
Armature Winder	90	150	100	165	10%
Armourer	90	130	100	145	12%
Asphalt Layer	80	105	90	120	15%
Baker	80	105	90	120	15%
Baler, clothing and soft goods	75	90	85	105	17%
Barber	70	100	85	115	15%
Battery worker	80	120	90	135	12%
Blacksmith	80	110	90	125	14%
Boilermaker	80	110	90	125	14%
Boilerman	80	105	90	120	15%
Bookbinder	85	110	105	125	14%
Bookbinder's Assistant	70	85	85	100	17%
Boot Machinist	80	105	90	120	15%
Boot Machine Operator Mechanic	90	110	100	125	14%
Brakeman	80	105	90	120	15%
Bricklayer	80	105	90	120	15%

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Anti-Malarial Labourer	-	70	-	90	28%
Apprentices, all grades	50	60	40	80	50%
Artisan's Mate (helper)	70	90	85	105	17%
Armature Winder	90	130	100	165	10%
Armourer	90	130	100	145	12%
Asphalt Layer	80	105	90	120	15%
Baker	80	105	90	120	15%
Baler, clothing and soft goods	75	90	85	105	17%
Barber	70	100	85	115	15%
Battery worker	80	120	90	135	12%
Blacksmith	90	110	90	125	14%
Boilermaker	80	110	90	125	14%
Boilerman	80	105	90	120	15%
Bookbinder	85	110	105	125	14%
Bookbinder's Assistant	70	85	85	100	17%
Boot Machinist	80	105	90	120	15%
Boot Machine Operator Mechanic	90	110	100	125	14%
Brakeman	80	105	90	120	15%
Bricklayer	80	105	90	120	15%
Butcher	70	95	85	110	16%
Caretaker (Cemetery)	50	120	90	150	0%
Carpenter	80	105	90	120	15%
Caulker	80	105	90	120	15%
Charcoal Maker	80	105	90	120	15%
Chauffeur Mechanic	80	110	90	125	14%
Chauffeur or Driver	70	90	85	105	17%
Chairman	80	100	90	115	15%
Checker	65	80	85	95	20%
Checker, Railway Goods Yards	80	100	90	115	15%
Closers (boot repairing)	60	85	85	100	17%
Clothing Classifier	55	65	65	85	30%
Coach Builder	80	105	90	120	15%
Cobbler	80	110	90	125	14%
Compositor	90	110	105	125	14%
Compositor's Assistant	80	90	90	100	11%
Compositor Chief	100	120	120	135	12%
Concreter	70	105	85	120	15%
Cooper	80	105	90	150	43%

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Grade	Present Naples Basic Rate		Proposed Allied Forces Basic Wage Scale		Approx. % increase on max.
	Min. lire	Max. lire	Min. lire	Max. lire	
Coppersmith	80	120	90	135	12½
Coremaker (Foundry)	80	105	90	120	15%
Cutters	75	110	95	125	14%
Dental Mechanics	90	110	100	125	14%
Drier, M/c and Preparer	70	90	85	105	17%
Driver, Truck					
" Crane or Winch					
" Mechanical Plant					
" M.R. Electric					
" Steam Roller or IC Stationary	90	100	95	115	15%
Driver Mechanic, Truck	85	105	95	125	20%
Driver, Truck & Trailer	85	120	100	130	8%
Driver, Engine Loco.	80	110	100	130	18%
Electricians	86	120	95	135	12%
Elevator Repairer Mechanic	85	120	95	135	12%
Employees, Clothing and Manufacturing Plants.					
* Cutter, machine	100	120	100	135	12%
* Clothing machine operator	60	90	85	105	17%
* Cutter, pattern	150	180	150	195	8%
* Cutter, assistant	70	80	85	95	20%
* Embroiderer	70	100	90	115	15%
* Sewing Hand	50	60	80	85	42%
Examiners of Bodies	-	80	-	95	20%
Farrier	80	100	90	115	15%
Farrier with own anvil	100	120	110	135	12%
Fireman, Oil Fuel, Coal or Steam Loco.	80	105	90	120	15%
ø Fitter or Mechanic, Aero radial diesel	100	130	110	145	12%
Foundryman	70	100	85	115	15%
Gardener	70	80	85	95	20%
Gear cutting specialist	New Grade		-	165	-
Glazier	75	100	85	115	15%
Grasser	70	90	95	105	17%
Grinder, precision	90	120	100	135	12%
Grooms or Stablemen	65	75	85	95	25%

