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

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

136/394

AFLR(I)B, LABOR & WAGES CONTROL COMMITTEE
APR.-AUG. 1945; JULY 1946

0331

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

4032/CC

LIST OF PAPERS

Office of the
Chief Commissioner

ALLIED COMMISSION

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

PART II

SERIAL NUMBER	FROM—	DATE	TO—	SYNOPSIS
23	Agenda 32nd Meeting	12 Apr 45		
24	Minutes 3 Apr	5 Apr 45		Mtg Wages Subcommittee 3 Apr.
25	Minutes 31st Sp Mtg	5 Apr 45		
26	Minutes 32nd Meeting	11 Apr 45		
27	Ltr CinC-Med, 45/00180/26	13 Apr 45	SACMED	Effect of FAN 487 on civil labor working on behalf of the armed forces. INCLOSURE: FONAM 131-21, 25 Mar 45.
28	Ltr CAO AFHQ, CAO/244	18 Apr 45	C-in-C Med	Effect of FAN 487 on civil labor working on behalf of the Allies forces.
28a	AFHQ ADMIN MEMO No.25	18 Apr 45	(Estab of	Local Subcommittees of Lab-Wag Con Com
29	Agenda Sp Mtg 33rd Mtg	27 Apr 45		Special mtg to discuss FONAM comments on effect of FAN 487 on civil labor.
30	Minutes, 33rd Sp Mtg	27 Apr 45		
31	Agenda 34th Mtg	23 May 45		
32	Minutes 34th Meeting	23 May 45		
33	Agenda 35th Meeting	21 Jun 45		
34	Minutes 35th Meeting	26 Jun 45		
35	Agenda 36th Meeting	19 Jul 45		
36	Minutes 36th Meeting	19 Jul 45		
37	AFHQ IRS/2142/316	21 Jul 45	Chairmen, Bd	Powers of Local Sub-Committees in N.It
38	LSC/906, Braine	24 Jul 45	Stearns	Powers of Local Sub-Committees in N.It
39	Ltr, Stone	24 Jul 45	AFLRS AFHQ	Powers of Local Sub-Committees in N.It
40	PBS Lab/Wag Subcom	4 Aug 45		3rd Meeting, Minutes.

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

AUG 11 RECD

1149

THE LOCAL SUBCOMMITTEE OF THE LABOR AND WAGES
CONTROL COMMITTEE IN AND FOR PENINSULAR BASE SECTION
LESS SOUTHERN DISTRICT

Copy No. 2

MINUTES

1. The third meeting of the above named committee was held at 0930 hours on 4 August 1945 at Headquarters Peninsular Base Section.

Present: Major H. J. Reuper, BPA, PBS (Chairman)
representing PBS

Members: Royal Navy, Leghorn — Lt. (S) Milnes
Hq 66 AA Bde — Capt. S. Anderman
AMG/AC — 1st Lt. Allen

2. The minutes of the second meeting held on 16 and 23 June 1945 were approved.

3. Representation on the subcommittee was discussed and the subcommittee approved the following additions to the membership:

G.O.C. District I represented by Major Burton
CG MRTA represented by 1st Lt. J. W. Malloch

4. The subcommittee considered the inclusion of the Montecatini enclave and the FAAC area to the territory presently under jurisdiction of the subcommittee (5th Army having relinquished control of those two areas to PBS insofar as AFHQ Adm Memo No. 25, 1945 is applicable) and resolved that the two areas should be included.

5. Due to the geographical location of the Montecatini enclave and the FAAC area, the subcommittee resolved that the increased cost of living bonus, authorized by them at their second meeting, should be applicable to these two areas in all respects, including the effective date.

6. The subcommittee then adjourned to meet again at the call of the chairman.

H. J. REUPER
Major, AUS
Chairman

Over

0333

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8. CG, AAFSC/MTO
9. NOIC, RN. Leghorn
10. Zone Commissioner, AMG, Livorno Zone
11. CG, XII AF
12. US Labor Advisor, AFHQ
13. Br Labor Advisor, AFHQ
14. CO, AFDG #6 (Att: Lt. Langhorno)
15. 66th AA Bde Hqtrs (Att: Capt. Anderman, CLU)
16. GOC, I District (Br)
17. CG, MRTA (Att: Lt. J. W. Malloch)
18. CG, Fifth Army
19. CO, FAAC
20. CG, FRTA (Att: Lt. Robert A. Forosman)
21. Extra

0334

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

EMB/ejj
24 July 1945

SUBJECT: Labor and Wages Control Committee.

TO : The Chiefs of Section, A.F.L.R.S., Rome Area
Allied Command, C. M. F.

(37)

In reference to your letter, LRS/214D/316 of 21 July 1945, approval is given to your recommendation contained therein.

(38)

/s/ Ellery W. Stone

ELLERY W. STONE
Rear Admiral, USNR
Chief Commissioner

5083

Copies to:- D/CAO, AFHQ
Chairman, Labor & Wages Control Committee
EXEC. COMMR.

(39)

1304

0335

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C & FILES

HEADQUARTERS ALLIED COMMISSION
APO 394
LABOR SUB-COMMISSION

WHB/sb

T&L : 204

24 July 1945

REF : LSC/906

SUBJECT: Labor and Wages Control Committee - 19 July 1945
Powers of Local Sub-Committees in North Italy.

TO : Major Stearns
Office of Chief Commissioner

1. The Labor and Wages Control Committee at its meeting on 19 July recommended the extension to North Italy of the full provisions of AFHQ Administrative Memorandum No. 25, viz., permitting local sub-committees to authorize, within prescribed limits, increases in wages of civilian employees of the Armed Forces in order to keep in step with the wages paid locally in private industry.

2. The full use of these powers has hitherto been withheld from North Italy in order to reduce the possibility of paying unnecessarily high rates to civilian employees in the North, by the automatic introduction of the rates already being paid in the Center and South of Italy. This limitation of powers has now served its purpose. It can properly be said that the Armed Forces have not contributed to any upward move of wages in private industry and, indeed, Armed Forces wages are now substantially below local rates because of recent wage increases in private industry.

3. At the joint meeting of 13 July 1945 between the Italian Government and AFHQ and Regional Commissioners, the Italian Government announced its policy of equalizing the economic system as between North and South and reported that the general application of the so-called Milan agreement to the whole of North Italy had practically achieved uniformity. In these circumstances uniformity of practice for Armed Forces employees as between North and South is inevitable.

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4. It is, therefore, recommended that approval be given to the recommendation of the local Labor and Wages Control Committee as recorded in minute 188 of its meeting of 20 July, and as indicated in para 1.

W. H. Brain

W. H. BRAINE
Chairman
Labor and Wages Control Committee

0336

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

22 - Jul - 46

Admiral Stone, Chief Commissioner of the Allied Commission, has instructed me to present the following memorandum. The Admiral feels very strongly on this subject and most warmly recommends that favorable action be taken on this question.

MEMORANDUM

1. This Memorandum refers to the effective date of calculation of dismissal bonus of Allied Force civilian employees.

2. The background of this and other bonuses is that a Sub-Committee of the Labor and Wages Committee, with Italian delegates in attendance, considered the disparity between Allied Force wage scale and that prevailing in general industry, with particular regard to Christmas Bonus, holidays with pay, and dismissal bonus. The recommendation of the Sub-Committee, which was adopted by the main Committee, was that a consolidated bonus be added to the current pay of civilian workers calculated on an appropriate percentage basis and intended to compensate for benefits not specifically provided by the Allied Force wage scale. It was recommended that the percentage increase or consolidated bonus, should be added to current pay as from 1 January 1946.

3. The proposals were considered by the Joint Military Finance Committee, AFHQ, on 18 December 1945 and subsequently by the appropriate authorities at AFHQ, who agreed in principle to the recommendations but substituted specific bonus payments for the suggested consolidated bonus. Administrative Memorandum No. 5 of 1946 contained the relevant instructions and provided inter alia for effect to be given as from 1 January 1946 to civilian employees in service on or after 1 March 1946.

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4. But even if the proposals for a consolidated bonus were rejected, it seems appropriate for particular regard to be had to Italian law on this subject when giving effect to single bonus payments, and this raises the question of the effective date for calculating the dismissal bonus. The date 1 January 1946, although appropriate for the calculation of current payments as in the original proposals, is not appropriate when calculating dismissal bonus.

5. It would be appropriate to follow exactly Italian law for this particular item; viz., dismissal bonus, extracted from the proposed consolidated bonus, and to calculate it as from the date of commencement of the employment. The additional cost of the pres-

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

ent proposal would not be considerable. More than two thirds of the present civilian employees are in grades other than clerical and administrative, or hotel and mess; and the effect of the present proposal for such employees would, at the time of dismissal, add four days' pay to those engaged September 1943; 3 days' pay to those engaged June 1944, with corresponding smaller amounts for later engagements. For clerical and administrative workers, the corresponding increases would be 54 days' pay, 36 days' pay, etc. It should be noted, however, that owing to turnover of staff and reduced clerical commitments the numbers concerned with such length of service would be relatively few.

6. The moral effect of this concession is of the utmost importance. In addition to rewarding long and faithful service on the part of those still in Allied employment on terms more favorable than they would receive if employed by Italian employers, it would remove a source of grievance and enhance the prestige of the Allied authorities at a critical moment. Moreover, it should be remembered that it is less a concession than it is simple recognition of the workers' rights under Italian law. In my view -- as I stated as Chief Civil Affairs Officer in my decision in the Schio Massacre case -- the Allied military authorities are bound under the law of occupation to be the custodian of Italy's fundamental legal institutions. The protection of the legal rights of workers is surely fundamental. We therefore should comply with Italian labor laws and calculate the dismissal bonus as from the date of engagement.

/s/ Ellery W. Stone

ELLERY W. STONE
Rear Admiral, USNR
Chief Commissioner

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

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

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/s/ Ellery W. Stone

ELLERY W. STONE
Rear Admiral, USNR
Chief Commissioner

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

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

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/s/ Ellery W. Stone

ELLERY W. STONE
Rear Admiral, USNR
Chief Commissioner

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

...LIED FORCE LOCAL RESOURCES SECTI...
A.F.H.Q.

Postal Address:
A.F.L.R.S.,
Rome Area Allied Command,
C. M. F.

Telephone: ROME 66276

LRS/214D/316

21 July 1945

SUBJECT: Labour and Wages Control Committee.

TO : The Joint Chairmen,
A.F.L.R. (Italian) Board.

(36)

1. Reference is made to Minute 188 of the Labour and Wages Control Committee Meeting held on Thursday, 19 July 1945.

2. In view of the statements presented by the representative of No.2 District and the Chairman of the Labour and Wages Control Committee, it was recommended to the Board that in addition to the bonus authorised by Appendix "H" of AFHQ Administrative Memorandum No.34 of 1945, the provisions of AFHQ Administrative Memorandum No.25 of 1945 should now be applied to Northern ITALY.

3. In order that the rates of pay to Italian civilians employed by the Allied Forces in Northern ITALY bear a suitable relationship to those paid by civilian industry, which has announced its increases to be retroactive to 25 June 1945, it is requested that your approval be given to the above recommendation.

THOS. R. GIBBON, Colonel, AUS,
Chief of Section (U.S.),
A.F.L.R.S.

B. K. MICHAELSON, Lt.-Col., AGAG,
for Chief of Section (Br),
A.F.L.R.S.

(38)

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EKM/vhr

Copies to:- D/OAO, AFHQ
Chairman, Labour & Wages Control Committee.

(37)

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C Comm R

COPY NO: 92

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

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

LRS/214A.

Tel: 65275 ROME.

20 July 1945.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - MINUTES.

184. The thirty-sixth meeting of the Labour & Wages Control Committee was held at 0930 hours on Thursday, 19 July 1945, in the AFLRS, AFHQ Conference Room, ROME.

PRESENT:

Chairman

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

Representatives of:

Comdr. U.S. Naval Forces North African Waters.
Labour, AFHQ.
HQ, Eighth Army.
C.G. MTOUSA.
MAAF (Br)
DMR, Italy.
AAFSC/MTO.
CG., P.B.S.
HQ, 1 District.
HQ, 2 District.
HQ, 3 District.
CG, Rome Area Allied Command.
HQ, Adriatic Base Command.
HQ, ALCOM.

5074

IN ATTENDANCE:

Chief of Section (U.S.) AFLRS, AFHQ.
A.Q.M.G. AFLRS, AFHQ.
Director Food Sub-Commission, HQ ALCOM.

4 Representatives of:
F.A. AFHQ.

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0343

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

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PRESENT:

Chairman

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

Representatives of:

Comdr. U.S. Naval Forces North African Waters.
Labour, AFHQ.
HQ, Eighth Army.
C.G. MTOUSA.
MAAF (Dr)
DMR, Italy.
AAFSC/MTO.
CG., P.B.S.
HQ, 1 District.
HQ, 2 District.
HQ, 3 District.
CG, Rome Area Allied Command.
HQ, Adriatic Base Command.
HQ, ALCOM.

5074

IN ATTENDANCE:

Chief of Section (U.S.) AFLRS, AFHQ.
A.A.M.S. AFLRS, AFHQ.
Director Food Sub-Commission, HQ ALCOM.

A Representatives of:

F.A. AFHQ.
F.A. R.A.F.

185. MINUTES OF THE THIRTY FIFTH MEETING.

The minutes of the thirty-fifth meeting held on 26 June 1945 were approved.

186. No. 1 DISTRICT LOCAL SUB-COMMITTEE.

The minutes of the meeting of this Local Sub-Committee held on 30 June 45 were received.

(a) The Committee requested that increases should not be related to "Buff Book" Ave' ices as this publication was applicable to British Forces only.

(b) It was pointed out that the comparison scales of wages referred only to male unskilled and skilled artisan etc grades, whereas the increase authorised was applicable to all grades both male and female. AFLRS, AFHQ undertook to obtain from 1 District Local Sub-Committee details of the

(30)

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prevailing civilian rates for Clerical and Administrative, Hotel, Mess and Club Grades and for all Female Grades, such details to be passed to the financial authorities for consideration before the next meeting of the Committee.

187. No. 2 DISTRICT LOCAL SUB-COMMITTEE.

The minutes of the meeting of this Local Sub-Committee held on 9 July 45 were received and the Committee recommended their approval to the Board. (Copies of Minutes are attached as Appendix "J").

188. POWERS OF LOCAL SUB-COMMITTEES IN NORTHERN ITALY.

The Committee considered the recommendation made by 2 District Local Sub-Committee that the full powers of AFHQ Adm Memo No. 25 of 45, be granted to them in addition to the bonus authorised under Appendix H of AFHQ Adm Memo No. 34 of 45.

The Chairman stated that the policy of the Italian Government was to unify as quickly as possible the separate economies at present existing in Northern and Southern Italy. The wages of State employees in Northern Italy have already been raised to the same level as those prevailing in Central and Southern Italy. An agreement has been reached between workers and employees at Milan which has been approved by the Italian Government and will be adopted throughout the whole of Northern Italy which raises the take-home wage of a worker with a wife and two children by 130 lire per day. The Committee agreed that such an increase renders the powers at present granted to Local Sub-Committees inadequate to ensure that the Allied Forces Employees' Take-Home wage would be comparable with the Take-Home wage of the employee in civilian industry. The comparison in respect of a labourer in Milan is as follows :-

See 37

Unskilled Labour Allied Forces Employees Take Home Wage maximum payable under existing instructions)	160 lire (i.e. the
Italian Industry Employees Take Home Wage	257 lire to 284 lire.
Skilled Labour (Mechanic). Allied Forces Employees Take Home Wage maximum payable under existing instructions)	202 lire (i.e. the
Italian Industry Employees Take Home Wage	294 lire to 310 lire.

The Committee unanimously recommended to the Board that the provisions authorised by AFHQ Adm Memoranda Nos: 25 and 34 of 45 in Southern Italy now be extended to Northern Italy, (excluding Venezia Giulia).

Italy approved

0345
Declassified E.O. 12356 Section 3.3/NND No. 785015

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See (32)

Unskilled Labour

Allied Forces Employees Take Home Wage (i.e. the maximum payable under existing instructions) — 160 lire

Italian Industry Employees Take Home Wage — 257 lire to 284 lire.

Skilled Labour (Mechanic).

Allied Forces Employees Take Home Wage (i.e. the maximum payable under existing instructions) — 202 lire

Italian Industry Employees Take Home Wage — 294 lire to 310 lire.

The Committee unanimously recommended to the Board that the provisions authorised by AFHQ Adm Memoranda Nos: 25 and 34 of 45 in Southern Italy now be extended to Northern Italy, (excluding Venezia Giulia).

As the effective date for the increases in Northern Italy approved by the Italian Government is 25 June 45, the Committee requested that interim action be taken by AFLRS with a view to obtaining a early amendment to the existing AFHQ instructions.

189. SOUTHERN DISTRICT P.B.S. LOCAL SUB-COMMITTEE.

The minutes of the meeting of this Local Sub-Committee held on 5 July 45 were received. (Copy attached at Appendix "B").

(a) The Committee noted the recommendation made by the Local Sub-Committee (minute 10) on the establishment of a formula to ensure that the voting strength of members should reflect the number of persons respectively employed by them. It was considered that such a recommendation if approved would establish a procedure which conflicted with one of the fundamental methods of procedure of the AFLR (Italian) Board and its Committees, and the Committee considered that no change in present procedure should be made.

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(b) As members of the Committee had not had an opportunity of studying the recommendation made in minute 17 on increasing the percentage of extra pay for foremen, it was agreed that this subject should be considered at the next meeting of the Committee.

With the exception of sub-paras (a) and (b) above, the Committee recommended to the Board the approval of the Southern District P.E.S. Local Sub-Committee minutes of the meeting held on 5 July 45.

190. No. 3 DISTRICT LOCAL SUB-COMMITTEE - PALERMO.

The minutes of the meeting of this Local Sub-Committee held on 12 July 45, were received. (Copy attached at Appendix C).

(a) AFLRS undertook to request the submission of the proforma showing the comparison between Allied Forces Wages and prevailing civilian rates for circulation to members before the next meeting.

191. ROME AREA ALLIED COMMAND LOCAL SUB-COMMITTEE.

It was reported that the meeting of this Local Sub-Committee previously scheduled had been postponed.

The Rome Area Allied Command representative referred to minute 178 of the last meeting of the Committee and AFLRS AFHQ reported to the meeting the decision made by the D/CAO AFHQ, namely that there is no objection to the presence of a representative from French Army Headquarters at meetings of the R.A.A.C. Local Sub-Committee, when in the opinion of the Local Commander it is desirable. Technically such a representative is not a member of the Local Sub-Committee. This technicality, however, should not preclude the French representative from participating in the meetings to the extent desired by the C.C., Rome Area Allied Command.

192. INCENTIVE BONUS SCHEME - No. 4 CLOTHING & REPAIR FACTORY.

AFLRS AFHQ reported that this scheme had only been in operation for four or five days and that a report was not therefore available. A full statement on the operation of the scheme will be submitted by AFLRS to the next meeting.

193. COST OF LIVING BONUS - BARI.

H.Q. 3 District representative submitted figures of a study made into the rates of wages prevailing in the Bari area. It was agreed that this should be submitted to the financial authorities who would submit their comments for consideration at the next meeting of the Committee.

194. SUPPLY OF FOOD TO ITALIAN CIVILIANS.

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

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194. SUPPLY OF FOOD TO ITALIAN CIVILIANS.

The Director of Food Sub-Commission HQ AICCA reported to the meeting that the responsibility for the supply of food to the civilian population was gradually being transferred to the Italian Ministry of Food. He considered it desirable that employing military services should give consideration to the question of eliminating the issue of supplementary ration cards by military units to civilian employees of the Allied Forces in order that a greater degree of uniformity of civilian ration scales might be achieved. At present there are three separate systems, the Northern Territory, the Italian governed area and workers for the Armed Forces. The proposals outlined by the Director Food Sub-Commission HQ AICCA would, if adopted, divorce entirely the Armed Forces from the civilian economy in respect to food rationing, as they would then be responsible only for the supply of the midshift meal to their workers and be thus self contained. The Food Sub-Commission and the Italian Ministry of Food would then be free to adjust supplementary ration scales as between the North and South.

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Such adjustments at this stage would anticipate a situation which is bound to arise when the bulk of the Allied Forces leave Italy and which unless taken in hand now, might result in labour troubles.

The proposals submitted by HQ ALCOM are as follows :-

(a) That the issue of Supplemental Ration Cards (AFHQ Adm. Memo 30 of 45 Scale 1 Part II) be discontinued, and either

(i) The Midshift Meal (AFHQ Adm. Memo 30 of 45 Scale 1 Part I) be increased by an equivalent quantity of Bread (25 grams) and Dehydrated Soup (say 7 to 12 gms).

or (ii) The Midshift Meal be not increased.

(b) That Scale 2 Parts I and II of AFHQ Adm. Memo 30 of 45 for workers engaged in part time work for the Allied Forces be abolished. In order that these workers would not be penalized, the Food Sub-Commission is prepared to recommend to the Italian Ministry of Food that a Heavy Worker ration at a similar scale be substituted to take effect at the time Scale 2 is discontinued.

The Committee agreed that members should consider the HQ ALCOM proposals, and come to the next meeting prepared to present their views.

195. CLERICAL & ADMINISTRATIVE GRADES.

In reply to a query raised by Labour AFHQ, the Committee agreed that where a clerical or administrative employee has one day's official leave of absence in seven days he should not thereby suffer a deduction of one day's pay and bonus. The regulation for deductions for unauthorised absence are contained in AFHQ Administrative Memorandum No. 34 of 45, para 6 (b) (ii).

196. CHANGES IN WAGE SCALES.

In order to include mechanics other than those specified in the Basic Wage Scales the Committee recommended to the Board that those specialist grades of mechanics at present included in the Allied Forces Basic Wage Scales with wage rates of 100 lire minimum 135 lire per day maximum be all incorporated under the general heading of Mechanic.

197. Dismissal of Employees.

A suggestion was received via HQ ALCOM that a certain degree of notice be given to employees who are discharged through no fault of their own by Allied Force employers of labour. The Committee viewed this problem with sympathy, but it was considered, that no guarantee of prior

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The Committee agreed that members should consider the HQ ALCCM proposals, and come to the next meeting prepared to present their views.

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198. NEXT MEETING.

The next meeting of the Committee will be held at 0930 hours on Thursday 23 August 1945.

AFLRS AFHQ drew the attention of the Committee members to the necessity of ensuring that any papers for submission to the Committee should be forwarded so as to reach AFLRS 12 days before the date of the meeting to permit of circulation with the Agenda.

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

SJBL/hws.

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65/69	HQ, No 3 District (" " " " " " " " ")
70/75	CG, Rome Area Allied Command (" " " " " " " " ")
76/77	HQ, Adriatic Base Command
78	Flag Officer, [illegible] & Adriatic
79	RN (FCTLEE) NO 2
80	SENALUSNO, ITALY.
81	CS, TARLUSO
82	SOUNOS, PALERMO
83	NOLO, MARSALA
84	NOIC, ANCONA
85	[illegible]

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27	Ord (E), AFHQ
28	REME, AFHQ
29/30	Labour, AFHQ
31	Fiscal Director, AFHQ
32	FA, AFHQ
33	CG, USCOUSA
34	GPA, USCOUSA
35	DDL, 15 Army Group
36/38	CG, Fifth Army (Attn: G-4)
39	CG, Fifth Army (Attn: Dr. Increment Labour)
40/42	DMR, ITALY
42/45	AAFSC/MTO
46/47	HQ, 214 Group RAF
48	FA, RAF
49/50	HQ, Eighth Army
51/52	CG, PBS (Includes one for each Local Sub-Committee for info)
53	BPA, PBS
54	MPA, PBS (South)
55/56	C.O., P.B.S. (South)
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76/77	HQ, Adriatic Base Command
78	Flag Officer, TYRRHENIAN & Adriatic
79	HQ (SICILY) NO 2
80	GENMARSYC, ITALY.
81	CG, TYRRHENO
82	COMNOB, NAPLES
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HQ No.2 District, CMF.
1865/7/Q2

14 Jul 45.

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

2 DISTRICT LOCAL SUB-COMMITTEE

MINUTES

1. The first Meeting of the 2 District Labour and Wages Sub-Committee of AFLR (Italian) Board was held on Monday 9 Jul 45 at HQ No.2 District.