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Driver, Engine Loco.	80	110	100	150	10%
Electricians	85	120	95	155	12½
Elevator Repairer Mechanic	85	120	95	155	12½
Employees, Clothing and Manufacturing Plants.					
* Cutter, machine	100	120	100	155	12½
* Clothing machine operator	60	90	85	105	17½
* Cutter, pattern	150	150	150	195	9%
* Cutter, assistant	70	80	85	95	20%
* Embroiderer	70	100	80	115	15%
* Sewing Hand	50	60	60	85	42½
Enhancers of Bodies	-	80	-	95	20%
Farrier	80	100	90	115	15%
Farrier with own anvil	100	120	110	135	12½
Firemen, Oil Fuel, Coal or Steam Loco.	80	105	90	120	15%
ø Fitter or Mechanic, Aero radial diesel	100	130	110	145	12½
Foundryman	70	100	85	115	15%
Gardener	70	80	85	95	20%
Gear cutting specialist	New Grade		-	165	-
Glazier	75	100	85	115	15%
Grasser	70	90	85	105	17%
Grinder, precision	90	120	100	135	15%
Grooms or Stablemen	65	75	85	95	25%
Gunfitter	80	120	90	155	15%
Hammerman or Striker	70	90	90	105	17%
Joiner	85	110	95	125	14%
ø Fitter or Mechanic, Automobile or MT.	90	120	100	135	12½

* These grades are restricted to plants engaged in fabricating new garments for the Allied Forces and working under their direct control.

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Grade	Present Naples Basic Rate		Proposed Allied Forces Basic Wage Scale		Approx % increase on max.
	Min.	Max.	Min.	Max.	
Laboratory & dispensary assistant	90	110	100	125	14%
Life Savers	70	90	85	105	17%
Lighthouse keeper	-	80	65	100	25%
Linotype	90	120	100	135	12%
Linotype Operator	90	130	100	145	12%
Linho Engravers	120	150	130	165	10%
Lithographer	90	130	100	145	12%
Lithographer's assistant	80	90	90	105	17%
Lumber Workers					
Packer Setter	70	100	85	115	15%
Logger	80	100	90	115	15%
Edgerman	80	110	90	125	14%
Feller	80	100	90	115	15%
Log Scaler	70	90	85	105	17%
Log Pond Handler	65	80	85	95	20%
Machine Minder	70	90	85	105	17%
Machine Minder's Assistant	50	70	70	90	28%
Mechanic	80	120	90	135	12%
Mechanic & Fitters	55	70	70	90	28%
Mason	80	110	90	125	14%
Mechanics, sewing machine					
" typewriter					
" wireless	90	120	100	135	12%
Mechanics, Marine Engr (RM)	-	120	-	135	12%
Mechanics maintenance	80	90	90	105	17%
Messenger					
English speaking (under 17)	-	50	-	65	30%
" " (over 17)	60	70	70	90	28%
Motion Picture Operator	80	120	90	135	12%
Moulder	80	120	90	135	12%
Nurses (Hospital)	80	100	90	115	15%
Occupational Therapist	80	100	90	115	15%

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Operator	80	110	90	125	14
Operator	80	100	90	115	15
Tailor	70	90	85	105	17
Tax Typist	65	80	85	95	20
Teacher's Aide					
Teacher's Aide	70	90	85	105	17
Teacher's Assistant	50	70	70	90	28
Technician	80	120	90	135	12
Telephone Operators	55	70	70	90	28
Terrazzo	80	110	90	125	14
Textile					
Mechanics, sewing machine					
" typewriter					
" wireless	90	120	100	135	12
Mechanics, Marine Engr (20)	-	120	-	135	12
Theatre assistant	80	90	90	105	17
Theatre					
English speaking (under 17)	-	50	-	65	30
" " (over 17)	60	70	70	90	28
Tobacco Stripper Operator	80	120	90	135	12
Toolmaker	80	120	90	135	12
Trades (Hospital)	80	100	90	115	15
Occupational Therapist	80	100	90	115	15
Trocker	65	70	85	95	36
Tailoress, vermicker,					
alterer	85	105	95	120	15
Paper cutter operator	90	110	105	125	14
Turnpike Tender	80	100	90	115	15
Typewriter	80	110	90	125	14
Underwriter	80	100	90	115	15
Permanent Way Inspector	75	95	85	110	16
Vice Controller	95	125	105	140	12
Viaduct	85	105	95	120	15
Viaduct (Railroads)	70	90	85	105	17
Welder (Painting)	90	120	100	125	14
Welder	80	105	90	120	15
Yardman (Railroads)	50	80	85	95	20
Yeoman Officer		New grade	85	120	-
Operator machine (Hoffman Steampress)	80	110	90	125	14
Polisher	90	120	100	135	12
Process Engravers	120	150	130	165	10
Photo developer, single or machine		New grade	100	120	-
Polishing machine minder	90	120	90	135	12
" " mate	70	90	85	105	17