PRESENT.

CHAIRMAN - Colonel S.B.L. GORDON-SMITH, CBE., MC.,
DDL 2 District.

MEMBERS - Lieut F. HENDERSON, RNVR, RN Base GENOA
Lt-Col. G. J. COOK, 5 Army
Major F. G. R. VINCENT, DAQMG(2) 2 District
Lt-Col. ALEXANDER, OC 91 Group PC
Major L.L. VENESS, 2909 C.L.U.
Major A. SECUNA, 2917 C.L.U.
Major L. HENDERSON, 2918 C.L.U.
Mr. Joseph di Feda, AMG, LOMBARDIA
Major E. SCICLUNA, AMG PIEMONTE.

2. GENERAL REVIEW OF THE SITUATION IN NORTHERN ITALY.

The present position regarding wage rates in NORTHERN ITALY was examined and representatives from Areas were asked to give their views as to current wage rates.

(a) MILAN Area.

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I [illegible] agreed that the unskilled labour rate would be 200 lire per day now that the new civilian wage agreement had come into force.

(b) PIEDMONTE Area.

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It was agreed that the unskilled labour rate would be 200 lire per day now that the new civilian wage agreement had come into force.

(b) PIEMONTE Area.

The figure of 240 lire per day was given for unskilled workers although the difficulty of obtaining an exact figure was pointed out owing to the fact that a certain portion of wages is in many cases paid in kind.

(c) LIGURIA.

Civilian wage rates were still a subject for negotiation but the final figures would be as much if not higher than MILAN.

3. COST OF LIVING BONUS.

In view of the fact that civilian rates of pay under the new agreements lately negotiated in civilian industry and now approved by AMG and Italian Government, would be anything up to 175 lire above Allied Force basic wage scale it was agreed to recommend that the full maximum permissible cost of living bonus as as laid down in Appx 'H' to AFHQ Admin Memorandum No.34 should be adopted forthwith, to be effective for the pay period beginning 1 Jul 45.

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4. RECOMMENDATIONS.

It was further agreed for the same reasons that the addition of the cost of living bonus as at present within the powers of the Committee would be entirely inadequate to meet the new situation. It appeared that the rates of pay for skilled labour were considerably more important from the Military point of view than those for unskilled workers since owing to widespread unemployment and the small demands for this type of labour within the District, sufficient unskilled labour was easily obtainable. Typical skilled rates of pay in civilian industries were taken and compared with those payable under the present powers of the Committee. It was found that military rates of pay would be approximately 100 lire below civilian rates for the majority of trades, even after the implementation of Cost of Living Bonus mentioned in para 3. The following recommendation was therefore made :-

> "In view of the wage agreements which have already been authorised in LOMBARDY and are in course of being negotiated in other compartments in 2 District territory (and in many cases are already actually operative) and in view of the fact that wages in the NORTH have reached and in many cases surpass[illegible]ge levels in ROME and other parts of CENTRAL and SOU[illegible]RN ITALY, this Sub Committee requests that they be granted the full powers specified under AFHQ Admin Memorandum No. 25 which authorises a further bonus of up to 100 lire per day in addition to the cost of living bonus laid down in Appx 'H' to AFHQ Admin Memorandum No. 34. The Committee feels that without such authority a very real danger exists that such important commitments as MEDLOC may be jeopardised owing to possible absenteeism and strikes among civilian employees".

AMG LOMBARDY Region was asked to provide further details of typical wage rates ruling in civilian industry.

5. SPECIAL PROFESSIONAL GRADES.

AMG reported that they had difficulty in obtaining a high standard of employees in professional grades and were asked to make recommendations to the Chairman in order that he could take the matter up at the next Meeting of the Labour and Wage Control Committee of the AFLR (Italian) Board.

6. WAGE RATES - ROYAL NAVY.

Royal Navy stated that they were in the process of withdrawing RN Officers and replacing them by Italian civilians in such positions as Asst [illegible]

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of Cost of Living Bonus mentioned in para 3. The following recommendation was therefore made :-

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6. WAGE RATES - ROYAL NAVY.

Royal Navy stated that they were in the process of withdrawing RN Officers and replacing them by Italian civilians in such positions as Asst Harbourmasters, for which no rates of pay were laid down. Provisional rates would be fixed in consultation with the Local Labour Officer and AMG.

7. NEXT MEETING.

The next meeting of the Sub-Committee will be held on 23 Jul 45 at 1430 hrs.

(SGD) ??????????
Major,
Secretary.

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Appendix 'A' to HQ No.2 District letter
1865/7/Q2 dated 14 Jul 45

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

QUESTIONNAIRE

Reason for Meeting.

In view of the gross disparity between wages rates in civilian industry and those payable by the military:-

(a) to authorise the implementation of a cost of living bonus.
(b) to consider requesting powers to authorise a further bonus.

2	Source of information for the Italian Industry Rates as on the attached form	Ufficio del Lavoro, MILAN
3	Steps taken to verify the information referred to in para 4 above	By interviews by 2909 CLU
4	Increase/Decrease agreed, with explanation of any variations in proportions of the award as between occupations	By Cost of Living Bonus as at Appx 'H' to AFHQ Adm Memo 34 of 1945.
5	Is the Award in the form of a Bonus or of an augmentation of the Basic Pay	A Cost of Living Bonus
6	Effective date and area of the award	1 Jul 45. No 2 District territory less 66 AA Bde

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SPECIAL COMPARISON TABLE - CIVILIAN LABOUR RATES MILAN

Grade	Allied Force Basic Rate					Italian Industry Plus				
	Male or Female	Basic Max	C of L	Take Home	Base Pay	Present Indemnity	Wife	2 Children	Caro vita	Meal Allce
UNSKILLED GONDRAND	M M	85	75	160	96	-		8	-	20
PIRELLI (i) (ii)	M M				58 70	- -		16 16	- -	15 15
FALCK	M				85	-		16	-	10
BRICKLAYER PIRELLI	M M	120	75	195	88	-		16	-	15
MECHANIC GONDRAND	M M	135	67	202	114	-		16	-	20
PIRELLI	M				96	-		16	-	15
FALCK	M				126	-		16	-	10
DRIVER GONDRAND	M	115	75	190	110	-		16	-	20
COOK CARRARINO SCIACCALUGA	M M	133	39	172	68	-		16	-	20

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Appx "B" to HQ 2 District
1865/7/22 dated 1st Jul 45

SPECIAL COMPARISON TABLE - CIVILIAN LABOUR RATES MILAN

Rate Basic Max	Plus C of L	Take Home	Italian Industry Rates Plus.. Base Pay	Present Indemnity	Wife	2 Child -ren	Caro vita	Meal Allce	Emer Bonus	Cottimo	Minus Social Ins.	Income Tax	Take Home
85	75	160											
			96	-		8	-	20	150	-	-	5	269
			58	-		16	-	15	150	23	-	3	259
			70	-		16	-	15	150	37	-	4	2
			85	-		16	-	10	150	-	-	4	257
120	75	195											
			68	-		16	-	15	150	47		5	311
135	67	202											
			114	-		16	-	20	150	-	-	6	294
			96	-		16	-	15	150	38	-	5	310
			126	-		16	-	10	150	-	-	6	296
115	75	190											
			110	-		16	-	20	150	-	-	6	290
133	39	172											
			68	-		16	-	20	150	-	-	3	251

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Special Comparison Table - Civilian Labour Rates 1945.

Grade	Male or Female	Allied Forces Basic Wage	Plus C of L	TAKE HOME	Base Pay	Res Ind	Wife	2 Chil	Cars vita	M Al
CLERICAL WORKERS										
1st Category	M	6800	1430	8230						
		(Senior Adm Asst)								
FALCK	M				7500	-		426		2
GONDRAND	M				6076	-		426		5
2nd Category	M	5400	1470	6870						
		(Junior Adm Asst)								
FALCK	M				5550	-		426		2
RINASCENTE	M				4070			426		2
3rd Category	M	3600	1690	5290						
		(Clerk)								
FALCK	M				4000			426		2
GONDRAND	M				2796			426		5
TYPISTS and TELE OPERATORS	M	3600	1690	5290	1800 (Minimum)			426		2

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

Special Comparison Table - Civilian Labour Rates 1945.

sic Wage			Italian Industry Rates									
	Plus						Plus			Minus		
sic ge	C of L	TAKE HOME	Base Pay	Res Ind	Wife	2 Chil	Cars vita	Meal Allce	Emer Bonus	Soc Ins	Income Tax	TAKE HOME
0 (Senior Adm Asst)	1430	8230	7500 6076	-		426 426		250 500	3750 3750		688 557	11238 10195
0 (Junior Adm Asst)	1470	6870	5550 4070	-		426 426		250 250	3750 3750		509 373	9467 8123
00 (Clerk)	1690	5290	4000 2796			426 426		250 500	3750 3750		367 256	8059 7216
00	1690	5290	1800 (Minimum)			426		250	3750		165	6061

Appx "B" to Encl No 2 Dist Letter
1865/7/Q2 dated 14 July 45

Wages Agreement between the Unione Industriale and the Camera del Lavoro of MILAN Province - Translation

WAGE INCREASES

1. With effect from 25 Jun 45 there is instituted an emergency bonus, daily and monthly, to be calculated down to the hour and to be paid only for hours actually worked. The aforesaid bonus is fixed on the following scale:-

	Manual Workers Daily	Clerical Workers Monthly
(a) Male head of family with one dependent	120m	3000
(b) Female head of family with one dependent	100	2500

To males and females with two or more dependents there will be paid an additional allowance of 15 lire daily for manual workers and 375 lire monthly for clerical workers, calculable to the hour, for all dependents other than the first up to three in number.

(c)	Male, single, above 20 years of age	100	2500
(d)	" " from 18 to 20 years	80	2000
(e)	Female, " above 20 years of age	72	1800
(f)	" " from 18 to 20 years	64	1600
(g)	Male and female under 18 years	56	1400

"Head of Family" signifies the worker, manual or clerical, who receives family allowance. The hourly calculation is made by dividing the daily rate by 8 and the monthly rate by 180.

2. With effect from 25 Jun 45 the "War Bonus" is abolished (20 lire daily for heads of family); this was instituted by decree on 26/9/44 and modified by the Government of the so-called Italian Social Republic.

3. The emergency bonus referred to in para 1 will be paid in full to the workers in factories, works, etc. situated in territory which comes under the administration of MILAN and SESTO SAN GIOVANNI; on the scale of 95% for workers in factories, works, etc. situated in the territory administered by the Communes of MONZA and LEGNANO, and on the scale of 85% for workers in factories, works, etc. situated in the remaining territory of the Province of MILAN.

4. The emergency bonus does not form an integral part of the wage for the purpose of any calculation except insofar as payment due for annual holidays and holidays occurring during weekdays is concerned. The bonus is not liable for deductions made for social insurance, etc.

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5. With effect from 25 Jun 45 workers completely "suspended" from work, as well

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To males and females with two or more dependents there will be paid an additional allowance of 15 lire daily for manual workers and 375 lire monthly for clerical workers, calculable to the hour, for all dependents other than the first up to three in number.

(c)	Male, single, above 20 years of age	100	2500
(d)	" " from 18 to 20 years	80	2000
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4. The emergency bonus does not form an integral part of the wage for the purpose of any calculation except insofar as payment due for annual holidays and holidays occurring during weekdays is concerned. The bonus is not liable for deductions made for social insurance, etc.

5. With effect from 25 Jun 45 workers completely "suspended" from work, as well as those working reduced hours, both of which classes are entitled to have pay made up to them, will receive:-

(a) 50% of the emergency bonus calculated down to the hour, from the "Cassa Integrazione Salari" of industrial workers administered by the Instituto Nazionale Providenza Sociale; the scale of contributions paid will remain unchanged.

(b) 25% of the emergency bonus calculated down to the hour to be paid by the employer.

The Employers' Union maintain that the burden must be borne, not by the firms, but by the Erario (Inland Revenue), since the workers concerned have undeniable rights to existence which must be granted, although they are not in a position to secure full employment. The Employers' Union therefore will approach the Government with a view to arranging as quickly as possible that the State shall bear the burden of payments made to workers in respect of hours not actually worked.

/The Workers' Unions.....

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The workers' Unions, in the interests of national productive economy, will lend their aid to any attempt made to put industry in a position of overcoming the difficulty mentioned above.

6. The foregoing shall not apply to industrial firms engaged in the transportation of goods or persons nor to tailoring firms making ladies' and men's clothes to measure. For these classes of workers a separate agreement will be made.

7. With the consent of the Factory Committees and of the Factory National Liberation Committees, firms shall be able to re-admit to work, on their return, workers, manual or clerical, who return from the Army or members of the C.V.L. who have been prisoners, workers returning from forced labour, workers who had been taken abroad, and workers exiled for political reasons; and firms shall have the facility for putting on the waiting-list the number already working equivalent to the number thus taken on. Workers thus due to be put on the waiting-list shall be chosen by arrangement with the Factory Committees; they shall be, in the first place, those elements who are fit subjects for such action and then choice will be made from the rest, taking into account their monetary position and their family burdens.

8. The recovery of sums which happen to have been already paid in advance on wage increases by firms will take place by a gradual process in such a way that the recovery is made by 31 July 45.

Particular situations which occur or agreements to pay in kind arrived at between employers and employees will be given individual consideration by the Unions and will be made the subject of Special Decisions for the purpose of the application of the present agreement.

9. The present agreement legally replaces all agreements concerning wage increases concluded directly between one party and another after 1 June 45, with the exception of agreements which have fixed small equalising increases. In cases of dispute the Unions shall decide.

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APPENDIX " "

THE LOCAL SUBCOMMITTEE OF THE LABOR AND WAGES
CONTROL COMMITTEE IN AND FOR SOUTHERN DISTRICT
PENINSULAR BASE SECTION

M I N U T E S

1. The third meeting of the above named committee was begun at 0930 hrs on 5 July 1945 at Hq. Southern District PBS.

2. The following members and their indicated advisers were present.

Representatives of :

Southern District PBS	- Major R.B. Eaton, Chairman
56 Area	- (Major J.H. Harding-Gill (Major D.M. Noble Lt. Col. L. Koenigsbuert Major W.M. Watson Capt. C. Kors
Naples Area, R.N.	- Lt (S) P.H. Grindle, RNVR
AAFSC/MTO	- Lt. Henry Hersh
(MAAF/MAF	(- S/Ldr A.A. Harley
(1 Base Area, RAF	(- S/Ldr E.T. Dawson
U.S. Naval Det. Naples	- (absent)
Commune of Naples AMG	- Lt. Col. G.I. Warren

3. The following were in attendance:

Captain W.P.G. Taylor	94 Sub Area
Captain J.C.R. Hanley	2504 C.L.U.

4. The Chairman reported to the Committee the proceedings of the meeting of the Labor and Wages Control Committee held 26 June 1945.

5. The Committee discussed the problem created when an establishment, by reducing its hours of operation, eliminated overtime and thereby diminished the net take home wage of its workers. Where this result ensued from a reduction to a 48 hour week spread over 5 or 5½ days, it was pointed out that the loss to the worker was made greater by the rule recently adopted by the Labor & Wages Control Committee, under which overtime is now to be calculated on a weekly basis. In respect to the indicated problem the Committee did not perceive any solution suitable for general application, and were not able to agree upon any action.

6. Representative 56 Area (Major Harding-Gill) announced his transfer of assignment and the appointment of Major D.M. Noble to succeed him as representative of 56 Area on the Committee. Major Noble was welcomed to the Committee and Major Harding-Gill then departed.

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	Lt. Col. L. Kessingbourt
	Major W.K. Watson
	Capt. C. Rowe
Naples Area, R.N.	- Lt (S) R.R. Grindle, RNVR
AAFSC/MTO	- Lt. Henry Hersh
(MAAF/RAF	(- S/Ldr A.A. Harley
(1 Base Area, RAF	(- S/Ldr E.T. Dawson
U.S. Naval Det. Naples	- (absent)
Commune of Naples ACC	- Lt. Col. G.I. Warren

3. The following were in attendance:

Captain W.P.G. Taylor	94 Sub Area
Captain J.C.R. Hanley	2904 C.L.U.

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6. Representative 5th Area (Major Harding-Gill) announced his transfer of assignment and the appointment of Major D.L. Noble to succeed him as representative of 5th Area on the Committee. Major Noble was welcomed to the Committee and Major Harding-Gill then departed.

7. The Chairman then announced that by direction of the appointing authority, the portion of Rome Province lying in Southern District PBS had been excluded from from the territorial jurisdiction of the Committee.

8. The Committee unanimously agreed that the increase in cost of living bonus authorized by them at their second meeting should be deemed applicable in all respects, including effective date, to the exclave of Southern District PBS lying in and about the town of Torre Annunziata.

9. Representative MAAF (S/Ldr. Harley) announced that his headquarters had delegated to 1 Base Area RAF its right of representation on the Committee, and that S/Ldr. E.T. Dawson would represent that headquarters. S/Ldr. Dawson was welcomed to the Committee, and S/Ldr. Harley thanked for his services. He then departed.

10. The Committee believed that the voting strength of members of the Committee should in some manner reflect the number of persons respectively employed by them (special consideration being given to AC). The Committee therefore unanimously

/recommend.....

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recommend to the appointing authority that he authorise them to devise and thereafter to employ a formula to attain the result mentioned; provided, that if the members of the Committee should not be able unanimously to agree upon a suitable formula, the consent of the appointing authority to any formula adopted by the majority of the Committee should be required.

11. It was announced that, in comparing Armed Force Wages with private wage rates, income tax should be deemed equally applicable to both; and that, in the same comparison, wage increases granted only by a particular firm, not resulting from an industry-wide collective contract nor representing an industry-wide trend, might be disregarded.

12. Data on prevailing prices in Naples was submitted, and from such data it appeared that during June average prices for clothing and household equipment had declined materially, and average prices for foodstuffs slightly. It was believed that import of manufactured articles from Northern Italy and the psychological effect thereof on Naples merchants would enable prices of manufactured articles to continue to decline; but that impending serious drouth would lead to an increase in food prices by autumn.

13. Wage data secured from certain private firms, believed typical of their respective types of industry, was presented to the Committee by 56 Area and by PBS. Such data is abstracted on the proforma attached hereto, marked "Exhibit A". From consideration of the data shown, it appeared that an increase in the wage of clerical workers was proper.

14. The Committee therefore unanimously resolved that the cost of living bonus of all administrative, office, clerical, and supervisory employees employed by the Allied Armed Forces should be further increased as specified below:

a. Extent of Increase - 780 lire per month, in addition to the 910 lire granted at the second meeting of the Committee, with a resulting total of 1690 lire per month.

b. Effective Date of Increase - In each unit, the first day of the first pay period beginning after 15 July 1945.

c. Effective Area of Increase - All territory of Southern District, PBS,

Excepting
(1) That portion of Roma Province lying in Southern District, PBS;
(2) Exclaves of PBS in and about Paestum and Castellammare di Stabia;

But Including
(1) AFHQ and Replacement Command MTOUSA enclaves

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c. Effective Area of Increase - All territory of Southern District, PBS,

Excepting
(1) That portion of Rome Province lying in Southern District, PBS;
(2) Exclaves of PBS in and about Paestum and Castellammare di Stabia;

But Including
(1) AFHQ and Replacement Command MTOUSA enclaves
(2) The small enclaves of Air Corps, III District, RN in Naples.
(3) The islands of Capri, Ischia, Procida, and Nisida
(4) The PBS exclave in and about Torre Annunziata.

15. The Committee, after some discussion, concluded that it did not have before it information indicating the propriety of further action respecting juveniles; but believed the issue to be one requiring further study. The Committee unanimously agree, however, that the cost of living bonus for juvenile laborers approved by them at their second meeting should henceforth be held to apply to apprentice and messengers (if any) under the age of 18 years.

16. Data submitted indicated that in private industry the female differential was wider than the 15% of basic wage now deducted from the Armed Force wage scale. It was not deemed practical, however, to undertake reduction of female rates of pay and bonus currently authorized; and the question of increasing the female differential was reserved until such time (if ever) as a further general increase in wages or bonus should be contemplated.

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17. Consideration was given to the basic pay of particular wage classifications in relation to each other. It was believed that formen should be distinguished from their workmen by a greater margin than the 20% of basic pay now provided, seeing that basic pay has now become a small part of the total wage. The Committee therefore unanimously recommend to the Labor & Wages Control Committee that the pay of foremen of labor, both unskilled and skilled, should be raised from 20% more than the basic pay of the persons, or highest paid persons under them, to 25% of such basic . As such recommendation concerns Italy at large, local action thereon will not be undertaken.

18. The Committee agreed that the several headquarters represented thereon might in their discretion authorize their respective employing units to apply the bonus increase previously authorized for unskilled and semiskilled labor (35 lire per day) to any person employed in any wage classification not commonly accepted as inherently skilled (e.g. marker and sorter, storeman, watchman, etc.) It is not required in such cases that the higher bonus increase, for skilled workmen, be paid if the unit does not in fact believe that the employee's duties necessitate a specific skill.

19. Representative of 94 Sub Area, Salerno, was invited to attend meetings of the Committee as an observer in behalf of the Salerno Committee; and he in turn extended a reciprocal invitation to the Naples Committee to attend at Salerno. It was confirmed that the exclaves of PBS in and about Paestum and Castellammare di Stabia fell within the jurisdiction of the Salerno Committee.

20. Major Watson reported that Camera del Lavoro has declined to participate in a proposed committee, consisting of themselves, employer groups, and Italian labor officials, whose purpose would be to stabilise Italian private wages in relation to Armed Force wages.

21. The prescribed questionaire respecting the meetings of local sub-committee is attached hereto, marked "Exhibit "B".

22. The Committee then adjourned, to meet again at the call of the Chairman.

(Signed) R. B. EATON
Major
Base Purchasing Agent
Southern District PBS
Chairman

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2	Ch Com Alcon, Rome

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22. The Committee then adjourned, to meet again at the call of the Chairman.

(Signed) R. E. EATON
Major
Base Purchasing Agent
Southern District PBS
Chairman

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27-32	2907 CLU, CMF
33-38	CG, AAFSC/MTO
39-41	NOIC, Naples Area, RN
42	HQ, MAAF, RAF
43-47	1 Base Area, RAF
48-51	Commander US Naval Forces, NA Waters
52-57	Commissioner, Commune of Naples, AMG
58	US LAbor Advisor, AFHQ
59	Dr Labor Advisor, AFHQ
60-66	Fin Adv RAF, AFHQ
67	2916 CLU, Capua
68	2904 CLU, Salerno
69	HQ, 94 Sub Area, Salerno
70-75	Extra

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SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES

Grade	Male or Female	Allied Force Basic Rate: Basic Wax (2)	PLUS: C of L	Original Naples Increase	TAKE HOME	Base Pay (1)(2)	PLUS: Presence Indemnity.	Wife (3)	2 Children (5)	Caro vita	ITALIAN
Accountant (See also 1st Grade Adm.below	Male	5400	1	1470	910	7780	6936	495	416	780	1120
Book-keeper.	Male	5000	1	1690	910	7600	4875	450	416	780	1085
			2				6185	300	416	780	3600
			3				5770	-	416	780	3600
			4				7515	1080	416	780	375
			5				4000	663	1747		2700
			6				3000	300	286		2700
			7				3200	375	416	780	375
Clerk, Office (3rd Grade Adm)	Male	3600	1	1690	910	6200	3521	495	416	780	1120
			2				3410	300	416	780	3600
			3				4270	-	416	780	3600
			4				4750	1080	416	780	375
			8				?	?	416	780	?
			9				?	?	416	780	?
			10				?	?	416	780	?

NOTE : The bracketed figures in the third column indicate that the data given was derived from ... named below.

(1) S.O.N.& S.P.A.D.
(2) S.A. Navalmeccanica
(3) Azienda Autofiletramviaria
(4) Ilva Steel
(5) Ditta Basile
(6) Ditta Fiore
(7) Ditta Senette
(8) Bombrini Parode Delfino
(9) Ditt...
(10) Indu...

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EXHIBIT "A"

SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES

Force Basic Rate PLUS COLA	Original Naples Increase	TAKE HOME	Base Pay (1)(2)	PLUS Presence Indemnity.	Wife (3)	2 Children (3)	ITALIAN INDUSTRY RATES Carovita	Carpane (4)	Carovita Straordinario or Food Allowance (4)	MINUS Social Insurance (5)	Sickness Insurance	TAKE HOME
1470	910	7780	6936	495	416	780	1120	2880	-	40	159	12428
1690	910	7600	4875	450	416	780	1085	2790	-	40	112	10244
			6185	300	416	780	3600	450	300	40	142	11849
			5770	-	416	780	3600	450	500	40	133	11343
			7515	1080	416	780	3750		810	40	173	14138
			4000	663	1717		2700	900	-	40	92	9878
			3000	300	286		2700	900	-	40	69	7077
			3200	375	416	780	3750		-	40	74	8407
1690	910	6200	3521	495	416	780	1120	2880	-	40	81	9091
			3110	300	416	780	3600	750	300	40	78	9438
			4270	-	416	780	3600	750	500	40	98	10178
			4750	1080	416	780	3750		810	40	109	11437
			?	?	416	780	?	?	-	40	?	10346
			?	?	416	780	?	?	-	40	?	10571
			?	?	416	780	?	?	-	40	?	9536

The third column indicate that the data given was derived from the industrial firms respectively

(5) Ditta Masse
(6) Ditta Fiore
(7) Ditta Scutte
(8) Pambrini Parode Delfino
(9) Ditta Corradini
(10) Industria Meccanica Napolitana

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SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES

Grade	Male or Female	Allied Force Basic Rate					Base Pay (1)(2)	PLUS ITALIAN INDUSTRY				
		Basic Max (2)	PLUS	Original Naples Increase	TAKE HOME			Presence Indemnity	Wife (3)	2 Children (3)	Carovita	Carovana (4)
Clerk, Office (see also general rate for women or 3rd Grade Adm. female below	Female	3060	1 2 4 5 8	1920	910	5890	1893 2540 3450 2535	216 300 1080 356	416 416 416 416	780 780 780 780	750 3600 600	1950 750 3750 1950
Junior Adm. Asst. (2nd Grade, Adm)	Male	5400	4 3 8 9 10	1470	910	7780	5850 6185 ? ? ?	1080 300 ? ? ?	416 416 416 416 416	780 780 780 780 780	3750 3600 ? ? ?	450 ? ? ?
Clerk Supervisor (Chief Clerk) (see also 2nd Grade Adm, above and 1st Grade Adm below	Male	5400	2 3 4	1470	910	7780	6185 6970 7515	300 - 1080	416 416 416	780 780 780	3600 3600 3750	450 450

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SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES

Force Basic Pate				ITALIAN INDUSTRY RATES									
				PLUS						MINUS			
LUS	Original Naples Increase	TAKE HOME	Base Pay (1)(2)	Presence Indemnity	Wife (3)	2 Children (3)	Carovita	Carapane (4)	Carovita Straordinario or Food Allowance (4)	Social Insurance	Sickness Insurance	TAKE HOME
920	910	5890	1893	216	416	780	750	1950	-	40	44	5921
			2540	300	416	780	3600	750	300	40	58	8588
			3450	1080	416	780	3750		740	40	80	10096
			2535	356	416	780	600	1950	-	40	58	6539
970	910	7780	5850	1080	416	780	3750		810	40	135	12511
			6185	300	416	780	3600	450	300	40	142	11849
			?	?	416	780	?	?	-	40	?	11026
			?	?	416	780	?	?	-	40	?	11771
			?	?	416	780	?	?	-	40	?	91196
970	910	7780										
			6185	300	416	780	3600	450	300	40	142	11849
			6970	-	416	780	3600	450	500	40	160	12516
			7515	1080	416	780	3750		810	40	173	14138

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SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES

Grade	Male or Female	Allied Force Basic Rate: Basic Max (2)		PLUS: Original Naples Increase	TAKE HOME	Base Pay (1)(2)	PLUS: Presence Indemnity	Wife (3)	2 Children (3)	Carovita	Carovita
Professional Worker (Chief Engineer)	Male	11900	2	1430	910	13540	8530	300	416	780	3600
			3				10730	-	416	780	3600
			4				7575	1080	416	780	3750
(1st Grade Tech)			8				?	?	416	780	?
			9				?	?	416	780	?
			10				?	?	416	780	?
Senior Adm Asst.	Male	6800	2	1430	910	9140	8530	300	416	780	3600
			3				10730	-	416	780	3600
			4				7515	1080	416	780	3750
(1st Grade, Adm)			8				?	?	416	780	?
			9				?	?	416	780	?
			10				?	?	416	780	?
Asst. Deputy Supervisor of Labor	Male	6800		1430	910	9140					
Chief Foreman			2				4215	300	416	780	3600
			3				5170	-	416	780	3600
			4				6395	1080	416	780	3750

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SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES

Basic Rate			ITALIAN INDUSTRY RATES									
Original Naples Increase	TAKE HOME	Base Pay (1)(2)	PIMS Presence Indemnity	Wife (3)	2 Children (3)	Carovita	Carpane	Carovita Straordinario or Food Allowance (4)	Social Insurance	INPS Sickness Insurance	TAKE HOME
910	13540	8530	300	416	780	3600	450	300	40	196	14180
		10730	-	416	780	3600	450	500	40	247	16189
		7575	1080	416	780	3750		810	40	174	14199
		?	?	416	780	?	?	-	40	?	12783
		?	?	416	780	?	?	-	40	?	16046
		?	?	416	780	?	?	-	40	?	11296
910	9140	8530	300	416	780	3600	450	300	40	196	14180
		10730	-	416	780	3600	450	500	40	247	16189
		7515	1080	416	780	3750		810	40	173	14138
		?	?	416	780	?	?	-	40	?	12783
		?	?	416	780	?	?	-	40	?	14471
		?	?	416	735	?	?	-	40	?	11296
910	9140	4215	300	416	780	3600	750	300	40	97	10224
		5170	-	416	780	3600	450	500	40	119	10757
		6395	1080	416	780	3750		810	40	147	13044

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SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES

Grade	Male or Female	Allied Force Basic Rate: Basic Mex (2)		PLUS: Original Naples Increase	TAKE HOME	Base Pay (1)(2)	PLUS: Presence Indemnity	Wife (3)	2 Children	Cost-of-Living
(3rd Grade, Tech)			8			?	?	416	780	?
			9			?	?	416	780	?
Typist	Male	3600	2	1690	910	6200	3410	300	416	780	3600
			3				3470	-	416	780	3600
			4				4750	1080	416	780	3750
(See also 3rd Grade Adm, above)											
Typist	Female	3600	1	1690	910	6200	1893	216	416	780	750
			2				2540	300	416	780	3600
			3				3470	-	416	780	3600
			4				3450	1080	416	780	3750
			8				?	?	416	780	?
(General rate for women or 3rd Grade Adm, female)			9				?	?	416	780	?
			10				?	?	416	792	?

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SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES

e Basic Rate			PLUS			ITALIAN INDUSTRY RATES			MINUS		
Original Naples Increase	TAKE HOME	Base Pay (1)(2)	Presence Indemnity	Wife (3)	2 Children	Carovita	Carovane	Carovita Straordinario or Food Allowance (4)	Social Insurance	Sickness Insurance	TAKE HOME
		?	?	416	780	?	?	-	40	?	10523
		?	?	416	780	?	?	-	40	?	10671
910	6200	3410	300	416	780	3600	750	300	40	73	9438
		3470	-	416	780	3600	750	500	40	80	9356
		4750	1080	416	780	3750		810	40	109	11437
910	6200	1893	216	416	780	750	1950	-	40	44	5921
		2540	300	416	780	3600	750	300	40	58	8588
		3470	-	416	780	3600	750	500	40	86	9660
		3450	1080	416	780	3750		740	40	80	10096
		?	?	416	780	?	?	-	40	?	8224
		?	?	416	780	?	?	-	40	?	9771
		?	?	416	780	?	?	-	40	?	7936

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QUESTIONNAIRE

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

There was evidence of disparity of rates in respect of clerical personnel; some questions of the territorial scope of the jurisdiction or action of the committee had arisen; questions of membership and voting powers were presented, etc.

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

The several firms whose rates were used are indicated on attached proforma. (Exhibit A).

3. Steps taken to verify the information referred to in paragraph 4 above.

The rates shown were submitted by responsible officials of the firms named, whose credibility in such matters has been generally found reliable.

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

The only increase authorized was 780 lire per month additional for office, clerical, administrative, and supervisory workers. By a clarifying ruling (not retroactive) it was also provided that apprentices and messengers under 18 should be regarded as juveniles for the application of the bonus increase previously authorized for juvenile laborers.

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

The increase above described is in the form of an addition to cost of living bonus.

5063 6. Effective date and area of the award.

The increase is effective with the first pay period beginning after 15 July 1945; and applies to all Southern District PRS except that part in Rome Province, and to all enclaves within Southern District, and to the exclave at Torre Annunziata.

(Exhibit A).

3. Steps taken to verify the information referred to in paragraph 4 above.

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APPENDIX " C "

MINUTES OF THE SECOND MEETING OF THE LOCAL SUB COMMITTEE OF LABOUR & WAGES CONTROL COMMITTEE HELD ON BOARD H.M.S. "TAMILCAR" AT 1600 ON 12TH JULY, 1945

- - - - - - - - - - - -

Present :- CHAIRMAN - Captain W.E. Banks, D.S.C., C.B.E., R.N.
(Senior Naval Officer, Eastern Sicily)

VICE CHAIRMAN - Commander (S) A.A. Chappell, R.N.V.R.
Base Supply Officer, Messina.

MEMBERS - Lieutenant Colonel S.R. Corkhill, R.A.
(Officer Commanding British Troops, Sicily)
Lieutenant L. Camarra, U.S.N.O.B.
Flying Officer R.S. Eckersley, R.A.F.

SECRETARY - Lieutenant E. Rosenstein, No. 1 Det. 2903 C.L.U.

The Chairman in opening the meeting asked the Secretary to read the Minutes of the previous Sub Committee Meeting which dealt mainly with the higher rate bonus, he also read out the Agenda of the current meeting.
The Minutes were passed by the Committee.

1. Ratification of the terms of Amendment No. 1 to the minutes of the first meeting, as required by 3 District letter 529/5Q dated 3rd July, 1945.

Motion was proposed that the terms of amendment No. 1 to the notes of the first meeting, namely :-
" For all Skilled and Classified labour including Marine grades and Domestic
" Employees (excluding Head Porters, Assistant Head Porters, Porters, Bell Boys)
" Laundry Hands - 70 lire per day.

" For Unskilled Labour and the following grades as excluded in the above, Caretaker
" Guards, Cleaners, Dishwashers, Head Porters, Assistant Head Porters, Porters,
" Bell Boys and Washers, Hand, Female - 50 lire per day.

" For Juveniles, no further bonus.

" This bonus to be made retroactive from 1st May, 1945 in Eastern Sicily.

be ratified for immediate authorisation and payment. The motion was carried unanimously.

5062

2. Discussion of the advisability of introducing a 48 hour week with the object of paying overtime rates for all hours worked in excess of 48 in any given week (3 District letter 529/1Q dated 11th June, 1945 refers).

The motion was proposed that it be recorded as the opinion of the [illegible] that in view of the fact in Sicily War Department employees are already [illegible]

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

The Chairman in opening the meeting asked the Secretary to read the Minutes of the previous Sub Committee Meeting which dealt mainly with the higher rate bonus, he also read out the Agenda of the current meeting.

The Minutes were passed by the Committee.

1. Ratification of the terms of Amendment No. 1 to the minutes of the first meeting, as required by 3 District letter 529/5Q dated 3rd July, 1945.

Motion was proposed that the terms of amendment No. 1 to the notes of the first meeting, namely :-

" For all Skilled and Classified Labour including Marine grades and Domestic
" Employees (excluding Head Porters, Assistant Head Porters, Porters, Bell Boys)
" Laundry Hands - 70 lire per day.

" For Unskilled Labour and the following grades as excluded in the above, Caretaker
" Guards, Cleaners, Dishwashers, Head Porters, Assistant Head Porters, Porters,
" Bell Boys and Washers, Hand, Female - 50 lire per day.

" For Juveniles, no further bonus.

" This bonus to be made retroactive from 1st May, 1945 in Eastern Sicily.

be ratified for immediate authorisation and payment. The motion was carried unanimously.

5062 2. Discussion of the advisability of introducing a 48 hour week with the object of paying overtime rates for all hours worked in excess of 48 in any given week (3 District letter 529/1Q dated 11th June, 1945 refers).

The motion was proposed that it be recorded as the opinion of the Committee that in view of the fact in Sicily War Department employees are already working a 48 hour week, spread over 6 days, it is considered that no useful purpose would be served in altering the existing system of payment of overtime.

3. Payment of overtime rate to Hotel Employees.

The question of overtime rates for Hotel employees was discussed and it was unanimously decided that no overtime rates are to be paid for Hotel employees in Sicily.

There being no further business the meeting was closed.

(Signed) W.E. BANKS

CAPTAIN, R.N.
CHAIRMAN, SICILY SUB COMMITTEE OF LABOUR
AND WAGES CONTROL COMMITTEE.

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

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

19 July 1946.

My dear Arch:

You will remember the long tussle in early 1944 between what was considered to be the overlapping functions of AFHQ and the Economic Section of Allied Control Commission, which was finally resolved by the decision taken in September 1944 to appoint as Joint Chairmen of the AFHQ the Chief Administrative Officer, AFHQ, and the Chief Commissioner, ACC.

On the occasion of the last meeting of the Board on 22 September 1945, the Labor and Wages Control Committee was authorized to make its final recommendations to the CAO, AFHQ, and the Chief Commissioner, Allied Commission, for their joint approval. These recommendations were duly recorded in Minute 231 of the 39th meeting of the Labor and Wages Control Committee which provided in subparagraph (e) that "Recommendations made by the Committee be submitted to the CAO, AFHQ and Chief Commissioner, ACC, for their approval prior to publication through staff channels."

AFHQ Administrative Memorandum No. 52 of 17 December, 1945, however, deleted the requirement that the findings of the AFHQ Labor and Wages Committee be submitted jointly to the CAO, AFHQ, and the Chief Commissioner, AC, requiring only that Committee recommendations be channeled to the CAO.

While I was willing to give a trial to General Huff's proposal to eliminate the Chief Commissioner, Allied Commission, from any review of the work of the Committee, it now appears that in some important respects the recommendations of the Committee, on which the Commission is represented, are not in all cases adopted by AFHQ but are occasionally modified -- sometimes not inconsiderably.

It is for this reason that I am writing you this unofficial note to see if it is possible to modify the present procedure by adoption of the Labor and Wages Committee's original recommendation made in paragraph 231(e) quoted above. While the Allied Commission's economic functions have largely passed to UNRRA, many of the recommendations made by the Labor and Wages Committee, particularly when they are altered at AFHQ, have a political effect which

5061

Brigadier General A. L. Hamblen, U.S. Army,
Assistant Chief of Staff, G-5,
Allied Force Headquarters,
APO 512 - U. S. Army.

0385

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

I think I might at times perhaps be better able to appraise than the CAO. Moreover, it would be more within the spirit of my original agreement to the dissolution of AFLEB and its Labor and Wages Committee.

I should be grateful if you would write me quite frankly your personal views on this matter. I am prompted to write you by recent discussions for modifying the midshift meal, and by AFHQ Administrative Memorandum No. 14 dated 29 June 1946 which has had some unfavorable repercussions.

I have discussed the entire subject at some length with the Chairman of the present Labor and Wages Committee, Mr. Braine, and I know that he would be glad to have me brought back into the picture in line with the original recommendation of the AFLEB.

Sincerely,

/s/ Ellery W. Stone

ELLERY W. STONE
Rear Admiral, USNR
Chief Commissioner

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Copy to Brig Gen

0386

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

19 July 1946.

My dear Arvin:

You will remember the long tussle in early 1944 between what was considered to be the overlapping functions of AFHQ and the Economic Section of Allied Control Commission, which was finally resolved by the decision taken in September 1944 to appoint as Joint Chairmen of the AFHQ the Chief Administrative Officer, AFHQ, and the Chief Commissioner, ACC.

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Brigadier General A. L. Hamblen, U.S. Army,
Assistant Chief of Staff, G-5,
Allied Force Headquarters,
APO 512 - U. S. Army.

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

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Sincerely,

/s/ Ellery W. Stone

ELLERY W. STONE
Rear Admiral, USNR
Chief Commissioner

505-E

Copy A to B my Cont

0388

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

19 July 1946.

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5057

Brigadier General A. L. Rambler, U.S. Army,
Assistant Chief of Staff, G-5,
Allied Force Headquarters,
APO 512 - U. S. Army.

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

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I have discussed the entire subject at some length with the Chairman of the present Labor and Wages Committee, Mr. Braine, and I know that he would be glad to have me brought back into the picture in line with the original recommendation of the AFLRB.

Sincerely,

/s/ Ellery W. Stone

ELLERY W. STONE
Rear Admiral, USNR
Chief Commissioner

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CC FILES

COPY NO: 83

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

LRS/214A.

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

Tel: ROME 66275.

10 July 1945.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD
LABOUR & WAGES CONTROL COMMITTEE - AGENDA.

The thirty-sixth meeting of the Labour & Wages Control Committee will be held at 0930 hours on Thursday, 19 July 1945 in the AFLRS, AFHQ Conference Room, 2nd Floor, 68 Piazza dell' Esedra, ROME to consider the following Agenda :-

1. Minutes of the thirty fifth meeting held on 26 June 1945.

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

   (a) No. 1 District Local Sub-Committee. (Appendix "A")

   (b) No. 2 District Local Sub-Committee. (Minutes not yet available., Will be circulated later)

   (c) Southern District P.B.S. Local Sub-Committee. (Minutes not yet available. Will be circulated later)

   (d) No. 3 District Local Sub-Committee - PALERMO. (Minutes not yet available. Will be circulated later)

   (e) Rome Area Allied Command Local Sub-Committee - ROME. (Minutes not yet available. Will be circulated later)

5055 3. To receive a report from AFLRS on the working of the incentive bonus scheme at No. 4 Clothing & Repair factory, RAOC, in accordance with Minute 172 of Labour & Wages Control Committee meeting of 26 June 1945.

4. To receive a report from AFLRS on the position regarding payment

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

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5055 3. To receive a report from AFLRS on the working of the incentive bonus scheme at No. 4 Clothing & Repair factory, RAOC, in accordance with Minute 172 of Labour & Wages Control Committee meeting of 26 June 1945.

4. To receive a report from AFLRS on the position regarding payment of overtime rates in SICILY to Domestic Employees. (Minute 174 (c) of Labour & Wages Control Committee meeting of 26 June 1945. refers)

5. To receive a report from AFLRS on the result of the investigation into the increase in cost of living bonus in BARI area (Minute 177 of Labour & Wages Control Committee meeting of 26 June 1945. refers)

6. Any other business.

7. To set a date for the next meeting.

(35)

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

DISTRIBUTION
See reverse.

HQ 3211 (1)

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24	DES, AFHQ
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27	REME, AFHQ
28/29	Labour, AFHQ
30	Fiscal Director, AFHQ
31	FA, AFHQ
32	CG, MTOUSA
33	GPA, MTOUSA
34	DDL, 15 Army Group
35/37	CG, Fifth Army (Attn: G-4 Rear)
38	CG, Fifth Army (Attn: Br. Increment Labour)
39/40	DMR, ITALY
41/44	AAFSC/MTO
45/46	HQ, 214 Group RAF
47	FA, RAF
48/49	HQ, Eighth Army
50	CG, PBS
51	BPA, PBS
52	BPA, PBS (South)
53/55	HQ, No. 1 District
56/57	HQ, No. 2 District
58/59	HQ, No. 3 District
60/64	CG, Rome Area Allied Command.
65/66	HQ, Adriatic Base Command.
67	Flag Officer, TARANTO & Adriatic.
68	CC (FOTALI) ROME
69/70	SNOWIT
71	SENALUSNO, ITALY
72	CS, TARANTO
73	COMNOB
74	NOIC, NAPLES

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25	S & T, AFHQ
26	Ord (B) AFHQ
27	REME, AFHQ
28/29	Labour, AFHQ
30	Fiscal Director, AFHQ
31	FA, AFHQ
32	CG, MTOUSA
33	GPA, MTOUSA
34	DDL, 15 Army Group
35/37	CG, Fifth Army (Attn: G-4 Rear)
38	CG, Fifth Army (Attn: Br. Increment Labour)
39/40	DMR, ITALY
41/44	AAFSC/MTO
45/46	HQ, 214 Group RAF
47	FA, RAF
48/49	HQ, Eighth Army
50	CG, PBS
51	BPA, PBS
52	BPA, PBS (South)
53/55	HQ, No. 1 District
56/57	HQ, No. 2 District
58/59	HQ, No. 3 District
60/64	CG, Rome Area Allied Command.
65/66	HQ, Adriatic Base Command.
67	Flag Officer, TARANTO & Adriatic.
68	MN (FOTALI) ROME
69/70	SNOWIT
71	SENALUSNO, ITALY
72	CS, TARANTO
73	COMNOB
74	NOIC, NAPLES
75	NOIC, ANCONA
76	NOIC, LEGHORN
77	NOIC, TRIESTE
78	NOIC, VENICE
79	NOIC, GENOA
80	SNO, Eastern Sicily
81	MWTB
82	WSA
83	Chief Commissioner, ACC
84	HQ, ACC
85	Vice President, Economic Section
86/91	Economic Section
92	Finance Sub Commission
93/94	Labour Sub Commission
95	MWTB & Shipping Sub-Commission
96	Chairman, Labour & Wages Control Committee
97/100	War Diary
101	Files
102/130	Spares.

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3 JUL 45

HQ No 1 DISTRICT

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

No 1 DISTRICT SUB COMMITTEE

1. The SECOND meeting of the No 1 District Sub-Committee was held on Saturday, 30 Jun 45, in the Conference Room, HQ No 1 District.