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Grade	Present Naples Basic Rate		Proposed Allied Force Basic Wage Scale		Approx % increase on max
	Min.	Max.	Min.	Max.	
	Lire	Lire	Lire	Lire	
Quarryman	80	100	90	115	15%
Recording Operator	New Grade		90	110	-
Repairer, Watch and Precision Instrument	120	150	120	165	10%
Rigger	85	105	95	120	15%
Rivet Heater	70	90	85	105	17%
Riveter	85	105	95	120	15%
Riveter Holder-up	70	90	85	105	17%
Road Supervisor	80	110	90	125	14%
Road Worker	66	70	85	95	36%
Saddler	75	100	85	115	15%
Saw Repairer & Sharpener	80	100	90	115	15%
Sawyer	80	100	90	115	15%
Sheet Metal Worker	80	120	100	135	12%
Shoe Maker (Special Boot & Surgical Work)	90	120	100	135	12%
Shunter or Brakesman	70	90	85	105	17%
Slater	70	90	85	105	17%
Smelterer (ore smelting)	80	105	90	120	15%
Stacker, forage	New Grade		65	85	-
Stevedore	80	85	90	110	30%
Stevedore, coaling ore	90	95	100	115	21%
Stevedore head	90	100	100	125	25%
Stereotyper	90	110	100	145	32%
Stone hewncutter	85	105	95	120	15%
Storeman or Storewoman	60	80	85	100	25%
Tailors (with own machine)	90	110	105	125	14%
Tailors (without own M/c)	70	90	85	105	17%
Tent makers (with own M/c)	90	110	105	125	14%
Tent Makers (without own M/c)	70	90	85	105	17%
Tent Mender	70	90	85	105	17%
Tile Layer	80	100	90	115	15%
Time-Keeper	70	120	90	135	12%
Tinsmith	80	105	90	120	15%
Tool Maker	80	110	90	125	14%
Truck walker, railroad	70	90	85	105	17%
Trimmer Coal	70	90	85	105	17%
Turner	80	120	90	135	12%
Truck Master	100	120	110	135	12%
Truck Master's Assistant	90	110	100	125	14%

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Slater	70	90	85	105	17½
Smelterer (ore smelting)	70	90	85	105	17½
Stacker, forage	80	105	90	120	15%
Stevedore	(New Grade		65	85	-
Stevedore, coaling ore	80	85	90	110	30%
Stevedore head	90	95	100	115	21%
Stereotyper	90	100	100	125	25%
Stone handcutter	90	110	100	145	32%
	80	105	95	120	15%
Storeman or Storewoman	60	80	85	100	25%
Tailors (with own machine)	90	110	105	125	14%
Tailors (without own M/c)	70	90	85	105	17½
Tent makers (with own M/c)	90	110	105	125	14%
Tent Makers (without own M/c)	70	90	85	105	17½
Tent Mender	70	90	85	105	17½
Tile Layer	80	100	90	115	15%
Time-keeper	70	120	90	135	12½
Tinsmith	80	105	90	120	15%
Tool Maker	80	110	90	125	14%
Track walker, railroad	70	90	85	105	17½
Trimmer Coal	70	90	85	105	17½
Turner	80	120	90	135	12½
Truck Master	100	120	110	135	12½
Truck Master's Assistant	90	110	100	125	14%
Tyre Treader	80	120	90	135	12½
Upholsterer	80	105	90	120	15%
Vulcaniser	80	105	90	120	15%
Warehouseman or Storekeeper	80	120	90	135	12½
Washer, hand	50	60	85	95	58%
Washer, Machine	70	90	85	105	17½
Watchman	60	70	70	90	28%
Welder	85	120	95	135	12½
Wheelwright	80	100	90	115	15%
Unskilled labour					
Boys up to 17	-	65	-	85+	30%
	-	35	-	45	30%

+ Labourers on main drains 10 lire per day extra whilst actually employed on drains.