Present

Chairman: Major The Hon H E A DEWAR, MBE - DAQMG No 1 District
Secretary: Major M E TRYON - DADL No.1 District

In Attendance

Brigadier P F FOLEY, C B E	- CE, No.1 District
Lt-Col. W J. REID, M.B.E.	- A/DDL No.1 District
Major J R. SNOWDEN	- AFHQ Local Resources Board
Major J. CARR	- ST, No.1 District
Major J.E. TALBOT	- SLCO, 2914 CLU
Capt R.A. BIGGS	- "Q", 210 Sub-Area
Lieut P.L. CROFT	- Ord., No.1 District
Capt F. BAILEY (US Army)	- AMG XII Region (Labour Offr)

1. The Chairman explained that this meeting was convened to examine the effect of the rising cost of living figures obtaining in 1 District territory North of the Northern boundaries of RAVENNA and FIRENZE Provinces.

2. In consequence of unrest in VENEZIA GIULIA and surrounding areas, Eighth Army had decided to authorise a 50% Cost-of-Living Bonus (ex-Caropane) to all civilian employees in Army territory, such bonus to be retroactive from 16 June 45.

3. AMG Labour Offr stated that from the civilian point of view, labour will be difficult to hold. The basic price of wheat would shortly be increased 100%, and although the average family's weekly purchase of pasta and bread represents only 5 - 6% of its total expenditure, the worker would expect a compensating increase in wages considerably in excess of this latter percentage. An order was being issued today authorising w.e.f. 1 June 45 100% increase in the basic wage rates for Italian State and parastatal employees. Although this would not materially affect the WD labour problem, the increase was indicative of the general rising trend in the cost of living, which shows approximately 52% increase since 1 Jan 45, and 141% increase since this time last year. Any CLB now authorised will hold Italian industry rates only temporarily, and petitions are being received in ever-increasing volume by AMG for wage increases in all grades.

505%

being paid by Italian industry in IMOLA, FERRARA, ROVIGO

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

In Attendance

Brigadier P F FOLEY, C.B.E	-	CE, No.1 District
Lt-Col. N.J. REID, M.B.E.	-	A/DDL No.1 District
Major J.R. SNOWDEN	-	AFHQ Local Resources Board
Major J. CARR	-	ST, No.1 District
Major J.E. TALBOT	-	SLCO, 2914 CLU
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4. "Take Home" rates as being paid by Italian industry in IMOLA, FERRARA, ROVIGO and PADUA were produced to the meeting, and it was agreed that all rates as shown were considerably in excess of minimum rates in accordance with Appendices "A" to "G" of the Buff Book. (Vide attached Appendices B C D and E).

5. Draft AFHQ Administrative Memorandum, which was discussed at the ROME Labour and Wages Control Committee meeting, on 26 June 45, was produced and relevant extracts read to the meeting by the AFHQ Local Resources Board rep. It was agreed that any Cost-of-Living Bonus authorised must be considered solely as a means of matching civilian industry rates, and that the Differential between Minimum and Maximum Basic Rates must be utilised solely as a measure of the worker's skill and ability.

6. The meeting agreed to authorise w.e.f. 16 June 45, payable first pay day in July, a Cost-of-Living Bonus to all groups of civilian labour employed in No.1 District territory North of the Economic Boundary. This Bonus would constitute 50% of the bonuses as set out in Appendices "H" and "I" of the Buff Book (excl Carepane) (vide Appendix "F" to these minutes).

/It was noted.... .....

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It was noted that in territory recently taken over from Fifth Army, 50% Cost-of-Living Bonus has been paid to civilian workers for some considerable time. The Bonus authorised by this meeting will not be considered as an addition to this Army Bonus.

(Signed)

M. E. TRYON, Major,
Secretary,
No.1 District Local Sub-Committee.

Distribution: CAO AFHQ)
D Lab AFHQ)
ALCOM ROME)
AFLRS ROME)
Rear 8 Army (2) - 1 for DDL
CG 5 Army
5 Army for Br Incr
HQ 2 District (2) - 1 for DDL
AMG VENEZIA Region
AMG EMILLIA Region
HQ 217 Area
210 Sub-Area
214 Sub-Area
216 Sub-Area
8 Command Pay Office

List "A"

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Appendix "A" to Minutes of No 1 District
Sub-Committee Meeting held Saturday 30 June 45

QUESTIONNAIRE

1. Reason for Meeting.

To consider the authorisation of a Cost-of-Living Bonus to civilians working in 1 District territory North of the Economic Boundary.

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

Appendix "B" - PADUA Area
Appendix "C" - FERRARA Area
Appendix "D" - ROVIGO Area
Appendix "E" - IMOLA Area

} Local Camera di Lavoro, Trade Unions, AMG and individual interviews by LCOs of 2914 and 2919 CLUs.

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

Figures produced and seen by AMG Rep at meeting.

4. Increase of 50% Cost-of-Living Bonus as per Appendix "H" and "I" Instructions to the employment of civilian labour less Carogame allowance. No alteration to basic rates.

5 Effective date 16 June 45. Area of award - No.1 District territory North of the Economic Boundary.

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Appendix "E" - EAOLA Area) and 2919 CLWs.

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

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4. Increase of 50% Cost-of-Living Bonus as per Appendix "H" and "I" Instructions re the employment of civilian labour less Caropano allowance. No alteration to basic rates.

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PADUA AREA

GRADE		BUILT BOOK RATES		ITALIAN INDUSTRY (TALIUS) RATES						
	A or D	Basic Min	Take Home	Basic Min	Indennita di Nitroglimento	Indennita di Guerra	WIFE 2 CHILDREN	TOTAL GROSS	LESS SOCIAL TAXES	T
Mason	D	90.-	90.-	64.80	19.44	20.-	5.70	10.70	120.64	6.15
Bricklayer	D	90.-	90.-	64.80	19.44	20.-	5.70	10.70	120.64	6.15
Joiner	D	95.-	95.-	64.80	19.44	20.-	5.70	10.70	120.64	6.15
Carpenter	D	90.-	90.-	64.80	19.44	20.-	5.70	10.70	120.64	6.15
Fitter	D	110.-	100.-	64.80	19.44	20.-	5.70	10.70	120.64	6.15
M/Mechanic	D	100.-	100.-	64.80	19.44	20.-	5.70	10.70	120.64	6.15
Electrician	D	95.-	95.-	64.80	19.44	20.-	5.70	10.70	120.64	6.15
Blacksmith	D	90.-	90.-	64.80	19.44	20.-	5.70	10.70	120.64	6.15
Turner	D	90.-	90.-	64.80	19.44	20.-	5.70	10.70	120.64	6.15
Labourer	D	85.-	85.-	55.20	16.56	20.-	5.70	10.70	108.16	5.51

0400

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Appendix "B" to Minutes of
No.1 District Sub-Committee
Meeting held Saturday 30 Jun 45

ITALIAN INDUSTRY (TAUSS) RATES

sic n	Indennita di Mitra-glicento	Indennita di Guerra	WIFE	2 CHIL-DREN	TOTAL GROSS	LESS SMALL TAXES	TAXES HOME
.80	19.44	20.-	5.70	10.70	120.64	6.15	114.49
.80	19.44	20.-	5.70	10.70	120.64	6.15	114.49
.80	19.44	20.-	5.70	10.70	120.64	6.15	114.49
.80	19.44	20.-	5.70	10.70	120.64	6.15	114.49
.80	19.44	20.-	5.70	10.70	120.64	6.15	114.49
.80	19.44	20.-	5.70	10.70	120.64	6.15	114.49
.80	19.44	20.-	5.70	10.70	120.64	6.15	114.49
.80	19.44	20.-	5.70	10.70	120.64	6.15	114.49
.80	19.44	20.-	5.70	10.70	120.64	6.15	114.49
.20	16.56	20.-	5.70	10.70	108.16	5.51	102.65

0401

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FERRARA AREA

GRADE		BUFF BOOK RATES M or D BASIC MEN	BUFF BOOK RATES TAKE HOME	ITALIAN INDUSTRY ("TALIS") RATES BASIC MEN	INDEP ZA	IDENNITA DI GUERRA	GROSS	LESS VARIOUS SMALL TAXES REPRESENTING 4%
Mason	D	90.-	90.-	66.-	18.-	20.-	104.-	4.-
Bricklayer	D	90.-	90.-	66.-	18.-	20.-	104.-	4.-
Joiner	D	95.-	95.-	66.-	18.-	20.-	104.-	4.-
Carpenter	D	90.-	90.-	66.-	18.-	20.-	104.-	4.-
Fitter	D	100.-	100.-	74.-	18.-	20.-	112.-	4.-
M/Mechanic	D	100.-	100.-	66.-	18.-	20.-	104.-	4.-
Electrician	D	95.-	95.-	66.-	18.-	20.-	104.-	4.-
Blacksmith	D	90.-	90.-	66.-	18.-	20.-	104.-	4.-
Turner	D	90.-	90.-	66.-	18.-	20.-	104.-	4.-
Labourer	D	85.-	85.-	58.-	18.-	20.-	96.-	4.-

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Appendix "C" to Minutes of
No.1 District Sub-Committee
Meeting held Saturday 30 Jun 45

ITALIAN INDUSTRY ("TALUSI") RATES

BASIC MIN	INDENNITA' ZA	INDENNITA' DI GUERRA	GROSS	LESS VARIOUS SMALL TAXES REPRESENTING 4%	TAKE HOME
66.-	18.-	20.-	104.-	4.-	100.-
66.-	18.-	20.-	104.-	4.-	100.-
66.-	18.-	20.-	104.-	4.-	100.-
66.-	18.-	20.-	104.-	4.-	100.-
74.-	18.-	20.-	112.-	4.-	108.-
66.-	18.-	20.-	104.-	4.-	100.-
66.-	18.-	20.-	104.-	4.-	100.-
66.-	18.-	20.-	104.-	4.-	100.-
66.-	18.-	20.-	104.-	4.-	100.-
58.-	18.-	20.-	96.-	4.-	92.-

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ROVIGO AREA

GRADE	ALLIED FORCE BASIC RATE M or F	BASIC MEN	TAKE HOME	BASIC LIRE	WIFE	2 CHILDREN	ITALIAN INDUSTRY RATES INDENNITA DI CARO.-CARIELLO	INDENNITA DI GUERRA	GROSS TOTAL	TAKE HOME
Mason	M	90.-	90.-	80.-	5.70	10.70	12.-	20.-	128.40	128.40
Bricklayer	M	90.-	90.-	80.-	5.70	10.70	12.-	20.-	128.40	128.40
Joiner	M	95.-	95.-	80.-	5.70	10.70	12.-	20.-	128.40	128.40
Carpenter	M	90.-	90.-	80.-	5.70	10.70	12.-	20.-	128.40	128.40
Fitter	M	100.-	100.-	82.40	5.70	10.70	12.-	20.-	130.80	130.80
M/Mechanic	M	100.-	100.-	82.40	5.70	10.70	12.-	20.-	130.80	130.80
Electrician	M	95.-	95.-	82.40	5.70	10.70	12.-	20.-	130.80	130.80
Blacksmith	M	90.-	90.-	74.-	5.70	10.70	12.-	20.-	122.40	122.40
Turner	M	90.-	90.-	82.40	5.70	10.70	12.-	20.-	130.80	130.80
Labourer	M	85.-	85.-	64.-	5.70	10.70	12.-	20.-	112.40	112.40

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Appendix "D" to Minutes of
No.1 District Sub-Committee
Meeting held Saturday 30 Jun. 45

SMALL INDUSTRY RATES					
WIFE	2 CHILDREN	IDENTITY DI LITRA-GENZETTO	IDENTITY DI GUERRA	GROSS TOTAL	TAKE HOME
5.70	10.70	12.-	20.-	128.40	128.40
5.70	10.70	12.-	20.-	128.40	128.40
5.70	10.70	12.-	20.-	128.40	128.40
5.70	10.70	12.-	20.-	128.40	128.40
5.70	10.70	12.-	20.-	130.80	130.80
5.70	10.70	12.-	20.-	130.80	130.80
5.70	10.70	12.-	20.-	130.80	130.80
5.70	10.70	12.-	20.-	122.40	122.40
5.70	10.70	12.-	20.-	130.80	130.80
5.70	10.70	12.-	20.-	112.40	112.40

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IMOLA AREA

BUFF BOOK Grade under consideration	M or D	BUFF BOOK Rates Basic Max	PLUS C of L	Caro-pane	TAKE HOME	TALIST equivalent of BUFF BOOK Grade	Basic Max	ITALIAN INDUS "Ind-enza	Wife	2 Chil	PLUS Caro-vita	Li Pe
1. Unskilled Labourer	D	85			85	Builder's Labourer before Allied occupation	About 145		3	4		
2. Mason or Bricklayer	D	125			125	Builder's Mason etc	About 200		3	4		
3. Labourer & all artisan Grades	D	85-135			85-135	German rates all apparently the same	145	Some rations of type not ordinarily available				
4. Unskilled Labourer Male	D	85			85	Manovali 1 Nov 44	60		3	4		A
5. Mate or lowgrade Artisan	D	105			105	Qualificati	68		3	4		
6. Good Artisan	D	125 to 135			125 to 135	Specializzati	74		3	4		

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Appendix "E" to Minutes of
No.1 District Sub-Committee
Meeting held Saturday 30 Jun 45

ITALIAN INDUSTRY ("TALUST") RATES

TAKE HOME	TALUST equivalent of BUFF BOOK Grade	Basic Max	PLUS "Indenza	Wife	2 Chil	Caro-vita	Limitato Pericolo	Emergenza	Bombamento	MINUS Taxes	TAKE HOME
85	Builder's Labourer before Allied occupation	About 145		3	4	70%				About 3	About 149
125	Builder's Mason etc	About 200		3	4					About 4	203
85-135	German rates all apparently the same	145	Some rations of type not ordinarily available							Nil	145
85	Manovali 1 Nov 44	60		3	4	About 42	20	18	3		144
105	Qualificati	68		3	4	48	20	18	3		158
125 to 135	Specializzati	74		3	4	52	20	18	3		168

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Appendix "T" to Minutes of
No.1 District Sub-Committee
Meeting held Saturday 30 Jun 45

COST OF LIVING BONUS FOR ITAL CIV LAB WORKING IN 1 DISTRICT
TERRITORY NORTH OF THE ECONOMIC BOUNDARY
Effective Date 16 June 45

1. DAILY WAGE GROUP

(a) Adult Group

Basic Wage	Maximum Permissible Bonus
Up to and including 120 lire	30 lire
From 121 to 125 lire	29 "
From 126 to 130 "	28 "
From 131 to 135 "	26 "
From 136 to 165 "	25 "
From 166 to 170 "	24 "
From 171 to 175 "	23 "
From 176 to 180 "	21 "
From 181 and above	20 "

(b) Juveniles may be paid a cost-of-living bonus up to 13 lire per day.

2. MONTHLY WAGE GROUP

(a) ADULT GROUP

Basic Wage	Maximum Permissible Bonus
Up to and including 3000 lire	780 lire
From 3001 to 3100 lire	765 "
From 3101 to 3200 "	740 "
From 3201 to 3300 "	715 "
From 3301 to 3400 "	690 "
From 3401 to 3500 "	665 "
From 3501 to 5000 "	650 "
From 5001 to 5100 "	615 "
From 5101 to 5200 "	590 "
From 5201 to 5300 "	565 "
From 5301 to 5400 "	540 "
From 5401 and above	520 "

(b) Juveniles may be paid a cost-of-living bonus up to 325 lire per month.

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

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•	From 166 to 170 "	24 "
	From 171 to 175 "	23 "
	From 176 to 180 "	21 "
	From 181 and above	20 "

(b) Juveniles may be paid a cost-of-living bonus up to 13 lire per day.

2. MONTHLY WAGE GROUP

(a) ADULT GROUP

Basic Wage	Maximum Permissible Bonus
Up to and including 3000 lire	780 lire
From 3001 to 3100 lire	765 "
From 3101 to 3200 "	740 "
From [illegible]1 to 3300 "	715 "
From 3301 to 3400 "	690 "
From 3401 to 3500 "	665 "
From 3501 to 5000 "	650 "
From 5001 to 5100 "	615 "
From 5101 to 5200 "	590 "
From 5201 to 5300 "	565 "
From 5301 to 5400 "	540 "
From 5401 and above	520 "

(b) Juveniles may be paid a cost-of-living bonus up to 325 lire per month.

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

1. Adult Group

Basic Wage	Maximum Permissible Bonus
Up to and including 3600 lire	520 lire
From 3601 to 3700 Lire	495 "
From 3701 to 3800 "	470 "
From 3801 to 4900 "	445 "
From 4901 to 5000 "	420 "
From 5001 to 5100 "	395 "
From 5101 to 5200 "	370 "
From 5201 and above	335 "

2. Juveniles may be paid a cost-of-living bonus up to 65 lire per month.

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Chief Commissioner
JUN 30 RECD
1130

COPY NO: 8

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

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

TEL : 66275 ROME

LRS/214A.

26 June 1945

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - MINUTES

167. The thirty-fifth meeting of the Labour & Wages Control Committee was held at 0930 hours on Tuesday, 26th June 1945, in the AFLRS, AFHQ Conference Room, ROME.

PRESENT:

Chairman

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

Representatives of:

C-in-C, Med.
Comdr. U.S. Naval Forces NW African Waters
Labour, AFHQ
CG, Fifth Army
HQ, Eighth Army
CG, MTOUSA
MAAF (Br)
DMR, ITALY
AAFSC/MTO
CG, PBS
HQ, 1 District
HQ, 2 District
HQ, 3 District
CG, Rome Area Allied Command

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167. The thirty-fifth meeting of the Labour & Wages Control Committee was held at 0930 hours on Tuesday, 26th June 1945, in the AFLRS, AFHQ Conference Room, ROME.

PRESENT:

Chairman

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

Representatives of:

C-in-C, Med.
Comdr. U.S. Naval Forces NW African Waters
Labour, AFHQ
CG, Fifth Army
HQ, Eighth Army
CG, MTOUSA
MAAF (Br)
DAR, ITALY
AAFSC/MTO
CG, PRS
HQ, 1 District
HQ, 2 District
HQ, 3 District
CG, Rome Area Allied Command
HQ, Adriatic Base Command
HQ, ALCOM

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IN ATTENDANCE:

Chiefs of Section, AFLRS (AFHQ)
F.A., RAF

& Representatives of:

F.A., AFHQ.

168. MINUTES OF THE THIRTY FOURTH MEETING

The minutes of the thirty fourth meeting held on 23 May 45 were approved

The Committee received a report from AFLRS AFHQ on the examination made in accordance with minute 159 and accepted the minutes of the meetings of the Rome Area Allied Command Local Sub-Committee held on 5 May 45 and 22 May 45 recommending their approval to the Board.

169. MEETING OF THE BOARD

No matters arose for discussion from the meeting of the Board held on 2 June 45.

/Para 170.....

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

170. MINUTES OF THE WAGES SUB-COMMITTEE

The minutes of the Wages Sub-Committee meeting of 5 June 45 were received.

171. NEW GRADES AND RATES OF PAY

It was recommended that the following new grades be added to the Allied Forces Basic Wage Scale to become effective beginning with the first pay period after the actual receipt by the employing unit of the relevant AFHQ instruction. They are subject to the bonuses at the rates and under the conditions prescribed in AFHQ Administrative Memorandum No 18 dated 24 March 45.

Appendix "D" (ITALY) to AFHQ Administrative Memorandum No 47

ADD:

Motor Launch Driver-Mechanic (Venice) Min. 120 Max. 150 lire per day

Appendix "G" (ITALY) to AFHQ Administrative Memorandum No 47

ADD:

Shorthand Monitor	Min. 4500	Max. 6000 lire per month.

Appendix "C" (ITALY) to AFHQ Administrative Memorandum No 47

ADD:

Second Chef	Min. 2900	Max. 6000 lire per month
Second Head Waiter	Min. 3400	Max. 5800 lire per month

172. INCENTIVE BONUS SCHEME

The Committee approved the proposal submitted by No 4 Clothing & Repair Factory, RAOC, for the introduction of an Incentive Bonus Scheme to increase the production of clothing.

In view of the fact that the Board had already accepted the principle of an incentive bonus payment to increase output, AFLMS ruled that there was no objection to the scheme submitted by No 4 Clothing & Repair Factory, RAOC being [illegible] forthwith provided :-

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

ADD:

Shorthand Monitor — Min. 4500 — Max. 6000 lire per month.

Appendix "C" (Ex. 55) to AFHQ Administrative Memorandum No 47

ADD:

Second Chef	Min. 2900	Max. 6000 lire per month
Second Head Waiter	Min. 5400	Max. 5800 lire per month

172. INCENTIVE BONUS SCHEME

The Committee approved the proposal submitted by No 4 Clothing & Repair Factory, RAOC, for the introduction of an Incentive Bonus Scheme to increase the production of clothing.

In view of the fact that the Board had already accepted the principle of an incentive bonus payment to increase output, AFHQ ruled that there was no objection to the scheme submitted by No 4 Clothing & Repair Factory, RAOC being put into operation forthwith provided :-

(a) a report on its working was made available to the next sitting of the Committee;

(b) that the scheme did not in any way upset the general level of wages.

(Minute 111 of Labour & Wages Control Committee meeting of 15 Mar 45 and Minute 45 (a) of the Board meeting of 7 Apr 45 refer.)

173. APPLICATIONS FOR NEW GRADES AND RATES OF PAY

The Committee agreed that in future, applications for new grades and rates of pay should be made to the appropriate Local Sub-Committee, whose recommendations would be passed to this Committee.

The Committee confirmed that it is not desirable to continue to establish new grades indefinitely and wherever possible, existing classifications should be utilised to embrace new categories of workers.

/Para 174.....

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174. NO. 3 DISTRICT LOCAL SUB-COMMITTEE - PALERMO

The minutes of the meeting of this Local Sub-Committee held on 5 May 45 were received.

(a) The changes in bonuses in Palermo were approved at the last meeting of the Labour & Wages Control Committee after verbal presentation.

(b) The recommendation for application of the bonuses to areas outside Palermo was not accepted and it was agreed that this subject should be reconsidered by the Local Sub-Committee.

(c) AFLRS AFHQ undertook to investigate the position regarding the payment of overtime rates in Sicily for Domestic Employees.

(d) The recommendation on annual leave with pay is covered by the provisions of the proposed AFHQ Administrative Memorandum on Conditions of Employment and Wage Scales which is to be published shortly.

The Committee accepted the minutes with the exception of sub-paras (b) and (c) above and recommended their approval to the Board.

175. P.B.S. LOCAL SUB-COMMITTEE - LEGHORN

The minutes of the meetings of this Local Sub-Committee held on 15 May 45 and 16 June 45 were received and accepted. The Committee recommended their approval to the Board.

176. P.B.S. LOCAL SUB-COMMITTEE - NAPLES

The minutes of the meeting of this Local Sub-Committee held on 25 May 45 were received and accepted with the exception of minute 16; subject to this, the minutes were recommended to the Board for approval.

The Chairman of the Local Sub-Committee reported that further examination was being made into the local prevailing rates of Clerical, Administrative, Supervisory, Hotel, Mess and Club Employees.

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177. NO. 3 DISTRICT LOCAL SUB-COMMITTEE - BARI

The minutes of the meeting of this Local Sub-Committee held on 25 May 45

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The Committee accepted the minutes with the exception of sub-paras (b) and (c) above and recommended their approval to the Board.