NOTES 1. ROME PROVINCE For Rome Province 10 lire should be added to the Allied Force Basic Wage Scale.

2. Except where female classifications are listed, the above rates of pay apply equally to male or female employees.

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APPENDIX "C"

HOTEL GRADES
(Monthly Rates)

Grade	Present Naples Basic Rate		Proposed Allied Forces Basic Wage Scale		Approx increase on max
	Min.	Max.	Min.	Max.	
	lire	lire	lire	lire	
Manager	3,900	7,400	3,900	7,400	-
Assistant Manager, Head Receptionist or personnel controller	New grade		5,500	5,900	-
Chief Cashier	2,500	3,500	2,500	4,400	25%
Book-keeper	2,000	4,000	1,800	4,000	-
Hall Porter	New grade		3,000	5,900	-
Porter	2,400	2,900	2,800	3,300	14%
Hotel Watchman	New grade		2,700	3,900	-
x Telephone operator (English-speaking)	x 2,100	3,300	2,100	3,600	9%
x Telephone operator (non-English speaking)	x 1,650	2,250	1,650	2,500	11%
Elevator operator	1,700	2,100	1,700	2,100	-
Bell Boy (over 17)	x 1,800	2,100	1,800	2,100	(Equal to
Bell boy (under 17)	x -	1,500	-	1,500	-(present
Handyman	1,900	2,400	2,300	3,300	37% (rate for
Head Waiter	3,400	4,400	3,400	6,500	48% messengers
Waiter	2,700	3,400	2,700	4,400	30%
Waitress	2,200	2,800	2,200	2,800	-
Assistant Waiter	2,100	2,600	2,100	2,600	-
Barman	New grade		3,500	4,500	-
Head Cook or Chef	2,900	4,400	2,900	7,000	60%
Cook	2,700	3,600	2,700	4,400	22%
Assistant Cook	1,800	2,100	1,800	2,600	25%
Pot & Utensil Washer	New grade		2,000	3,000	-
Dish washer	2,000	2,500	1,600	2,500	Equal to present max. for washer
Storeman, pantryman	x 2,400	3,600	2,400	3,600	Equal to present rate for warehouseman
Still room hand	New grade		1,900	3,000	
Housekeeper	2,400	3,400	2,400	3,400	-
Linen keeper, Linen hand	1,900	2,400	1,900	3,400	42%

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Hotel Watchman		New grade		2,700	3,900	-
x Telephone operator (English-speaking)	x	2,100	3,300	2,100	3,600	9%
x Telephone operator (non-English)speaking)	x	1,650	2,250	1,650	2,500	11%
Elevator operator		1,700	2,100	1,700	2,100	-
Bell Boy (over 17)	x	1,800	2,100	1,800	2,100)	(Equal to
Bell Boy (under 17)	x	-	1,500	-	1,500)-	-(present
Handyman		1,900	2,400	2,300	3,300	37% (rate for
Head Waiter		3,400	4,400	3,400	6,500	48% messengers
Waiter		2,700	3,400	2,700	4,400	50%
Waitress		2,200	2,300	2,200	2,800	-
Assistant Waiter		2,100	2,600	2,100	2,600	-
Barman		New grade		3,500	4,500	-
Head Cook or Chef		2,900	4,400	2,900	7,000	60
Cook		2,700	3,600	2,700	4,400	22
Assistant Cook		1,800	2,100	1,800	2,600	-25
Pot & Utensil Washer		New grade		2,000	3,000	-
Dish washer		2,000	2,500	1,600	2,500)	Equal to
					)	.present max.
					)	for washer
Storeman, pantryman	x	2,400	3,600	2,400	3,600)	Equal to
					)present rate for	
Still room hand		New grade		1,900	3,000	warehousemen
Housekeeper		2,400	3,400	2,400	3,400	-
Linen keeper, linen hand		1,900	2,400	1,900	3,400	42
Chambermaid		2,100	2,700	2,100	3,000	11
Laundryhand (male)		New grade		2,700	3,500	-
Laundryhand (female) or Ironing Woman		New grade		1,500	2,900	-
Hotel Plumber	x	2,400	3,150	2,400	3,150	-
" Electrician	x	2,550	3,600	2,550	3,600	-
" Painter	x	2,550	3,150	2,550	3,150	-
" Boilerman	x	2,400	3,150	2,400	3,150	-
" Mason	x	2,400	3,300	2,400	3,300	-
" Carpenter	x	2,400	3,150	2,400	3,150	-

x The rates for these grades have been computed on a 30-day month basis.

+ No increase on the proposed Allied Force Basic Wage Scale is authorised for Rome Province.

...../NOTES

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0322

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NOTES. 1. All rates subject to a deduction of 900 lire per month where meals are provided.

2. The standard working day for Hotel, Mess and Club employees is 12 hours and no overtime will normally be paid unless a legal collective contract, existing before 1.9.42, can be produced and verified by ACC/ANC. This only applies to hotels which are taken over and where the management is responsible for the entire administration and supply of labour, and not to Hotels, Messes and Clubs which are requisitioned and direct labour employed by the Armed Forces.

3. Except where female classifications are listed, the above rates of pay apply equally to male or female employees.

4. (a) The maximum rate, and such rates as may be definitely specified, will apply to De-Luxe Hotels only.

(b) The maximum rate authorised for payment in the case of First-Class Hotels will be at the rate of Ten per cent (10%) less than the maximum for De-Luxe Hotels.

(c) The maximum rate authorised for payment in the case of Second-Class Hotels will be at the rate of Twenty per cent (20%) less than the maximum for De-Luxe Hotels.

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APPENDIX "D"

MESSES AND CLUBS.

(Monthly Rates)

	Min. lire	Max. lire
Assistant Cook	1800	2100
Assistant Waiter	2100	2600
Cook	2700	3600
Dish Washer	1600	1900
Handyman	1900	2400
Head Cook	2700	4400
HeadWaiter	2700	4400
Orderly (British Mess)	2400	3000
Waiter	2700	3400
Waitress	2200	2800

NOTES:

1. All rates subject to a deduction of 900 lire per month where meals are provided.

2. The standard working day for Hotel, Mess and Club employees is 72 hours, and no overtime will normally be paid unless a legal collective contract, existing before 1.9.42, can be produced and verified by AMG/ACC. This only applies to the Hotels which are taken over and where the management is responsible for the entire administration and supply of labour, and not the Hotels, Messes and Clubs which are requisitioned and direct labour employed by the Armed Forces.

3. The rates for Messes and Clubs will apply to the whole of ITALY.

4. Except where female classifications are listed, the above rates of pay apply equally to male or female employees.

APPENDIX "E"

MARINE GRADES.

Daily Rates.

Grade		Present Naples Basic Rate		Proposed Allied Force Basic Wage Scale		Approx % increase on max.
		Min. Lire	Max. Lire	Min. Lire	Max. Lire	
Diver	*	--	110	* 110	125	14%
Linesman (Navy)	+	-	80	+ 85	95	20%
Pumpman (Navy)		-	80	85	95	20%
Rope Splicer		80	100	90	115	15%
Sailmaker		85	110	95	125	14%
Salvage Hand		70	90	85	105	17%
Salvage Hand (Master)		95	110	100	125	14%
Security Patrol Officer or Deputy Harbourmaster		-	150	-	165	10%
Shipwright		80	100	105	135	35%
SEA-GOING RATES (SCHOONERS)						
Master		-	250	-	250	-
1st Officer		-	200	-	200	-
2nd Officer		-	180	-	180	-
3rd Officer		-	170	-	170	-
Chief Engineer		-	250	-	250	-
1st Engineer		-	200	-	200	-
2nd Engineer		-	180	-	180	-
3rd Engineer		-	170	-	170	-
Bo'sun		-	140	-	150	7%
Cook or Steward		--	130	--	140	8%
Seaman		-	120	-	130	8%
HARBOUR CRAFT RATES - TUGBOATS, "Z" CRAFT ETC.						
Master		-	180	-	180	-
Mate		-	140	-	140	-

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SEA-GOING RATES (SCHOONERS).

Master	-	250	-	250	-
1st Officer	-	200	-	200	-
2nd Officer	-	180	-	180	-
3rd Officer	-	170	-	170	-
Chief Engineer	-	250	-	250	-
1st Engineer	-	200	-	200	-
2nd Engineer	-	180	-	180	-
3rd Engineer	-	170	-	170	-
Bo'sun	-	150	-	150	7%
Cook or Steward	-	130	-	140	8%
Seaman	-	120	-	130	8%

HARBOUR CRAFT RATES - TUGBOATS, "Z" CRAFT ETC.

Master	-	130	-	130	-
Mate	-	140	-	140	-
Engineer	-	150	-	140	-
Cook or Steward	-	110	-	120	9%
Seaman	-	110	-	120	9%
Stoker or Fireman	60	100	-	125	25%

4853

BARGES & LIGHTERS.