175. P.B.S. LOCAL SUB-COMMITTEE - LEGHORN

The minutes of the meetings of this Local Sub-Committee held on 15 May 45 and 16 June 45 were received and accepted. The Committee recommended their approval to the Board.

176. P.B.S. LOCAL SUB-COMMITTEE - NAPLES

The minutes of the meeting of this Local Sub-Committee held on 25 May 45 were received and accepted with the exception of minute 16; subject to this, the minutes were recommended to the Board for approval.

The Chairman of the Local Sub-Committee reported that further examination was being made into the local prevailing rates of Clerical, Administrative, Supervisory, Hotel, Mess and Club Employees.

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177. NO. 3 DISTRICT LOCAL SUB-COMMITTEE - BARI

The minutes of the meeting of this Local Sub-Committee held on 23 May 45 were received.

The evidence offered in the minutes did not appear to the Committee to substantiate an overall increase by 75 lire per day for adult males and females of the cost of living bonus; neither did the comparison of rates of pay at Appendix "A" to the minutes substantiate a necessity for such an increase. The Committee accordingly requested AFLRS to obtain further information on the matter from the Local Sub-Committee concerned.

178. ROME AREA ALLIED COMMAND LOCAL SUB-COMMITTEE - ROME

The minutes of the meetings held on the 4th and 11th of June 45 were received and accepted with the exception of minute 21. With this exception the Committee recommended their approval to the Board.

179. ESTABLISHMENT OF WORKERS' INTERNAL COMMISSIONS

A suggestion submitted by the Italian Government that Workers' Internal Commissions be established in plants operating under military control was considered. The Committee agreed that it would be impolitic to establish a rule that Workers' Internal Commissions should be established but that their institution should be left to the discretion of the controlling military organization, bearing in mind that military control must not be impaired by the action of such Commissions.

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/Para 180.....

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180. ANNUAL LEAVE WITH PAY FOR HOTEL EMPLOYEES

A proposal for the granting of annual leave with pay to hotel employees was rejected. The Committee considered that any such grant would have to be extended to all employees if discontent was to be avoided and that this would not be acceptable to the financial authorities.

181. BONUS SCHEME - ANCONA DOCKS.

The proposal submitted by Director of Labour AFHQ for a bonus scheme for labour employed in Ancona Docks was not considered as concurrence previously given to this scheme by Tn (Br) was withdrawn.

182. WAGE RATES - NORTHERN ITALY

(a) The present position regarding wage rates in Northern Italy was examined in detail. It was agreed that a uniform method of basic calculation was required to remove existing differences. After lengthy discussion it was agreed that the Allied Forces Basic Wage Scale (minimum and maximum), plus such portion as might be necessary of the Cost of Living Bonus at present payable in the South under AFHQ Administrative Memoranda No 18 of 1945 and No 62 of 1944, would provide a satisfactory basis on which to pay in the North "take home" wages for civilian employees of the Allied Forces, suitably comparable with those prevailing in local civilian industry. It was further agreed that the extent of the bonus payment under the above AFHQ Memoranda should be established by Local Sub-Committees constituted in accordance with AFHQ Administrative Memorandum No 25 of 1945 but not having the powers granted under para 6 thereof.

end procedure

(b) It was reported to the Committee by Fifth Army representative that they were in agreement with HQ No 2 District establishing Local Sub-Committees in Fifth Army territory, recommendations from such Sub-Committees to be passed to HQ Fifth Army for action.

(c) The Committee considered that the recommendation in (a) above could best be incorporated in the consolidated AFHQ Administrative Memorandum already circulated for concurrence and the provisions of which were then examined in detail and agreed as representing the considered opinion of the Committee.

In view of the necessity for prompt publication of an instruction to clarify the existing situation, AFLMS AFHQ undertook to make every effort to obtain very early publication of the proposed AFHQ Administrative Memorandum.

183. NEXT MEETING

The next meeting of the Committee will be held at 0930 hours on Thursday

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industry. It was further agreed that the extent of the bonus payment under the above AFHQ Memoranda should be established by Local Sub-Committees constituted in accordance with AFHQ Administrative Memorandum No 25 of 1945 but not having the powers granted under para 6 thereof.

(b) It was reported to the Committee by Fifth Army representative that they were in agreement with HQ No 2 District establishing Local Sub-Committees in Fifth Army territory, recommendations from such Sub-Committees to be passed to HQ Fifth Army for action.

(c) The Committee considered that the recommendation in (a) above could best be incorporated in the consolidated AFHQ Administrative Memorandum already circulated for concurrence and the provisions of which were then examined in detail and agreed as representing the considered opinion of the Committee.

In view of the necessity for prompt publication of an instruction to clarify the existing situation, AFLMS AFHQ undertook to make every effort to obtain very early publication of the proposed AFHQ Administrative Memorandum.

183. NEXT MEETING

The next meeting of the Committee will be held at 0930 hours on Thursday 19th July 1945.

J. T. Whittaker

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

SJBL/gs.

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19/20	G-5, AFHQ
21	Q(Maint), AFHQ
22	Q(AE), AFHQ
23	Engineer Section, AFHQ
24	Engrs (B), AFHQ
25	DES, AFHQ
26	S & T, AFHQ
27	Ord (B), AFHQ
28	REME, AFHQ
29/30	Labour, AFHQ
31	Fiscal Director, AFHQ
32	FA, AFHQ
33	CG, MTOUSA
34	GPA, MTOUSA
35	DDL, 15 Army Group
36/38	CG, Fifth Army (Attn: G-4 Rear)
39	CG, Fifth Army (Attn: Br. Increment Labour)
40/41	DGR, ITALY
42/45	RAFSC/MTO
46/47	HQ, 214 Group RAF
48	FA, RAF
49/50	HQ, Eighth Army
51	CG, PBS
52	BPA, PBS
53	MFA, PBS (South)
54/56	HQ, No 1 District
57/58	HQ, No 2 District
59/60	HQ, No 3 District
61/65	CG, Rome Area Allied Command
66/67	HQ, Adriatic Base Command
68	Flag Officer, TARANTO & Adriatic
69	SN (FOTALI), ROME
70/73	SHOMIT

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29/30	Labour, AFHQ
31	Fiscal Director, AFHQ
32	FA, AFHQ
33	CG, MTOUSA
34	EFA, MTOUSA
35	DML, 15 Army Group
36/38	CG, Fifth Army (Attn: G-4 Recr)
39	CG, Fifth Army (Attn: Br. Increment Labour)
40/41	DMR, ITALY
42/45	AAFSC/MTO
46/47	HQ, 214 Group RAF
48	FA, RAF
49/50	HQ, Eighth Army
51	CG, PBS
52	EFA, PBS
53	EFA, PBS (South)
54/56	HQ, No 1 District
57/58	HQ, No 2 District
59/60	HQ, No 3 District
61/65	CG, Rome Area Allied Command
66/67	HQ, Adriatic Base Command
68	Flag Officer, TARANTO & Adriatic
69	RN (FOTAll), ROME
70/73	SNOWIT
74	SENALUSNO, ITALY
75	CS, TARANTO
76	COMNOD
77	NOIC, NAPLES
78	NOIC, ANCONA
79	NOIC, LEGHORN
80	NOIC, TRIESTE
81	NOIC, VENICE
82	NOIC, GENOA
83	SNO, Eastern Sicily
84	MWEB
85	WSA
86	Chief Commissioner, ALCOM
87	HQ, ALCOM
88	Vice President, Economic Section
89/94	Economic Section
95	Finance Sub Commission
96/97	Labour Sub Commission
98	MWEB & Shipping Sub-Commission
99	Chairman, Labour & Wages Control Committee
100/102	War Direry
103	File
104/130	Spares.

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APPENDIX "Z"

ALLIED FORCE HEADQUARTERS
LABOUR DIRECTORATE

Subject: ANCONA Docks - Proposal of Piecework

DL/69/3

Tel: Valley Forge 43

F.A. (Br),
(thro' Q(Maint)
A.F.H.Q.

1. DDL, No 1 District, reports general dissatisfaction amongst stevedores at ANCONA (where Tn have a contract with local Stevedoring Combine which expires on 31 May 45) that they are not receiving an adequate wage.

2. The stevedores are receiving Lire 92 per ton handled and, as the average output appears to be about 2 tons per man per day, the resultant wage of Lire 184 is low.

3. DDL, No 1 District feels that the lapse of the contract on 31 May 45 presents an opportunity to improve the wage situation and more than double the tonnage output.

4. He proposes that there be no further contract but that stevedores be paid as follows :-

As labourer, Basic pay	Lire	85 per day
C.L.B.	"	75 " "
Bonus for up to 3 tons per day	"	10 per ton
Bonus for each ton over 3 tons	"	25 " "

A stevedore lifting 5 tons in a day would therefore earn :-

Basic pay	Lire	85
C.L.B.	"	75
3 tons @ Lire 10	"	30
2 tons @ Lire 25	"	50
	Lire	240

5. The individual's wage position is thus improved by Lire 56 per day, and the following calculations, based on 100 men lifting 500 tons, show a large economy in actual cash paid out :-

Old Contract System
(100 men are taking 2½ days to discharge 500 tons)
500 tons @ Lire 92 per ton — Lire 46,000

New Direct Payment Proposal
(100 men to take 1 day to discharge 500 tons)
100 x Lire 240 — Lire 24,000

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follows :-

As labourer, Basic pay	Lire	65 per day
C.L.B.	"	75 " "
Bonus for up to 3 tons per day	"	10 per ton
Bonus for each ton over 3 tons	"	25 " "

A stevedore lifting 5 tons in a day would therefore earn :-

Basic pay	Lire	65
C.L.B.	"	75
3 tons @ Lire 10	"	30
2 tons @ Lire 25	"	50
	Lire	240

5. The individual's wage position is thus improved by Lire 56 per day, and the following calculations, based on 100 men lifting 500 tons, show a large economy in actual cash paid out :-

Old Contract System
(100 men are taking 2½ days to discharge 500 tons)
500 tons @ Lire 92 per ton — Lire 46,000

5048

New Direct Payment Proposal
(100 men to take 1 day to discharge 500 tons)
100 x Lire 240 — Lire 24,000

6. Another viewpoint established at this Directorate is that the maximum Appendix "D" rate of Lire 110 for a stevedore might be paid for the initial output of 3 tons and the bonus of Lire 25 be paid for each ton in excess of 3. (Under the No 1 District scheme Lire 115 is payable for the first 3 tons). It is doubtful whether the incentive would be so strong if workers could continue to lift 2 tons and receive benefits equal to those who lift 3 tons.

7. As the whole subject must come up for review at ANCONA on 1 Jun 45, it would be appreciated if the matter can be treated as urgent and your authorisation and/or comments on the No 1 District scheme be given as quickly as possible.

(Signed)
(F. OWEN WALE, Lt. Col., A.D.L. (Civil),
for Brigadier.,
Director of Labour,
A.F.H.Q.

29 May 45
FOW/RH.

33a

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A.F.H.Q.

L&S/214A.

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

TEL : 66275 ROME

20 June 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 26 June 45 is notified :-

1. To receive a proposal from the Director of Labour, AFHQ, that a bonus scheme as outlined at Appendix "Z" be authorised for labour employed on Ancona Docks.

5047

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

SJBL/gs.

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8	CAO, AFHQ	50/51	HQ, No 2 District
9	A/CAO, AFHQ	52/53	HQ, No 3 District
10/17	G-4 (A), AFHQ	54/58	G.H.Q. Rear, Allied Command
11	G-4 (B), AFHQ (For DQMG)	59/60	HQ, Adriatic Base Command
12/13	G-5, AFHQ	61	Base Officer, Medical & Adriatic
14	Q(Maint), AFHQ	62	A.T.S. (Spare), PBS
15	Q(AE), AFHQ	63/64	Base Petroleum Technical Area HQ.
16	Engrs (B), AFHQ	65	Base Post Office, Naples
17	D.E.S., AFHQ	66	C.B., Taranto
18	S & T, AFHQ	67	CCAU B, Ancona
19	Ord (B), AFHQ	68	NOIC, Bari
20	REME, AFHQ	69	NOIC, Augusta
21/22	Labour Directorate, AFHQ	70	NOIC, Leghorn
23	Fiscal Director, AFHQ	71	SNO, Eastern Sicily
24	PA, AFHQ	72	M.W.T.S.
25	CG, MTOUSA	73	W.S.A.
26	CPA, MTOUSA	74	Chief Commissioner, ACC
27	D.D.Labour, 15 Army Group	75	HQ, ACC
28/30	C.G., Fifth Army (Attn:G-4 Rear)	76	Vice-Chairman, Econ. Section
31	C.G., Fifth Army (Attn: Br. Increment Labour)	77/78	Economic Section
		83	Finance Sub Commission
32/33	DMR, ITALY	84/85	Labour Sub Commission
34/37	MAFSC/MATO	86	Civil Defence Sub Commission
38/39	HQ 214 Group, RAF	87	Chairman, Labour & Manpower Control Committee
40	PA, RAF		
41/42	HQ, Eighth Army	88/90	War Diary
43	CG, PBS	91	File

92/125 Spares.

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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 : 66275 ROME

11 June 1945

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - AGENDA

The thirty-fifth meeting of the Labour & Wages Control Committee will be held at 0930 hours on Thursday, 21 JUNE 45 in the AFLRS, AFHQ Conference Room, 2nd Floor, 68 Piazza dell' Esedra, ROME to consider the following Agenda :-

1. Minutes of the thirty-fourth meeting held on 23 MAY 45.

2. Matters arising out of the meeting of the AFLR(Italian)Board held on 2 June 45.

3. To receive the minutes of the Wages Sub-Committee meeting held on 5 June 45 (minutes attached at Appendix "A")

4. To consider the minutes of the meetings of the following Local Sub-Committees :-

   (a) No 3 District Local Sub-Committee - PALERMO - 5 May 45. (Appendix "B").

   (b) P.B.S. Local Sub-Committee - LEGHORN - 15 May 45. (Appendix "C").

5045 (c) P.B.S. Local Sub-Committee - NAPLES - 15 May 45. (Appendix "D").

   (d) No 3 District Local Sub-Committee - BARI - 23 May 45.

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

1. Minutes of the thirty-fourth meeting held on 23 MAY 45.

2. Matters arising out of the meeting of the AFLR(Italian)Board held on 2 June 45.

3. To receive the minutes of the Wages Sub-Committee meeting held on 5 June 45 (minutes attached at Appendix "A")

4. To consider the minutes of the meetings of the following Local Sub-Committees :-

   (a) No 3 District Local Sub-Committee - PALERMO - 5 May 45. (Appendix "B").

   (b) P.B.S. Local Sub-Committee - LEGHORN - 15 May 45. (Appendix "C").

5045 (c) P.B.S. Local Sub-Committee - NAPLES - 15 May 45. (Appendix "D").

   (d) No 3 District Local Sub-Committee - BARI - 23 May 45. (Appendix "E").

   (e) Rome Area Allied Command Local Sub-Committee - ROME - 4 June 45. (Appendix "F").

5. To consider a suggestion submitted by the Italian Government (Appendix "G") that Worker's Internal Commissions be established in plants operating under military control.

6. To consider a request submitted by Rome Area Allied Command, (Appendix "H") for annual leave with pay to hotel employees.

7. Any other business.

8. To set a date for the next meeting.

See addendum to Agenda 33a

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

SJHL/gs.
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12/13	G-5, AFHQ
14	Q(Maint), AFHQ
15	Q(AE), AFHQ
16	Engrs (B), AFHQ
17	D.E.S., AFHQ
18	S & T, AFHQ
19	Ord (B), AFHQ
20	REME, AFHQ
21/22	Labour Directorate, AFHQ
23	Fiscal Director, AFHQ
24	PA, AFHQ
25	CG, MTOUSA
26	GPA, MTOUSA
27	D.D.Labour, 15 Army Group
28/30	C.G., Fifth Army (Attn: G-4 Rear)
31	C.G., Fifth Army (Attn: Br. Increment Labour)
32/33	DMR, ITALY
34/37	AAFSC/MTO
38/39	HQ, 214 Group, RAF
40	P.A., RAF
41/42	HQ, Eighth Army
43	CG, PBS
44	GPA, PBS
45	GPA, PBS (South)
46	C.O., PBS (South)
47/49	HQ, No 1 District
50/51	HQ, No 2 District
52/53	HQ, No 3 District
54/58	C.G., Rome Area Allied Command
59/60	HQ, Adriatic Base Command
61	Flag Officer, TARANTO & Adriatic
62	R.N. (TARANTO), PBS

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18	S & T, AFHQ
19	Ord (B), AFHQ
20	REME, AFHQ
21/22	Labour Directorate, AFHQ
23	Fiscal Director, AFHQ
24	PA, AFHQ
25	CG, MTOUSA
26	GPA, MTOUSA
27	D.D.Labour, 15 Army Group
28/30	C.G., Fifth Army (Attn: G-4 Rear)
31	C.G., Fifth Army (Attn: Br. Increment Labour)
32/33	DMR, ITALY
34/37	AAFSC/MTO
36/39	HQ, 214 Group, RAF
40	F.A., RAF
41/42	HQ, Eighth Army
43	CG, PBS
44	BPA, PBS
45	BPA, PBS (South)
46	C.O., PBS (South)
47/49	HQ, No 1 District
50/51	HQ, No 2 District
52/53	HQ, No 3 District
54/58	C.G., Rome Area Allied Command
59/60	HQ, Adriatic Base Command
61	Flag Officer, TARANTO & Adriatic
62	R.N. (FOTALI), ROME
63/64	Flag Officer, Northern Area Med.
65	SENALUSNO, ITALY
66	C.S., TARANTO
67	COMNOB, PALERMO
68	NOIC, NAPLES
69	NOIC, ANCONA
70	NOIC, LEGHORN
71	SNO, EASTERN SICILY
72	M.W.T.B.
73	W.S.A.
74	Chief Commissioner, ALCOM
75	HQ, ALCOM
76	Vice-President, Economic Section
77/82	Economic Section
83	Finance Sub Commission
84/85	Labour Sub Commission
86	MWTB & Shipping Sub-Commission
87	Chairman, Labour & Wages Control Committee
88/90	War Diary
91	File
92/125	Spares.

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Appx. A

THE SUB-COMMITTEE OF THE LABOUR & WAGES CONTROL COMMITTEE

MINUTES

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

2. Present:

Major J.R. CARSON, SC. G-4(A), AFHQ.
Chairman

Representatives of:

AC	-	Mr. David C. SACHS
FBS	-	Major R.B. EATON
RN FONAM	-	Lieut (S) P.R. GRINDLE, RNVR
MAAF (RAF)	-	F/Lt B.A.T. BULD
D. Lab	-	Lt. Col. F. OWEN WADE

In attendance:

Lt. Col. J.U. HALL	-	AFA(Br), AFHQ
Lt. Col. E.F.V. BRAUND	-	ADAWS, AFHQ
Lt. Col. R.M. CROSBY	-	MTOUSA
Major K.R. HAWARD	-	DADL No. 5 District
Major W.P. McDONALD	-	No. 4 Clothing & Repair Factory, RAOC

3. The minutes of the Sub-Committee Meeting held on 27 Apr 45 were approved.

4. New Grades & Rates of Pay

(a) Consideration was given to DDL EIGHTH Army letter R 101 LA dated 16 May 45 regarding rate of pay for the following grade:

Motor Launch Driver-Mech (VENICE) 120 - 150 lire per day

It was agreed and recommended that the grade and rate of pay be adopted on the understanding that it applied solely to the VENICE Area, and did not become the subject of a general publication.

(b) Consideration was given to DDL EIGHTH Army letter R 101 LA dated 16 May 45 regarding rate of Pay for the following grade:

Shorthand Monitor 4500 - 6000 lire per month

In the absence of details of the duties of this class of employee, it was agreed that this matter be referred back to DDL EIGHTH Army requesting further information through Labour channels.

5046 Consideration was given to a request from 2911 CLU to establish a grade of:

Inspector of Finished Products (with Technical Qualifications)

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Major K.R. HAYWARD - DADL No. 3 District
Major W.P. McDONALD - No. 4 Clothing & Repair Factory, RAOC

3. The minutes of the Sub-Committee Meeting held on 27 Apr 45 were approved.

4. New Grades & Rates of Pay

(a) Consideration was given to DDL EIGHTH Army letter R 101 LA dated 16 May 45 regarding rate of pay for the following grade:

Motor Launch Driver-Mech (VENICE) 120 - 150 lire per day

It was agreed and recommended that the grade and rate of pay be adopted on the understanding that it applied solely to the VENICE Area, and did not become the subject of a general publication.

(b) Consideration was given to DDL EIGHTH Army letter R 101 LA dated 16 May 45 regarding rate of pay for the following grade:

Shorthand Monitor 4500 - 6000 lire per month

In the absence of details of the duties of this class of employee, it was agreed that this matter be referred back to DDL EIGHTH Army requesting further information through Labour channels.

5044 (c) Consideration was given to a request from 2911 CLU to establish a grade of:

Inspector of Finished Products (with Technical Qualifications) 3600 - 6300 lire per month

In view of Minute No. 7(c) of the meeting of the Wages Sub-Committee held on 27 Apr 45 which has been accepted by the Labour & Wages Control Committee and AMG(It) Board at their subsequent meeting, it was decided that this matter be referred back to 2911 CLU through Labour channels.

(d) Consideration was given to a request submitted by the Director of Army Welfare Services to establish rates of pay for performers (stars, speciality acts, dancers and singers) as follows:

Star	8000 lire per week
Speciality Acts	
1st Grade	6000 lire per week
2nd Grade	4000 " " "
Assistants	2000 - 2800 lire per week
Dancers	
1st Grade	4000 lire per week
2nd Grade	2800 " " "
Singers	
1st Grade	6000 lire per week
2nd Grade	4000 " " "

33

The above rates...../

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The above rates to be inclusive of all bonuses and allowances.

The representative of DAWS stated that great difficulty was being experienced by the Central Pool of Artists in obtaining ATS performers, that the rates put forward were at present being paid by ENSA, and were the lowest for which suitable civilian talent could be engaged. Further, the matter could not be overcome by contract as the artists were required for tour, and it was desirable that all shows were produced on British lines. The AFA said that no authority could be given in this instance as a Star performer would be receiving over £1000 per year whereas the limit of the powers of authorisation held by the Supreme Allied Commander was £400 per year. It was agreed by the Committee that the rates quoted were reasonable and suitable if limited to employment of civilians within the British WE. It was agreed and recommended that DAWS cable War Office for authority, which, if received, should not be published as a Memorandum, but should be communicated to the Labour & Wages Control Committee in order that parallel Services in US Army, etc, should have the benefit of the information.

5. Incentive Bonus Scheme

Consideration was given to a proposal submitted by No. 4 Clothing & Repair Factory, R.OC, for the introduction of an Incentive Bonus Scheme for increasing the production of clothing. (See Appendix "A")

The scheme was discussed at some length, and it was apparent that, not only is intensive production necessary to clear present R.D. commitments, but that further rush jobs are to be expected in the near future.

It was agreed and recommended that the scheme be adopted.

6. Disbanding of Sub-Committee

The meeting was asked to consider whether this Wages Sub-Committee should be disbanded now that Local Sub-Committees of the Labour & Wages Control Committee have been formed in accordance with the terms of AFHQ Administrative Memorandum No. 25 of 18 Apr 45.

It was the general view that although the Local Sub-Committees have undertaken most of the functions of this Sub-Committee, it should not be disbanded entirely, as it could still perform a useful function in making recommendations on such subjects as new grades and rates of pay (when required to do so by the Labour & Wages Control Committee).

The recommendations of the Sub-Committee of the Labour & Wages Control Committee are:

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Consideration was given to a proposal submitted by No. 4 Clothing & Repair Factory, R.E.M.E, for the introduction of an Incentive Bonus Scheme for increasing the production of clothing. (See Appendix "A")

The scheme was discussed at some length, and it was apparent that, not only is intensive production necessary to clear present M.D. commitments, but that further rush jobs are to be expected in the near future.

It was agreed and recommended that the scheme be adopted.

6. Disbanding of Sub-Committee

The meeting was asked to consider whether this Wages Sub-Committee should be disbanded now that Local Sub-Committees of the Labour & Wages Control Committee have been formed in accordance with the terms of AFHQ Administrative Memorandum No. 25 of 18 Apr 45.

It was the general view that although the Local Sub-Committees have undertaken most of the functions of this Sub-Committee, it should not be disbanded entirely, as it could still perform a useful function in making recommendations on such subjects as new grades and rates of pay (when required to do so by the Labour & Wages Control Committee).

The recommendations of the Sub-Committee of the Labour & Wages Control Committee are:

(a) That this Sub-Committee cease to hold regular meetings, but remain available to meet when required by the Labour & Wages Control Committee.

(b) That the terms of reference of the Local Sub-Committees be broadened to include the establishing of new grades and rates of pay, where necessary, if this is not already intended as being within their powers under the terms of AFHQ Administrative Memorandum No. 25 dated 18 Apr 45.

(c) That it is not desirable to continue to establish new grades indefinitely, but that, wherever possible, existing classifications be utilised to embrace new categories of workers.

7. C.O.L.E. Increase-Award of RCME Area Sub-Committee

Mr. SACHS (AC) proposed that a recommendation be made regarding the action taken by the RCME Area Sub-Committee at its 2nd Meeting on 22 May 45 (Minute No. 15) in differentiating between Male and Female employees.

It was agreed that...../

(33)

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It was agreed that it was beyond the powers of this Sub-Committee to make any recommendation since .C was represented on the ROMS Sub-Committee and could record a protest which would be automatically considered by the Labour & Wages Control Committee.

8. Hours of Work & Overtime

A decision was asked for by the representative of D. Lab. as to whether it was considered that any amendment should be made to paras 4(a), (b) and (c) of AFHQ Administrative Memorandum No. 47 of 16 Nov 44, owing to the fact that many installations were now working a 5½ day week, and that employees in these installations were receiving overtime pay, but were not completing a 6 day week.

It was suggested that 48 hrs should be considered the basis of a working week, and that overtime be paid for all hours worked in excess, but it was not thought that the matter came within the terms of reference of this Sub-Committee.

A.F. undertook to communicate certain recommendations departmentally to D. Lab. which could be presented to the next meeting of the Labour & Wages Control Committee.

9. In view of the proposals contained in Minute No. 6, no date was set for the next meeting.

(L. BOIVEUX) Staff Capt LABOUR (Civil),
for Major J.R. CARSON, SC.,
G-4(A), A.F.H.Q..
CHAIRMAN.

6 Jun 45
AB/RH

5043

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APPENDIX "A"

From: 4 Clothing & Repair Factory RAOC.
To: D.A.D.L., 2905 C.L.U.
Ref: MD5/27
Tel. 54077-50679
Date: 7 April, 45.

1. It is desired to offer the machine operators at this factory an inducement for increased production and the following Incentive Bonus Scheme is submitted for consideration in accordance with "Regs. for Employment of Civilian Labour 1945" para 11 (d).

2. The complete sewing machine plant is laid out in uniform benches of 10 machines each and it is proposed that bonus payment be made per bench thus ensuring a competitive spirit.

3. The weekly production of all items manufactured has been assessed in terms of Units (see Appendix "A"), based on present rate of production of one pair of Trousers K.D. which garment has been chosen to provide one Basic Unit.

4. Normal efficiency standard (set very high) is considered to be reached by any one bench producing 90 prs. Trousers K.D. per day. Assessing 1 pr. Trousers as 1 Unit, this bench would produce 90 Units per day or 540 Units per 6 day week.

5. It is proposed that 540 Units per bench per 6 day week be considered normal efficiency standard; each bench (10 machine operatives plus one ganger) to be paid an incentive bonus of 110 lire for every 10 Units scored in excess of the standard figure of 540 Units.

6. Examples of how this proposed bonus scheme would have applied to this factory for week ending 31/3/45 are shown at Appendix "B".

(Sgd) W.P. McDONALD, Major,
4 Clothing & Repair Factory R.A.O.C.

WPM/FE

Appendix "A" to MD5/27 of 7 Apr 45

Basic Unit:- 1. Equivalent to 1 Pr. of Trousers K.D.

Designation	Units	No. Machined
Aprons Butchers	540	2,700
Aprons Cooks	"	2,160
Armbands	"	8,100
Bags Soiled Linen	"	2,700
[illegible]	"	337

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of Units (see Appendix "A"), based on present rate of production of the p.r. Trousers K.D. which garment has been chosen to provide one Basic Unit.

4. Normal efficiency standard (set very high) is considered to be reached by any one bench producing 90 prs. Trousers K.D. per day. Assessing 1 pr. Trousers as 1 Unit, this bench would produce 90 Units per day or 540 Units per 6 day week.

5. It is proposed that 540 Units per bench per 6 day week be considered normal efficiency standard; each bench (10 machine operatives plus one ganger) to be paid an incentive bonus of 110 lire for every 10 Units scored in excess of the standard figure of 540 Units.

6. Examples of how this proposed bonus scheme would have applied to this factory for week ending 31/3/45 are shown at Appendix "B".

(Sgd) W.P. McDONALD, Major,
4 Clothing & Repair Factory R.A.O.C.

WRM/FB

Appendix "A" to MD5/27 of 7 Apr 45

Basic Unit:- 1. Equivalent to 1 Pr. of Trousers K.D.

Designation	Units	No. Machined
Aprons Butchers	540	2,700
Aprons Cooks	"	2,160
Armbands	"	8,100
Bags Soiled Linen	"	2,700
Blouses B.D. A.T.S.	"	337
Blouses B.D.	"	337
Collars for Shirts A.D.	"	3,240
Covers Cap	"	6,480
Covers Mule White (3 sections)	"	180 (sets of 3)
Greatcoats D.M.	"	135
Headgear for Female Workers	"	5,400
Jackets Cooks	"	810
Labels linen	"	23,760
Overalls Female	"	480
Overalls Cooks A.T.S.	"	480
Overalls Nursing Orderlies	"	480
Overalls Working A.T.S.	"	480
Pyjamas Complete (Thin or Cambric)	"	540
Skirts K.D. A.T.S.	"	1,350
Skirts Serge A.T.S.	"	480
Slacks K.D. A.T.S.	"	480
Slacks Serge A.T.S.	"	480
Ties C.R.s.	"	8,100
Trousers Cooks	"	540
Trousers B.D.	"	405
Trousers K.D.	"	540
Voucher Packs	"	8,100

Note: It is pointed out that the above figures are calculated up to one months continuous manufacture of any one garment.

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Appendix "B" to MD5/27 of 7 Apr 45

Week Ending 31/3/45

1	2	3	4	5	6	7
Bench No.	Units Required	Units Obtained	Units over 540	Units to be paid at 110 lire per 10	Extra Payment per bench of 10 + 1 Ganger	Extra Payment to each of 11 participants (1 Ganger, 10 m/c Operators)
					Lire	Lire
1	540	421				
2	540	425				
3	540	498				
4	540	508				
5	540	524				
6	540	458				
7	540	598	58	60	660	60
8	540	493				
9	540	524				
10	540	515				
11	540	541	1	NIL	-	-
12	540	571	31	30	330	30
13	540	490				
14	540	469				
15	540	533				
16	540	558	18	20	220	20
17	540	510				
18	540	484				
19	540	471				
20	540	484				
21	540	393				
22	540	369				
23	540	455				
24	540	446				
25	540	398				
26	540	416				
27	540	432				
28	540	355				
29	540	348				
30	540	370				
31	540	355				
32	540	236				
33	540	182				
34	540	272				

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8	540	493				
9	540	524				
10	540	513				
11	540	541	1	NIL	-	-
12	540	571	31	30	330	30
13	540	490				
14	540	469				
15	540	533				
16	540	558	18	20	220	20
17	540	510				
18	540	484				
19	540	471				
20	540	484				
21	540	393				
22	540	369				
23	540	455				
24	540	446				
25	540	398				
26	540	416				
27	540	432				
28	540	355				
29	540	348				
30	540	370				
31	540	355				
32	540	236				
33	540	182				
34	540	272				
35	540	200				

5041

Total Bonus Payments 1,210

(33)

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Appx "B"

Minutes of the First Meeting of the Local Sub-Committee of Labour and Wages Control Committee held at the U.S. Naval Operating Base, Palermo, 10.00 hours 5 May 1945

PRESENT:

Chairman:	Captain C.M. Campbell, R.N.	SNOESY
Vice-Chairman:	Commander A.A. Chappell, R.N.V.R.	B.S.O., Messina
Members:	Captain C.L. Nichols, U.S.N.	Commandant, NOB, Palermo
	Lieut.Col. E. Morton, U.S.A.	AC Liaison Off., E.Scy.
	Major Barr	Rep O.C. Br.Troops, Scy
	Lieut. L. Camarra	U.S.N.O.B.
	F/O R.S. Eckersley	RAF Rep W/Com G.L. Bagshaw
Secretary	Lieut. E. Boardman	No.1 Det. 2903 C.L.U.
IN ATTENDANCE:	Lieut.Col. A.W.C. Major	AFLRS Sicilian Area

1. OPENING REMARKS BY CHAIRMAN

The Chairman in opening the meeting explained the principles governing the Sub-Committees and asked the Secretary to read the minutes of the 30th meeting of the AFLRS Board "Labour and Wages Control Committee" which dealt with the general wage policy of the Allied Forces.

The AFHQ Administrative Memorandum No 25 "Establishment of Local Sub-Committees of Labour & Wages Control Committees" was read and points arising therefrom discussed. A clear position of the powers and workings of the Sub-Committees was understood by all members.

2. ELECTION OF VICE-CHAIRMAN

The Chairman notified the Board that he might find it difficult to attend all future meetings of the Sub-Committee. He recommended that a Vice-Chairman be elected. The Chairman proposed Commander Chappell be elected Vice-Chairman. The proposal was seconded and Commander Chappell was elected Vice-Chairman.

3. LABOUR AND WAGES CONDITIONS IN PALERMO

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The Chairman asked for a report on the conditions of labour and wages in Palermo, and a full and comprehensive report was presented by Lieutenant Camarra.

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Secretary Lieut. E. Boardman No.1 Dtd. 29.9 C.B.U.

IN ATTENDANCE:

Lieut.Col. A.W.C. Major AFLRS Sicilian Area

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3. LABOUR AND WAGES CONDITIONS IN PALERMO

50/0

The Chairman asked for a report on the conditions of labour and wages in Palermo, and a full and comprehensive report was presented by Lieutenant Camarra.

It was stated that the "net take home wages" of employees of civilian firms in the Palermo Area had increased considerably in the past two months and great difficulty was being experienced in holding civilian employees at the U.S. Naval Operating Base on account of the lower rate being paid.

It was suggested that a general increment, though meeting the present situation would only tend to become a vicious circle and it would only be a matter of time before a further increment would be given by the civilian firms and the position would be once again as to-day.

If possible control of wages by the Italian Government over civilian firms could be enforced it would help to meet the situation but under present circumstances an increment either in the form of a bonus or in the basic rate seemed to be the only solution.

The Regional Labour Office of the Italian Government, Palermo, had been asked to prepare figures quoting the average daily pay of civilian firms of similar employees in the districts of Palermo, Catania and Messina. (Figures attached as Appendix "A").

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4. PROPOSED HIGHER RATE BONUS

In view of the increased wages in the Palermo area, it was proposed that an immediate increase should be made in the "net take home wage" of employees of the Allied Forces in the form of a bonus to be known as the "Higher Rate Bonus".

A proposal was made that this bonus for all Skilled and Classified Labour, including Marine Grades, Domestic Employees (excluding Caretaker, Guards, Cleaners and Dishwashers) Hotel Employees (excluding Head Porters, Ass. Head Porters, Porters and Bell Boys) Laundry Hands (excluding Washers Hand Female) should be 100 lire per day.

Unskilled labour and the following grades as excluded in the above, Caretaker Guards, Cleaners, Dishwashers, Head Porters, Ass.Head Porters, Porters, Bell Boys, and Washers Hand Female should be 60 lire a day. Juveniles 40 Lire a day.

The proposal was put to the meeting and was carried by five votes to three in favour of the increase.

5. BACK-DATING EFFECTIVE DATE OF BONUS

The Committee recommends that under the particular conditions prevailing in Palermo for several months past, this bonus be back dated and should be made retroactive from 1 April 1945, to meet moral obligations made by the Commandant, U.S. Naval Operating Base, Palermo, made to ensure full working of that Base from this date.

This request is made in accordance with paragraph 127 of AFLRS Labour and Wages Control Committee Memorandum Reference LRS/214A dated 11 April 1945.

6. AREAS OUTSIDE PALERMO

A motion was carried that the "Higher Rate Bonus" is paid to employees of the Allied Forces throughout the remainder of the Island at a rate proportionate with the relationship of wage increases in civilian firms unless 3 District rules that the increase as laid down in paragraph 4 apply to the whole of Sicily.

The rates for Catania and Messina districts, including Syracuse and Augusta to be decided upon by the representatives from this area viz : Captain Campbell, Commander Chappell, Major Barr, F/O Eckersley and Lieutenant Boardman, and to be included in the minutes of this meeting.

The rates decided upon are :-
For all Skilled and Classified Labour, including Marine Grades and Domestic Employees (excluding Head Porters, Ass. Head Porters, Porters and Bell Boys) Laundry Hands, 60 Lire per day.

Unskilled Labour and the following grades as excluded in the above, Caretaker

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This request is made in accordance with paragraph 127 of AFLRS Labour and Wages Control Committee Memorandum Reference LRS/214A dated 11 April 1945.

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The rates decided upon are :-
For all Skilled and Classified Labour, including Marine Grades and Domestic Employees (excluding Head Porters, Ass. Head Porters, Porters and Bell Boys) Laundry Hands, 60 Lire per day.

Unskilled Labour and the following grades as excluded in the above, Caretaker Guards, Cleaners, Dishwashers, Head Porters, Ass. Head Porters, Porters, Bell Boys, and Washers female hand, 30 Lire per day.
Juveniles 20 Lire per day.
This bonus to be payable as at Palermo and if made retroactive in that area the same to apply in these districts.

It was stressed that this bonus could be paid either in whole or in part, the amounts agreed upon being the maximum amounts.

7. OVERTIME RATES FOR DOMESTIC EMPLOYEES (CLASSIFIED MESS AND HOSPITAL.

It was the opinion of the Committee that Domestic Employees (Classified) Mess and Hospital under classification in Appendix "F" of AFHQ Regulations for the Employment of Civilian Labour should receive overtime rates, at the rate of one and half times the usual rate be paid as laid down in part VII, paragraph 35 of these regulations.

It is pointed out that overtime rates had always been paid by some units in Sicily.

/Para 8.....

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It has been found that no definite decision can be reached for Eastern Sicily until the rates of pay for civilian industry in Messina are fixed. Arrangements are in progress there to introduce an allowance known as the "Indemnita di contingenza", the amount of which has not yet been determined.

Detail of this are expected to be published by the Ufficio del Lavoro of Messina in about a week's time, when the recommendation can be made to modify Allied rates accordingly.

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8. ANNUAL LEAVE WITH PAY

It is recommended by the Committee that Paragraph 43a of AFHQ Regulations dealing with annual leave with pay should be applicable to all similar grades (viz groups I and III) in Sicily irrespective of such grades being on monthly or daily rates of pay so bringing these grades into line with those similar grades on the Mainland.

There being no other business before the Committee, the meeting was closed.

(Signed) C. CAMPBELL.
Captain, R.N.
CHAIRMAN, SICILY Sub-Committee.
of Labour and Wages Control Committee.

DISTRIBUTION

ALCOM, ROME.	2	B.S.O. MESSINA	2
AFLRS, ROME	4	Commandant, NOB, PALERMO	2
CAO, AFHQ	2	AC Liaison Officer East Sicily	1
"D" LAB., AFHQ	2	OC, Br. Troops, Sicily	1
"Q" Branch 3 District	2	Wing.Com.62 Staging Post, RAF	1
D.D.L. 3 District	3	AFLRS Sicilian Area	1
SNOESY, SICILY	2	DADL(Civil) 2903 C.L.U.	1
A.D.L. "E"Team (Labour)	1	Spare	5

REGIONAL LABOUR OFFICE REPORT

MARCH AND APRIL, 1945

AVERAGE DAILY PAY

	PALERMO (50 L. higher than Feb rate)		CATANIA (HCLB included)	MESSINA
1st Class	From L.205 to L.215	L.315+	From L.130 to L.150	From L.140 to L150
2nd Class	" L.185 to L.205	L.305+	" L.100 to L.130	" L.120 to L130
3rd Class	" L.175 to L.295	L.295+	" L. 90 to L.100	" L. 90 to L100
Labourer	" L.125 to L.135	L.205+	" L. 60 to L. 80	" L. 60 to L.80

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DISTRIBUTION

ALCOM, ROME.	2	B.S.O. MESSINA	2
AFLRS, ROME	4	Commandant, NOB, PALERMO	2
CAO, AFHQ	2	AC Liaison Officer East Sicily	1
"D" LAB., AFHQ	2	OC, Br. Troops, Sicily	1
"A" Branch 3 District	2	Wing.Com.62 Staging Post, RAF	1
D.D.L. 3 District	3	AFLRS Sicilian Area	1
SNOESY, SICILY	2	DADL(Civil) 2903 C.L.U.	1
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2nd Class	" L.185 to L.205	L.305+	" L.100 to L.130	" L.120 to L130
3rd Class	" L.175 to L.295	L.295+	" L. 90 to L.100	" L. 90 to L100
Labourer	" L.125 to L.135	L.205+	" L. 60 to L. 80	" L. 60 to L.80

TAKEN HOME WAGE

High cost of Bread Bonus not included

Add :-
L. 40 - family heads
L. 20 - non family heads
L. 10 - minors

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+ Daily rate after agreements of April 17th.

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THE LOCAL SUBCOMMITTEE OF THE LABOR AND WAGES
CONTROL COMMITTEE IN AN FOR PENINSULAR BASE SECTION
LESS SOUTHERN DISTRICT

MINUTES

1. The First meeting of the above named committee was held at 1000 hours on 15 May 1945 at Headquarters Peninsular Base Section.

Present: Major H. J. Reuper, Acting EPA, PBS (Chairman)
representing PBS

Members:

Royal Navy, Leghorn — Cmdr. Chapman
320th Service Group — Major W. D. Gettel
C.L.U., 60th Sub-Area — Capt. S. Anderson
AAFSC/MTO — 1st Lt. M. G. Langhorne
Region VIII, Allied Military Government — S/Sgt Sorisi, acting for Major R. R. Small

In Attendance:

Provincial Labor Office — Dr. Del Fraro
Industrial Association — (Ing. Van Caubergh
(Ing. Landini
Camera Del Lavoro — (Sig. Morelli
(Sig. Gigli)

2. AFHQ Adm. Memo. No. 25, 18 April 1945, and the notice of organization and agenda of the committee were read by the Chairman.

3. The Committee examined into the wages being paid in private industry in the Leghorn-Pisa areas and found as follows:

a. Wage scales in private industry in Leghorn according to existing agreements are generally lower than the Allied Force's wage scales. However, after investigation it was found that the actual wages being paid by private industry are approximately 30% higher than those being paid by the Allied Forces.

b. Of the workers resident in the Commune of Leghorn, the Allied Forces are employing approximately 18,000 as against 6,000 employed by the Public Services and 9,000 employed by private industry.

c. There is relatively little private industry in Leghorn at present and it is not anticipated that industry will be rehabilitated very rapidly.

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In Attendance:

Provincial Labor Office — Dr. Del Fraro
Industrial Association — (Ing. Van Caubergh
(Ing. Landini
Camera Del Lavoro — (Sig. Morelli
(Sig. Gigli)

2. AFHQ Adm. Memo. No. 25, 18 April 1945, and the notice of organization and agenda of the committee were read by the Chairman.

3. The Committee examined into the wages being paid in private industry in the Leghorn-Pisa areas and found as follows:

a. Wage scales in private industry in Leghorn according to existing agreements are generally lower than the Allied Force's wage scales. However, after investigation it was found that the actual wages being paid by private industry are approximately 30% higher than those being paid by the Allied Forces.

b. Of the workers resident in the Commune of Leghorn, the Allied Forces are employing approximately 18,000 as against 6,000 employed by the Public Services and 9,000 employed by private industry.

c. There is relatively little private industry in Leghorn at present and it is not anticipated that industry will be rehabilitated very rapidly.

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d. Wages being paid in private industry in Pisa are slightly lower than those being paid by the Allied Forces with the exception of unskilled labor. The rate for unskilled labor in private industry varies with the trade it is being used in and in effect, the classification of unskilled labor in some trades could be compared to the Allied Force classification of artisans mate or helper.

e. In neither of the two localities have there been any pressing demands for increased wages.

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4. It was therefore recommended that:

a. No action be taken at this time to increase the wages being paid civilian employees of the Allied Forces in the Leghorn-Pisa area.

b. Representation be made to the Allied Military Government to disapprove wage agreements which are being submitted to them for approval and which would authorize payment of contingency indemnity.

c. Should these agreements be approved by the Allied Military Government, the Committee will reconvene at that time to re-examine and adjust, if necessary the wages being paid civilian employees of the Allied Forces in the Leghorn-Pisa area.

5. The Committee then adjourned to meet again at the call of the Chairman.

(Sgd) H. J. KRUPER
Major, AUS
Chairman.

3 Incls:
Exhibit A. Private Industry Wage Scales actually being paid - Leghorn
B. Private Industry Wage Scales according to existing agreements - Leghorn
C. Private Industry Wage Scales actually being paid according to existing agreements - Pisa

DISTRIBUTION:

Copy No.	To:		
1	C.G., PBS	8	CG, NATOUSA/MTO
2	Ch. Com. Allcom, Rome	9	NCIC, PW, Leghorn
3	AFHQ (AFHQ) Rome	10	CO, 320th Service Gp.
4	CAO, AFHQ	11	Regional Commissioner, Region VIII, AMG
5	DPA, P.B.S.	12	US Labor Advisor, AFHQ
6	DPA, So. Dist., P.B.S.	13	Br Labor Adviser, AFHQ
7	GOC, II District	14	Extra

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

(Sgd) H. J. REUFER
Major, AUS
Chairman.

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6	RPA, So. Dist., P.B.S.	13	Br Labor Advisor, AFHQ
7	GOC, II District	14	Extra.