Bargeman	70	90	85	105	17½
Master Bargeman	80	110	100	120	9%

* Plus 35 lire per hour under water.

\+ 5 lire per hour extra whilst tending diver.

NOTE: Except where female classifications are listed, the above rates of pay apply equally to male and female employees.

(1)

0325

Declassified E.O. 12356 Section 3.3/NND No. 785015

0326

Declassified E.O. 12356 Section 3.3/NND No. 785015

Q. M. C. Form 353 (Old No. 490)
Revised July 26, 1918

LIST OF PAPERS

File under No. 250

Morals & Conduct (2)

SERIAL NUMBER	FROM—	DATE	TO—	SYNOPSIS
27) G1/B/3305/1/A3	Hq., AAI	9 April	Hq., ACC	Re 19. Inspection to be taken by us.
28) — CC/P/210	Mrs. Alessandro CC	19 .. 20 ..	CC Mrs. Alessandro	I can't act in yr. husband's case/ but sympathize
29) CC/P/216	CC	22 ..	Col. Nyjohn	Re French type. misdemeanors.
30) ACC/4014/L	Col. Nyjohn	21 Feb.	CC	Revision of Fascist legislation
31) GAB/mo 3/6144/L	Col. Poletti	10 Mar.	Comm., Reg. III	Proclamation Offrusia
32) ACC/4383/4/L	Col. Nyjohn	25 ..	SG	Replies to (17) Middle CARRARO
33) ACC/4011/1/F 26361	.. .. Fdm	31 .. 1 April	371 POW Camp CC	Red Cross parcels case See (4)
34) ACC/4123/L CC/P/202	Col. Nyjohn C C	16 .. 17 ..	CC Gen. de Stein	See (29)
35) CC/P/245	CC	27 ..	Col. Nyjohn	Re carrying out of death sentences
36) —	Gen. Narce	28 ..	CC	Yr. cover on ACC/4129/3/L is OK
37) —	MMIA	24 Mar..	CC	Members It. Army in jail.
38) — CGS 228 CC/P/253	Col. Nyjohn Gen. Harding CC	29 April 26 April 1 May	CC .. Gen. Harding	Publicity re death sentences in espionage cases
39) CC/P/256	CC	1 ..	.. ..	Re "Lecce Case"
40) DCC/250	DCC	1 ..	Messr	Red X parcels case (See (33))
41) CC/P/266 CC/P/267 DC/CGS 236	CC CC Gen. Harding	5 May " " 3 ..	Col Nyjohn Gen. Harding CC	Further to 38
42) ACC/4104/4/L	Col Nyjohn	26 April	Labor Sub-Com	Draft decree instituting Labor Officers etc
43) CC/G/246	CC	29 ..	Various	will hold conf. to consider labor legion
44) ACC/4010/L —	Palmieri Ld Stamp etc	3 May "	VP, Adm Sec CC	Court & prison situation in Sardinia
45) AQC	MMIA ..	20 April 6 May	CC ..	See (37) It. soldiers in jail
46) CC/G/277	CC	12 May	Col Nyjohn	Red wants info on Gen. Billancia & Col. arrested @ Bari last 4 months ago
47) ACC/4144/L	Col Nyjohn	11 ..	CC	(Replies to (46))
48) M 197	TRANSFERRED TO 014.33			No judge here. Honorable Exec?
49) — ACC/4044/7/L	EC Col Nyjohn Col Cripps	5 .. 10 .. 13 ..	VP, Adm Sec .. CC	Courts for dealing with persons awaiting trial
50) 48 ACC/4044/7/L	Col. Nyjohn	14 ..	SG	Funds Agreement re Trial of Deserters for CC's signature
51) CC/P/248	CC	16	Gen Mac Mullen	Death sentences for women appeal
52) CC/P/318 AC/8	CC Gen Browning	22 .. 9 ..	Gen Browning CC	It. Soldiers in jail. (See 37)
53) #5474	Badoglio	22 ..	CC	Re guerilla amnesty for criminals
54) ES/7	CC	19 ..	Badoglio	Labor Legislation
55) DO/—	Gen Browning	22 ..	CC	Reports re Sardinia & Balkans
56) — ACC/4037	Brigden CC	24 .. 25 ..	CC HQ AAI	Balance of Fd Marshal Trust Fund to Refugees - Women

INSTRUCTIONS.—When papers on a subject become numerous they will be numbered serially and brief entries made on this form.

0327