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Exhibit "A"

LEGIORI — PRIVATE INDUSTRY WAGE SCALES — ALLIED FORCE W

Amount Actually Being Paid (not under agreement)

OCCUPATION		Basic Wage Rate	Total All Regular Ind.	Family Allowance	Gross Wage	Workers Contrib. for Soc. Ins. & Inc. Tax	Net "Take Home" Wage Approx.	Basic Wage Rate	High Cost of Living Bonus
Unskilled Labor		57	163	28	248	20.85	227.15	85	75
Mechanic		87	163	28	278	24.11	253.89	135	67
Machinist		87	163	28	278	24.11	253.89	135	67
Carpenter		82	163	28	273	23.56	249.44	120	75
Plumber		82	163	28	273	23.56	249.44	120	75
Electrician		87	163	28	278	24.11	253.89	135	67
Driver		97	163	28	288	25.21	262.79	115	75
Welder		92	163	28	283	24.66	258.34	135	67
Painter		82	163	28	273	23.56	249.44	120	75
Mason		97	163	28	288	25.21	262.79	125	72
CLERK	1st	3927	5858	884	10669	1620	9049	3600	1690
	2nd	2227	5958	884	8969	1288	7681		
	3rd	1437	5498	884	7819	1049	6770		

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Exhibit "A"

E INDUSTRY WAGE SCALES

ally Being Paid (not under agreement)

All ur	Family Allowance	Gross Wage	Workers Contrib. for Soc. Ins. & Inc. Tax	Net "Take Home" Wage Approx.
28	248	20.85	227.15
28	278	24.11	253.89
28	278	24.11	253.89
28	273	23.56	249.44
28	273	23.56	249.44
28	278	24.11	253.89
28	288	25.21	262.79
28	283	24.66	258.34
28	273	23.56	249.44
28	289	25.21	262.79
884	10669	1620	9049
884	8969	1288	7681
884	7819	1049	6770

ARMED FORCE WAGE SCALES

Basic Wage Rate	High Cost of Living Bonus	Net "Take Home" Wage
85	75	160
135	67	202
135	67	202
120	75	195
120	75	195
135	67	202
115	75	190
135	67	202
120	75	195
125	72	197
3600	1690	5290

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Exhibit "B"

...RED FORCE

PRIVATE INDUSTRY WAGE SCALES

Based on Existing Agreements

LEGHORN

OCCUPATION	Basic Wage Rate	Total All Regular Ind.	Family Allowance	Gross Wage	Workers Contrib. for Soc. Ins. & Inc. Tax	Net "Take" Home Wage Approx	Basic Wage Rate	High Cost of Living Bonus
Unskilled Labor	38.03	63.20	28	129.28	8.67	120.61	35	75
Mechanic	45.56	63.20	28	136.76	9.37	127.39	135	67
Machinist	45.56	63.20	28	136.76	9.37	127.39	135	67
Carpenter	52.76	63.20	28	143.96	10.04	133.92	120	75
Plumber	45.56	63.20	28	136.76	9.37	127.39	120	75
Electrician	46.25	63.20	28	137.45	9.44	128.01	135	67
Driver	45.30	63.20	28	136.50	9.34	127.16	115	75
Welder	58.48	63.20	28	149.68	10.56	139.10	135	67
Painter	45.56	63.20	28	136.76	9.37	127.39	120	75
Mason	53.20	63.20	28	144.40	10.08	134.32	125	72

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Exhibit "B"

ATE INDUSTRY WAGE SCALES

d on Existing Agreements

l All oller nd.	Family Allowance	Gross Wage	Workers Contrib. for Soc. Ins. & Inc. Tax	Net "Take" Home Wage Approx
20	28	129.28	8.67	120.61
20	28	136.76	9.37	127.39
20	28	136.76	9.37	127.39
20	28	143.96	10.04	133.92
20	28	136.76	9.37	127.39
20	28	137.45	9.44	128.01
20	28	136.50	9.34	127.16
20	28	149.68	10.58	139.10
20	28	136.76	9.37	127.39
20	28	144.40	10.08	134.32

ARMED FORCE WAGE SCALE

Basic Wage Rate	High Cost of Living Bonus	Net "Take" Home Wage
85	75	160
135	67	202
135	67	202
120	75	195
120	75	195
135	67	202
115	75	190
135	67	202
120	75	195
125	72	197

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Exhibit "C" (Page-1)

PISA

PRIVATE INDUSTRY WAGE SCALE
Actually Being Paid on Existing Agreement

TRADES		Basic Wage Rate	Total All Regular Ind.	Family Allow-ance	Gross Wage	Workers Contrib. for Soc. Ins & Inc Tax	Net "Take" Home Wage Approx	OCCUPATION	Basic Wage Rate
Building	Specilized	53.60	168	28	189.68	14.04	175.64	Unsk Labor	85
	Qualified	47.60	168	28	183.60	13.45	170.15	Mechanic	135
	Common	44.16	168	28	180.16	13.11	167.05	Machinist	135
	Unsk Labor	40.80	168	28	176.80	12.78	164.02	Carpenter	120
Glass	Specilized	46.83	158	28	232.83	18.13	214.70	Plumber	120
	Qualified	45.56	158	28	231.56	18.00	213.56	Electrician	135
	Common	43.60	158	28	229.60	17.80	211.80	Driver	115
	Unsk. Labor	41.65	158	28	227.65	17.59	210.06	Welder	135
Wood	Qualified	39.28	160	28	227.28	17.51	209.77	Painter	120
	Common	37.72	160	28	225.72	17.18	208.54	Mason	125
	Unsk. Labor	31.92	160	28	219.92	16.75	203.17	Clerk	3600
Bricks	Qualified	42.64	138	28	208.64	16.10	192.54		
	Common	37.20	128	28	193.20	14.71	178.49		
	Unsk. Labor	31.76	118	28	177.76	12.66	165.10		

Average "Take Home W
of Skill is as follo
Specilist
Qualified
Common
Unskilled

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Exhibit "C" (Page-1)

PRIVATE BUILDING WAGE SCALE —
ually Being Paid on Existing Agreement

ocal All Regular Ind.	Family Allow-ance	Gross Wage	Workers Contrib. for Soc. Ins & Inc Tax	Net "Take" Home Wage Approx	OCCUPATION	Basic Wage Rate	High Cost of Living Bonus	Net "Take" Home Wage
108	28	189.68	14.04	175.64	Unsk Labor	85	75	160
108	28	183.60	13.45	170.15	Mechanic	135	67	202
108	28	180.16	13.11	167.05	Machinist	135	67	202
108	28	176.80	12.78	164.02	Carpenter	120	75	195
108	28	232.83	18.13	214.70	Plumber	120	75	195
108	28	231.56	18.00	213.56	Electrician	135	67	202
108	28	229.60	17.80	211.80	Driver	115	75	190
108	28	227.65	17.59	210.06	Welder	135	67	202
160	28	227.28	17.51	209.77	Painter	120	75	195
160	28	225.72	17.18	208.54	Mason	125	72	197
160	28	219.92	16.75	203.17	Clerk	3600	1690	5290
138	28	208.64	16.10	192.54				
128	28	193.20	14.71	178.49				
118	28	177.76	12.66	165.10				

Average "Take Home Wage" by degree of Skill is as follows:

Specilist	195.39
Qualified	189.26
Common	184.28
Unskilled	179.62

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Exhibit "C" (Page-2)

PISA

PRIVATE INDUSTRY WAGE SCALE
Actually Being Paid on Existing Agreement

		Basic Wage Rate	Total All Regular Ind	Family Allow-ance	Gross Wage	Workers Contrib. for Soc. Ins & Inc Tax	Net "Take" Home Wage Approx
Mills	Specilised	66.93	108	28	202.93	16.16	186.77
	Qualified	44.08	108	28	180.08	13.11	166.97
	Common	39.79	108	28	175.79	12.69	163.10
	Unsk. Labor	35.41	108	28	171.41	12.25	159.16
Ceramic	Specilized	63.20	148	28	239.20	19.01	220.19
	Qualified	45.68	145	28	221.68	17.20	204.48
	Common	44.16	148	28	220.16	17.05	203.11
	Unsk. Labor	38.08	148	28	214.08	16.42	197.66
Pharmaceutics	Specilized	51.68	136	28	215.68	16.85	198.83
	Qualified	44.88	136	28	208.88	16.15	192.73
	Common	42.16	128	28	198.16	15.22	182.94
	Unsk. Labor	39.44	128	28	195.44	14.94	180.50
Mechanic	Specilized	55.20	108	28	191.20	14.95	176.25
	Qualified	40.64	108	28	176.64	12.77	163.87
	Common	37.36	108	28	173.36	12.45	160.91
	Unsk. Labor	33.36	108	28	169.36	12.05	157.31

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Exhibit "C" (Page-2)

PRIVATE INDUSTRY WAGE SCALE
Actually Being Paid on Existing Agreement

Basic Wage Rate	Total All Regular Ind	Family Allow-ance	Gross Wage	Workers Contrib. for Soc. Ins & Inc Tax	Net "Take" Home Wage Approx
ced	66.93	108	28	202.93	16.16	186.77
ed	44.08	103	28	180.08	13.11	166.97
	39.79	108	28	175.79	12.69	163.10
abor	35.41	108	28	171.41	12.25	159.16
ced	63.20	148	28	239.20	19.01	220.19
ed	45.68	148	28	221.68	17.20	204.48
	44.16	148	28	220.16	17.05	203.11
abor	38.08	148	28	214.08	16.42	197.66
ced	51.68	136	28	215.68	16.85	198.83
ed	44.88	136	28	208.88	16.15	192.73
	42.16	128	28	198.16	15.22	182.94
abor	39.44	128	28	195.44	14.94	180.50
ced	55.20	108	28	191.20	14.95	176.25
ed	40.64	108	28	176.64	12.77	163.87
	37.36	108	28	173.36	12.45	160.91
abor	33.36	108	28	169.36	12.05	157.31

Appendix "D"

THE LOCAL SUBCOMMITTEE OF THE LABOUR AND WAGES
CONTROL COMMITTEE IN AND FOR SOUTHERN DISTRICT
PENINSULAR BASE SECTION

M I N U T E S

1. The second meeting of the above named committee was begun at 0930 hrs on 25 May 1945 at Hq. Southern District PBS.

2. The following members and their indicated advisers were present:

Representatives of:

Southern District PBS	Major R. B. Eaton, Chairman
56 Area	Major J. H. Harding-Gill
	Lt.Col. J. S. Pope-Smith
	Major W.N. Watson
	Major S. A. Clark
Naples Area, RN	Lt. (s) P. R. Grindle, RNVR
AAFSC/MTO	Lt. Henry Hersh
MAAF/RAF	F/Lt. David Langlands
	Grp/Capt. A. Bowden
US Naval Det, Naples	Lt. Peter Harris, USNR
Commune of Naples AMG	Lt. Col. Guy I. Warren
	Mr. Joseph di Fede
	(of Labor Subcommission AC)

3. The following were in attendance:

Major Allen	REME
Major Moss	REME
Lt. Osler	AFHQ Press
Sig. Spireto	Rep. of Prefect of Naples
Sig. Colasanti	Camera del Lavoro
Sig. Fusco	Camera del Lavoro

4. Labor Subcommission AC stated that disparity between private wages and Armed Force wages had produced demonstrations at the Palazzo Viminale and numerous protests, including several from Naples. It was pointed out that the monthly cost of living for an average family was 10,175 lire.

5. The committee considered themselves obliged, under their existing terms of [illegible] (AFHQ Adv Memo 25) and under instructions from the Labor and Wages Control [illegible] adjust to a basis of

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	Grp/Capt. A. Bowden
US Naval Det, Naples	Lt. Peter Harris, USNR
Commune of Naples AMG	Lt. Col. Guy I. Warren
	Mr. Joseph di Fede
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3. The following were in attendance:

Major Allen	REME
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Sig. Colasanti	Camera del Lavoro
Sig. Fusco	Camera del Lavoro

4. Labor Subcommission AC stated that disparity between private wages and Armed Force wages had produced demonstrations at the Palazzo Viminale and numerous protests, including several from Naples. It was pointed out that the monthly cost of living for an average family was 10,175 lire.

5. The committee considered themselves obliged, under their existing terms of reference (AFHQ Adm Memo 25) and under instructions from the Labor and Wages Control Committee (paragraph 158, Minutes of 23 May 1945 refers) to adjust to a basis of approximate equality the compensations received by employees of private industry and of the Armed Forces in the Naples area.

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6. REME stated that the higher wage now being paid to daily paid employees in two of their workshops produced general dissatisfaction in their other establishments and among clerical employees, and was resulting in loss of skilled labor. The problem was accentuated by loss of overtime pay as result of a 48 hour work week recently adopted. It was desired that compensation be increased generally by 80 lire per day for skilled workers, 60 for semi-skilled, 50 for common, and 16 for juveniles. It was believed these rates would be satisfactory at the two workshops previously authorized a general increase of 60 lire.

7. AFHQ Press stated that a wage increase of 40 lire per day was necessary to prevent the loss to private industry of skilled workers in the printing trade, whose rates of pay in private industry were now 281 lire per day (including family allowance).

8. The committee agreed that consideration of the special needs of REME and AFHQ Press should be merged in consideration of a general wage increase in the Naples area.

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9. Camera del Lavoro presented a report of average wages paid in civilian industry (not including family allowance). The information contained in such report was obtained from Navalmeccanica and Alfa Romeo (5000 men in metallurgical trades), Cotoniere Meridionale (3000 men in textile industry) and the Association of Building Contractors (10,000 men in construction trades). Such report is attached, marked exhibit "A".

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10. The Prefect of Naples through his representative presented a report of wages paid in civilian industry. Such report was based on average earnings in the larger factories of the types named. The figures given were base pay only, and did not include caravita allowances (legal and agreed, 55 and 90 lire per day respectively) nor family allowances (28 lire per day for a family of four). Such report is attached, marked exhibit "B".

11. 2907 CIU presented a report of average wages paid in private industry. Such report was based on wages of several different firms. The figures given did not include family allowance. Such report is attached, marked exhibit "C".

12. AAFSC/MTO presented a report of wages paid by particular named private firms. The figures given did not include family allowance. Such report is here attached, marked Exhibit "D".

13. The Committee considered at length the reports submitted, the record of their first meeting, and other information in possession of the members, and concluded that private and Armed Forces Wage scales in Naples were not on a basis of equality. The Committee therefore unanimously resolved that an increase in Armed Forces Cost of Living Bonus was required.

14. In determining the quantitative measure of such increase, the attached reports were considered comparatively (excluding industries and occupations appearing on one report only) and averages taken. From these computations, it appeared that common labor received in money 80 to 85 lire per day more from private industry than from the Armed Forces; that skilled or specialized labor received in money 110 to 115 lire per day more from private industry than from the Armed Forces; and that semiskilled labor of the artizans mate type received in money 75 to 85 lire per day more from private industry than from the Armed Forces. The amounts shown did not include family allowances. The committee took into account, however, that Armed Force employees received various substantial benefits not paid in money - namely, free transportation, midshift meal as now improved, supplemental rations, privilege of buying clothing, etc; and considered that the value of such benefits, while difficult to evalue precisely, should be held to diminish the differences above shown. Various particular wage increases were then suggested.

15. The Committee resolved, by the votes respectively shown below, that the cost of living bonus of employees of the Allied Armed Forces should be increased as specified below.

a. Extent of Increase:

(1) Common adult manual laborers, apprentices, artizan's mates, assistants in all trades when named as such (e.g. compositor's assistant, mechanic's assistant, etc.) - 35 lire per day - approved 5 votes to 2, 56 Area and PN dissenting

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14. In determining the quantitative measure of such increase, the attached reports were considered comparatively (excluding industries and occupations appearing on one report only) and averages taken. From these computations, it appeared that common labor received in money 80 to 85 lire per day more from private industry than from the Armed Forces; that skilled or specialized labor received in money 110 to 115 lire per day more from private industry than from the Armed Forces; and that semiskilled labor of the artizans mate type received in money 75 to 85 lire per day more from private industry than from the Armed Forces. The amounts shown did not include family allowances. The committee took into account, however, that Armed Force employees received various substantial benefits not paid in money - namely, free transportation, midshift meal as now improved, supplemental rations, privilege of buying clothing, etc; and considered that the value of such benefits, while difficult to evalue precisely, should be held to diminish the differences above shown. Various particular wage increases were then suggested.

15. The Committee resolved, by the votes respectively shown below, that the cost of living bonus of employees of the Allied Armed Forces should be increased as specified below.

a. Extent of Increase:

(1) Common adult manual laborers, apprentices, artizan's mates, assistants in all trades when named as such (e.g. compositor's assistant, mechanic's assistant, etc.) - 35 lire per day - approved 5 votes to 2, 56 Area and RN dissenting.

(2) Skilled adult manual laborers (excepting apprentices, artizan's mates and assistants but including all marine grades) - 65 lire per day - approved 5 votes to 2, 56 Area and RN dissenting.

(3) Juvenile laborers under 18 years of age - 21 lire per day - approved unanimously.

(4) Clerical, administrative or supervisory employees - 910 lire per month - approved unanimously.

(5) Adult hotel, club and mess employees - 910 lire per month - approved unanimously.

(6) Juvenile hotel, club and mess employees under 18 years of age - 390 lire per month - approved 5 votes to 2, 56 Area and AMG dissenting.

(7) Females - The same as males of corresponding ages and classifications - approved 5 votes to 2, 56 Area and PBS dissenting.

b. Effective date of increase - In each unit, the first day of the first pay period beginning after 31 May 1945.

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c. Effective area of increase - All territory of Southern District PBS, excepting Paestum and Torre Annunziata exclaves, but including AFHQ and Replacement Command MTOUSA enclaves, the small enclaves of Air Corps, III District, and RN in Naples, and the islands of Capri, Ischia, Procida, and Nisida.

16. The foregoing resolution was taken in compliance with the existing terms of reference of the Committee. The Committee however, by a vote of 6 to 1 (AMG dissenting) resolved to recommend that the terms of reference be amended so that the criterion may be whether an increase in Allied Forces Wage Scales is necessary to retain civilian labor and not merely whether it is necessary to adjust the Allied Forces Wage Scales to those paid by civilian industry.

17. The Committee then adjourned to meet again at the call of the Chairman.

(Sgd.) R. B. EATON
Major
Base Purchasing Agent
Southern District PBS
Chairman

DISTRIBUTION:

Copy No.	To
1	CG, PBS
2	Ch Com Alcom, Rome
3	AFLRS (AFHQ) Rome
4	CAO, AFHQ
5	RPA, Penbase
6	RPA, Pensouth
7-26	OC, 56 Area
27-32	2907 CLU, CMF
33-38	CG, [illegible]AFSC/MTO
39-41	NOIC, Naples Area, RN
42-47	C in C, MAAF, RAF
48-51	Commander, US Naval Forces, NA Waters
52-57	Commissioner, Commune of Naples, AMG
58	US Labor Adviser, AFHQ
59	Br Labor Adviser, AFHQ
60-66	Fin Adv RAF, AFHQ
66-75	Extra

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(Sgd.) R. B. EATON
Major
Base Purchasing Agent
Southern District PBS
Chairman

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59	Br Labor Adviser, AFHQ
60-66	Fin Adv RAF, AFHQ
66-75	Extra

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(EXHIBIT "A")
Camera del Lavore
Report

CONFEDERAL CHAMBER OF LABOR FOR NAPLES & PROVINCE

AVERAGE DAILY WAGE

Classification	Building	Textile	Metallurgical
Skilled	320	364	364
Qualified	285	324	326
Common	-	-	292
Manual	225	2.2	250
Juveniles	210	-	-
Women	200	-	227
Apprentices	-	-	170

(EXHIBIT "B")
Prefect's
Report

AVERAGE DAILY PAY FOR THE EMPLOYEES OF SOME OF THE INDUSTRIAL SECTION OF THE NAPLES PROVINCE

Classification	Building	Mechanical	Metallurgical
Skilled	246.88	131.36	133.76
Qualified	205.48	113.60	153.52
Common	226.40	101.52	128.72
Manual	160.80		

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Women	200	-	227
Apprentices	-	-	170

(EXHIBIT "B")
Prefect's
Report

AVERAGE DAILY PAY FOR THE EMPLOYEES OF SOME OF THE INDUSTRIAL SECTION OF THE NAPLES PROVINCE

Classification	Building	Mechanical	Metallurgical
Skilled	246.88	131.56	139.76
Qualified	205.48	113.60	153.52
Common	226.40	101.52	128.72
Manual	160.80	129.28	135.12

Classification	Milling	Baking	Chemical
Skilled	73.20	74.08	138.64
Qualified	57.04	67.20	122.88
Common	56.96	63.28	113.48
Manual	55.36	62.32	110.64

In original report, hourly rates stated; but here converted to daily rates (multiplied by 8) for convenience of comparison

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(EXHIBIT "C")
2907 CLU Report

UNOFFICIAL AVERAGE RATES PAID IN NAPLES AREA

Tool Maker	336.96
Carpenters	300 per 8 hour day
Masons	300
Concreter	350
Fitters M.T. & Diesel	350 - 500
Grinder (precision)	400
Turner	400
Moulder	500 - 650
Welder	5[illegible]
Artisan's Mate	2[illegible]
Electrician	400
Printers	314
Engineering	
Specialized	241) Silurificic
Qualified	240) current rates
Specialized	312) Navalmeccanica
Qualified	266 current rates Invoices to R.N.
Cook	300
L/S Laborer	240
Typist	6000 per month
Clerical 1st Grade	9000
2nd "	6000
Fitter	334.56
Artisan's Mate	336.92

(EXHIBIT "D")
AAFSC/MTO Report

AVERAGE WAGES PAID TO EMPLOYEES OF MAIN CIVILIAN FIRMS

S.A. NAVALMECCANICA

Blacksmith	236.24
Plumbers	218.92
Laborers	196.64

INDUSTRIE MECCANICHE I. [illegible]

Electricians	2[illegible].84
Fitters	230.76
Laborers	223.96

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Specialised	312)	Navalmeccanica
Qualified	266	current rates
		Invoices to R.N.
Cook	300	
U/S Laborer	240	
Typist	6000	per month
Clerical 1st Grade	9000	
2nd "	6000	
Fitter	334.56	
Artisan's Mate	336.92	

(EXHIBIT "D")
AAFSC/ATO Report

AVERAGE WAGES PAID TO EMPLOYEES OF MAIN CIVILIAN FIRMS

S.A. NAVALMECCANICA

Blacksmith	236.84
Plumbers	218.92
Laborers	196.84

INDUSTRIE MECCANICHE I. . .

Electricians	[illegible].84
Fitters	230.76
Laborers	223.96

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SOCIETA' ANONIMA GIUSEPPE S.DAELLE E FRATELLI

Electricians	225.24
Fitters	228.83
Machinists	206.12
Warehousemen	200.04

SOCIETA' ANONIMA METALLURGICA GIACOMO CORRADINI

Drivers, truck	233.40
Fitters	256.66
Laborers	251.88

BACCINI E SCALE (NAVALMECCANICA)

Foremen	289.40
Armature Winders	277.40
Blacksmiths	237.40
Carpenters	250.40
Electricians	235.40
Fitters	242.20
Timekeepers	242.20
Warehousemen	225.52
Welders, Electric	255.80
Welders, Gas	231.00
Laborers	219.00

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24th E

Minutes of the Second Meeting of the Local Sub-Committee of Labour and Wages Control Committee, Bari, held at H.Q., 54 Area on 23 May 1945 at 12.00 hours.

Present:

a) Chairman: Brigadier G.P. Clark, D.S.O., Commanding 54 Area.

b) Service Representatives:

E.	Capt. F.W. Babbs, No. 12 C.R.E. Works.
Ord.	Capt. E.W. Hanes, Ordnance Depot, Bari.
S.T.	Major C.F.B. Gilman, 22 CRASC (Supply Units).
E.M.E.	Major N.J. Briscoe, D.A.D.M.E., 54 Area.
Lab.	Lt. Col. W.S.J. Harvey Corey, 66 Group R.C.

c) R.A.F. Representative:
F/Officer H.E. Holt, 141 M.U., R.A.F.

d) American Representative:
Civilian Personnel Officer, A.F.H.Q.D. No. 5, 1st Lt. Roy S.Johnson.

e) In Attendance:

Lt. Col. H.A. Parry Evans.	66 Group R.C.
Major J. Saxon Mills	G. II, 54 Area
Capt. E. Goldsbrough	S.C. 'A' 54 Area
Capt. L.G. Williams.	A.F.H.Q. Rep. Local Resources (22 CRASC (Sup.)).
Lieut. T. Nuttall.	C.L.C., MMSD.

f) Secretary: Major W.E. DAVY, M.B.E., D.A.D.L. 29(S) S.I.U.

1. The Chairman opened the meeting by referring to the minutes of the first meeting (held on 7th May 45) coupled with a communication received from H.Q. 5 District, with particular reference to the increase in rates of pay recommended in respect of certain grades detailed at app. 'A' of the a/m minutes.

2. Lieut. Col. Harvey Corey was then asked by the Chairman to make a proposition relative to the existing conditions of remuneration appertaining in civil industry throughout the area in comparison with rates of pay received by the employees of the Armed Forces.

3. A general comparison of rates of pay covering the three most important sections of civil industry in Bari and Barletta, and equivalent rates paid by the Armed Forces, (App. 'A') was produced by Lt. Col. Harvey Corey.

It was pointed out that generally speaking civil industry paid its employees appreciably higher rates of pay. Furthermore, due to phenomenal increases in the Bari district, which were likely to be reciprocated in the Bari district there was a clear case for a general increase in the Armed Forces rates of pay.

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f) Secretary: Major W.E. DAVY, M.B.E., D.A.D.L. 2905 A.I.D. [illegible] C.M.G., R.E.M.

1. The Chairman opened the meeting by referring to the minutes of the first meeting (held on 7th May 45) coupled with a communication received from H.Q. 3 District, with particular reference to the increase in rates of pay recommended in respect of certain grades detailed at app. 'A' of the a/m minutes.

2. Lieut. Col. Harvey Corey was then asked by the Chairman to make a proposition relative to the existing conditions of remuneration appertaining in civil industry throughout the area in comparison with rates of pay received by the employees of the Armed Forces.

3. A general comparison of rates of pay covering the three most important sections of civil industry in Bari and Barletta, and equivalent rates paid by the Armed Forces, (App. 'A') was produced by Lt. Col. Harvey Corey.

It was pointed out that generally speaking civil industry paid its employees appreciably higher rates of pay. Furthermore, due to phenomenal increases in the Bari district, which were likely to be reciprocated in the Bari district there was a clear case for a general increase in the Armed Forces rates of pay.

After due consideration it was proposed that a general increase in the Cost of Living Bonus would suitably counteract any rise in cost of living due to increased rates of pay, and would place the average employee of the Armed Forces on an equal basis with his counterpart in civil industry.

4. Therefore it was agreed that an increase be granted to all trades and grades employed by the Armed Forces, in that the C.L.B. whatever it is at present, be increased by 75 (seventy-five) lire per day in respect of adult males and females and 25 (twenty-five) lire per day in respect of male and female juveniles, to be paid in accordance with the conditions laid down in A.F.H.Q. Regulations for the Employment of Civilian Labour, 1945, and to be paid w.e.f. 1st June 1945. The basic rates stand. The increases authorised in the minutes of the first meeting of this committee held on the 7th May 1945, are cancelled.

5. This increase in C.L.B. will be officially published in A.R.Os.

/Para 6.....

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6. The Chairman emphasised that the committee would meet as and when desired, upon official application from any one member.

7. The meeting was then declared closed.

(Sgd) W.E. DRURY, Major,
Secretary.

C.M.F.
23rd May 1945

Distribution: -

Brigadier G.P. Clark, D.S.O., Commander 54 Area.
1st Lieut. Roy S. Johnson, Civilian Personnel Officer, A.F.G.D. No. 5.
F/Officer H.E. Holt, 141 M.U. RAF

Lt. Col. W.S.J. Harvey Coney, 66 Group P.C.
Lt. Col. H.A. Parry Evans, 66 Group P.C.
Major J. Saxon Mills G-2, 54 Area
Major C.F.B. Gilman, 22 CRASC
Major N.J. Briscoe, D.AD.M.E., 54 Area
Capt. J.W. Babbs, No 12 CRE Works
Capt. E.W. Hanes, Ordnance Depot, Bari
Capt. E. Golsbrough, 'A' 54 Area
Capt. L.G. Williams, AFHQ rep., Local Resources, 22 CRASC (sup).
Lieut. T. Nuttall, C.L.O., REME
ROME Area Allied Command
66 Group P.C. (6)
ALCOM Rome
AFLRS Rome
C.A.O. AFHQ

3 District (6)
PBS Naples
52 Area
56 Area
94 Sub-Area
OC Tps. Sicily
'A' 54 Area (3).

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Lt. Col. W.S.J. Harvey Coney, 66 Group P.C.
Lt. Col. H.A. Parry Evans, 66 Group P.C.
Major J. Saxon Mills G-2, 54 Area
Major C.F.B. Gilman, 22 CRASC
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AFLRS Rome
C.A.O. AFHQ

3 District (6)
PBS Naples
52 Area
56 Area
94 Sub-Area
OC Tps. Sicily
'A' 54 Area (3).

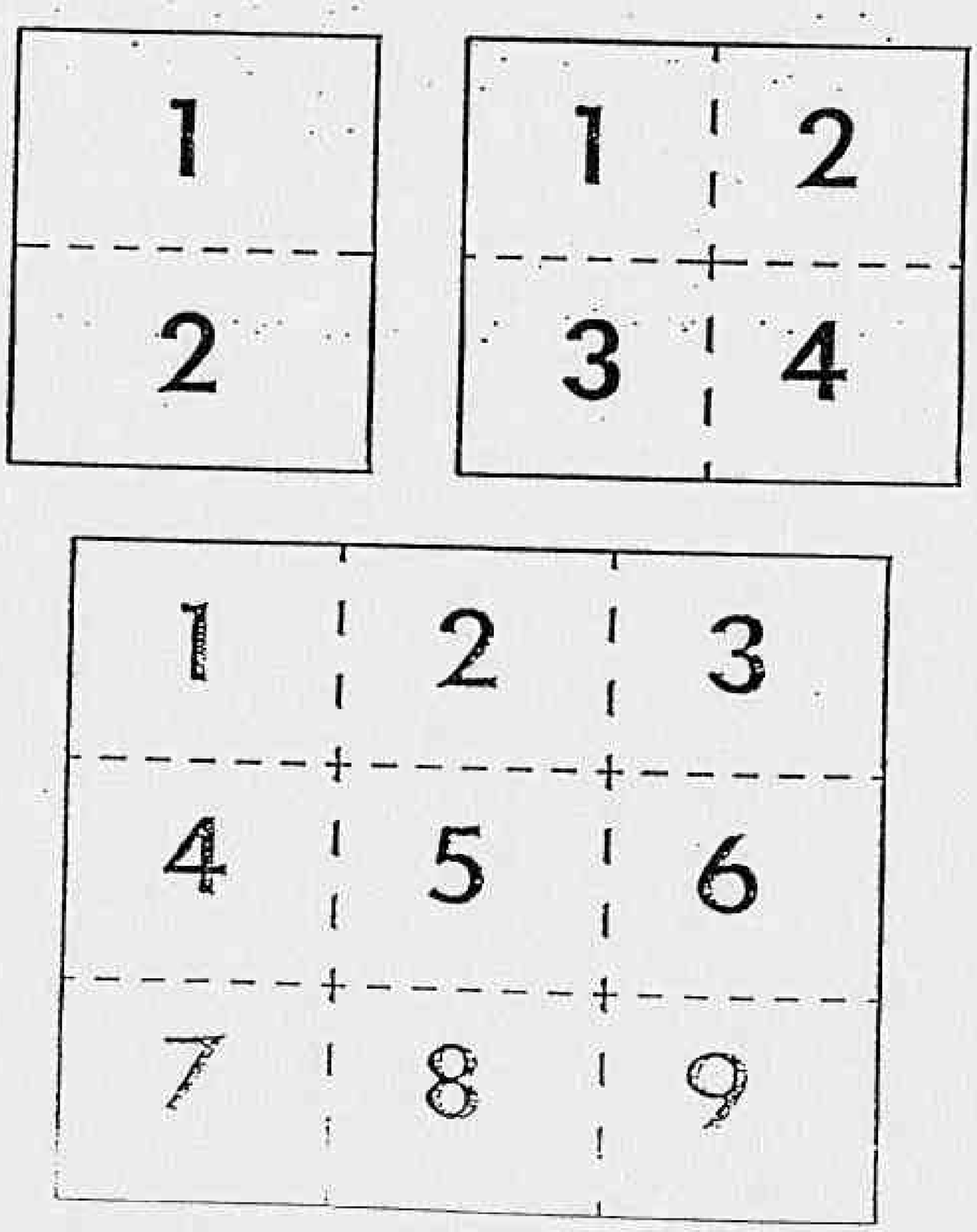
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MAPS AND CHARTS TOO LARGE TO FILM
ON ONE EXPOSURE ARE FILMED CLOCKWISE
BEGINNING IN THE UPPER LEFT CORNER,
LEFT TO RIGHT, AND TOP TO BOTTOM.

SEE DIAGRAMS BELOW.



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- B A R I -

TRADE	Basic Rate	Presence Indemnity	Carovita	Special C.L.B.	Deductions: Income Tax	Deductions: Insurance	"Take Home" Wage
BUILDING							
Unskilled	96,00	10,00	30,00	100,00	4,00	5,00	227,00
Qualified	108,00	10,00	30,00	100,00	4,25	5,00	238,75
Specialist	120,00	10,00	30,00	100,00	5,00	6,00	249,00
MECHANICAL							
Unskilled	66,80	10,00	30,00	90,00	2,75	3,50	190,55
Qualified	98,00	10,00	30,00	90,00	4,00	5,00	219,00
Specialist	110,00	10,00	30,00	90,00	4,50	5,50	230,00
FOOD							
Unskilled	72,00	10,00	30,00	80,00	3,00	3,50	185,50
Qualified	72,00	10,00	30,00	80,00	3,00	3,50	185,50
Specialist	72,00	10,00	30,00	80,00	3,00	3,50	185,50

Regional
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rates.

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GENERAL COMPARTSON OF RATES OF PAY - B A R I - B A R L E T T A - W.

All calculations based on 8 hour day.

- B A R L E T T A -

"Home" Wage	TRADE	Basic Rate	Presence Indemnity	Carovita	Special C.L.I.	Temp. Increase wef 1/2/45	Deductions: Income Tax	Deductions: Insurance	"Tak W
	BUILDING								
27,00	Unskilled	32,40	6.00	30,00	30,00	100,00	1,50	1,75	195,
38,75	Qualified	43,10	6,00	30,00	30,00	132,00	2,00	2,50	236,
49,00	Specialist	65,70	6,00	30,00	30,00	138,00	2,50	3,50	263,
	MECHANICAL								
90,55	Unskilled	32,40	6,00	30,00	30,00	100,00	1,50	1,75	194,
19,00	Qualified	45,70	6,00	30,00	30,00	100,00	2,00	2,50	207,
30,00	Specialist	65,70	6,00	30,00	30,00	138,00	2,50	3,50	263,
	FOOD								
85,50	Unskilled	32,40	6,00	30,00	30,00	100,00	1,50	1,75	195,
85,50	Qualified	36,40	6,00	30,00	30,00	100,00	1,50	1,75	199,
85,50	Specialist	43,90	6,00	30,00	30,00	100,00	2,00	2,50	205,

Regional Labour Office will supply correct basic rates as soon as possible. Basic rates shown here (submitted by civil industry in Barletta are presumably approximately 50% below actual basic rates.

(?) N.B. Latest information - add 110 lire to e

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R L E T T A - W. D. -

T A - - W. D. - (MAXIMUM)

Deductions		"Take Home" Wage	TRADE	Basic Rate	C.L.B.	"Take Home" Wage	
Income Tax	Insurance						
		(?)					
1,50	1,75	195,15/305,15	Unskilled	85,00	75,00	160,00	
2,00	2,50	236,60/346,60	Bricklayer	120,00	75,00	195,00	
2,50	3,50	263,70/373,70	Joiner(Foreman)	150,00	65,00	215,00	
1,50	1,75	194,15/304,15	Unskilled	85,00	75,00	160,00	
2,00	2,50	207,20/317,20	Fitter (MT)	133,00	67,00	202,00	
2,50	3,50	263,70/373,70	Gear Cutting Sp	165,00	65,00	230,00	
1,50	1,75	195,15/305,15	Unskilled	85,00	75,00	160,00	
1,50	1,75	199,15/309,15	Milling Hand(Flour Mill)	105,00	75,00	180,00	
2,00	2,50	205,40/315,40	Baker	120,00	75,00	195,00	
			Baker (Foreman)	164,00	65,00	229,00	

Family Allowance excluded

Formation - add 110 lire to each grade (Increase - 9th May 45.)

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- W. D. - (MAXIMUM)

"6"	TRADE	Basic Rate	C.L.B.	"Take Home" Wage	Family Allowance excluded 10 lire wife 9 lire child 7 lire parent
15	Unskilled	85,00	75,00	160,00	
60	Bricklayer	120,00	75,00	195,00	
70	Joiner(Foreman)	150,00	65,00	215,00	
15	Unskilled	85,00	75,00	160,00	
20	Fitter (MT)	135,00	67,00	202,00	
70	Gear Cutting Sp	165,00	65,00	230,00	
15	Unskilled	85,00	75,00	160,00	
15	Milling Hand(Flour Mill)	105,00	75,00	180,00	
40	Baker	120,00	75,00	195,00	
	Baker (Foreman)	164,00	65,00	229,00	

de (Increase - 9th May 42.)

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COPY No.

ROME AREA ALLIED COMMAND

A.P.O. 794 U.S. ARMY.

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

ROME AREA SUB-COMMITTEE.

18. The THIRD Meeting of the Rome Area Sub-Committee was held on Monday 4th June, 1945 in the Labour Information Room, Headquarters, Rome Area Allied Command, C.M.F.

Present.	Lt. Col. W.J. BOSTOCK,	Assistant Director of Labour representing British Army.
Members.	Captain J.N. MAXWELL	US Army.
	Lt. Mills-Gardner-Clark	US Navy.
	Lt. C.H. Maitland	Royal Navy.
	Flt. Lt. G.L. Travis	Royal Air Force.
	Lt. Col. N.W. Dragneff	HQ Alcom.
	Lt. L.L. Wilkinson	HQ P.B.S.
	Lt. Guibert	French Army.
In attendance.	Captain R. Whatley	Catering, R.A.A.C.
	Sig. E. Signorini Dr G. Levet Sig. A. Pirani Sig. G. Farra	Hotel Proprietors' Association.
	Sig. B. Castelli Sig. de Dominicis Sig. V.M. La Salla Sig. G. Zambra Sig. P. Galloni Sig. F. Salvati	Hotel employees and Camera del Lavoro.

19. The Minutes of the thirty-fourth Meeting of the Labour and Wages Control Committee held on 25rd May 1945 having been previously circulated to members of the Sub-Committee were noted. The Chairman reported on matters arising therein with particular reference to Minute No. 159.

20. The Minutes of the SECOND Meeting of the Rome Sub-Committee having [illegible] were accepted as a true record. The

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In attendance. Captain R. Whatley — Catering, R.A.A.C.

Sig. E. Signorini, Dr G. Levet, Sig. A. Pironi, Sig. G. Parra — Hotel Proprietors' Association.

Sig. B. Castelli, Sig. de Dominicis, Sig. V.M. La Salla, Sig. G. Zambra, Sig. P. Galloni, Sig. P. Salvati — Hotel employees and Camera del Lavoro.

19. The Minutes of the thirty-fourth Meeting of the Labour and Wages Control Committee held on 25rd May 1945 having been previously circulated to members of the Sub-Committee were noted. The Chairman reported on matters arising therein with particular reference to Minute No. 159.

20. The Minutes of the SECOND Meeting of the Rome Sub-Committee having previously been circulated to members were accepted as a true record. The Chairman reported that the recommendations of the Sub-Committee had been approved by the Commanding-General and action had been taken to implement the recommendations.

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21. An application was received from French Army Headquarters requesting representation on the Sub-Committee. The Commanding-General having given approval First Lieutenant Cuibert was accepted as a member.

22. Hotel, Mess and Club Grades.
The Committee considered proposals to increase the rates of remuneration now authorised for Hotel, Mess and Club Grades in Rome. Representatives of the employees presented a case submitting that the present rates were insufficient to meet the increased cost of living and to support their dependants. The present rates were agreed prior to October 1st 1944 and since that date workers in other groups have received increased pay and allowances. Representatives of the Hotel owners submitted proposals to increase the pay of certain individual classifications within the Group. Discussion centred on the disparity of rates as between workers who are in direct contact with clients, and who receive additional remuneration by way of gratuities, and employees such as Cooks and Kitchen hands, whose services are indirect and remote from the client.

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As the majority of the Hotels in Rome are requisitioned and operated for the Allied Forces comparison between Allied Forces Rates and those prevailing in the few commercial operated Hotels is of no value, particularly as in normal commercial practice many Hotel employees are paid low rates of pay which are augmented by the varying amounts of gratuities received from clients.

25. The representatives of the Owners considered the complete schedule of basic rates for the Hotel Group should be revised. They also considered the present system whereby certain Allied-controlled hotels levy service charges for the benfit of their employees whilst others do not, should either be made uniform or that service charges should not be permitted in any of the Allied-controlled hotels.

24. The Committee accepted the submission of the employees that in some classifications the remuneration is not adequate to maintain a reasonable standard of living for themselves and dependants, and that some increases appear to be warranted. If, however, the revisions are to be confined to certain grades, there should be adjustment of the maximum basic rates.

25. The Committee considered the owners and employees should submit mutually agreed proposals, and this having been agreed by the parties present, it was decided the Chairman should arrange a meeting during the next week, and present the proposals to the Sub-Committee as soon as practicable.

26. Annual Leave with Pay - Hotel Employees.
The Hotel Proprietors requested permission to grant paid annual holidays to employees on the grounds that it had formerly been the local standard practice to give employees such holidays, and they were anxious to restore the privilege.
It was noted that Allied regulations grant the privilege of Annual Leave with pay to monthly paid employees in the clerical and administrative grades who have served the Allied forces satisfactorily for six months, such leave to be accumulated at the rate of one half ($\frac{1}{2}$) day per month.

27. Recommendations.
The Committee decided to support the proposal of the Hotel proprietors and recommend the Commanding-General to apply to A.F.H.Q. for an amendment to AFHQ Administrative Memorandum No. 47, para. 5, to permit Annual Leave with pay to Hotel employees on terms similar to those laid down for other monthly paid employees.

The Committee further recommend to the Commanding-General that in the interests of uniformity and equity consideration should be given to the discontinuance of the service charge levied in some Allied-controlled Hotels, from which the employees benefit; or alternatively that the system be [illegible] universally on a common basis in

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

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It was noted that Allied regulations grant the privilege of Annual Leave with pay to monthly paid employees in the clerical and administrative grades who have served the Allied forces satisfactorily for six months, such leave to be accumulated at the rate of one half (½) day per month.

27. Recommendations.
The Committee decided to support the proposal of the Hotel proprietors and recommend the Commanding-General to apply to A.F.H.Q. for an amendment to AFHQ Administrative Memorandum No. 47, para. 5, to permit Annual Leave with pay to Hotel employees on terms similar to those laid down for other monthly paid employees.

The Committee further recommend to the Commanding-General that in the interests of uniformity and equity consideration should be given to the discontinuance of the service charge levied in some Allied-controlled Hotels, from which the employees benefit; or alternatively that the system of levying a service charge be operated universally on a common basis in all Allied-controlled Hotels.

28. It was agreed the Chairman will convene the next meeting as soon as the agreed proposals of the Hotel proprietors and employees are received.

W.J. BOSTOCK,
Lt. Colonel,
Chairman,
Assistant Director of Labour,
Rome Area Allied Command.

C.M.F.
WJB/FF.

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1. Commanding-General, Rome Area Allied Command.
2. Commander, British Troops, Rome.
3. Commanding-General H.Q. P.B.S.
4. Commanding-General French Forces, Italy.
5. Senior USN Liaison Officer (Italy) HQ A.C.
6. Senior British Naval Officer, H.Q., A.C.
7. Commander, No. 2 RAF Base Area. C.M.F.
8. Establishment Section, HQ Allied Commission.
9. C.A.O., A.F.H.Q.
10. Labour Directorate, A.F.H.Q.
11. ALCOM, Rome.
12/14. AFLRS, Rome.
15. G-4 (US) R.A.A.C.
16. G-4 (Br) R.A.A.C.
17. DADL (Civil) No. 2902 Civil Labour Unit.
18/20. Labour Sub-Commission, A.C.
21. DDL No. 1 District, C.M.F.
22. DDL No. 2 District, C.M.F.
23. DDL No. 3 District, C.M.F.
24. DDL 8th Army for Labour.
25. C-C 15 Army Group, (for Labour).
26. ADL 5 US Army.
27. ADL 'C' Team Pool of Area Staff Offrs (Lab).
28. ADL 'D' " " " " " " "
29. ADL 'E' " " " " " " "
30/35. HQ No. 3 District, C.M.F.
36. HQ No. 52 Area, C.M.F.
37. HQ No. 54 Area, C.M.F.
38. HQ No. 56 Area, C.M.F.
39. HQ No. 94 Sub-Area, C.M.F.

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

10. Labour Directorate, A.F.H.Q.
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36. HQ No. 52 Area, C.M.F.
37. HQ No. 54 Area, C.M.F.
38. HQ No. 56 Area, C.M.F.
39. HQ No. 94 Sub-Area, C.M.F.
40. HQ No. 209 Sub-Area, C.M.F.
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APPENDIX " "

MINISTRY OF INDUSTRY, COMMERCE AND LABOUR.

General Labour Direction.- Prot. No. 1148 500/20

Division No. 1. Enclosures No. 1.

TO : Allied Commission,
Labour Sub-Commission, Rome.

SUBJECT: Activity carried out by the Employees Commissions inside the industrial establishments.

1. By virtue of a syndical agreement, stipulated on 2 September 1943, by the national associations of both employers and employees in the field of industry, of which we are enclosing a copy, it was decided to establish an Internal Commission formed by workers in the employ of each industrial plant.

The above Commissions are charged with the duty of assuring, inside the respective industrial establishments "normal and peaceful relations between the Firms and the respective employees", and especially of controlling the exact enforcement of collective labour agreements, as well as of fostering the stipulation of new contracts, of expressing their own opinion and submitting proposals concerning the regulations to be enforced inside the plant, etc.

At present these Commissions have been established at the interior of almost all industrial plants, and their activity has shown itself practically useful for the normal development of industrial activity.

2. This Ministry does not know exactly whether the system of Internal Commissions has expanded also among the workers in the employ of Allied Forces, and whether the establishment of such Commissions is, as a rule, allowed by the Allied Commands.

Therefore we kindly ask the Allied Commission to secure us information on this matter, so as to enable this Ministry to gain a more exact notion of the task fulfilled by these Commissions representing the workers inside the plants, with the purpose of issuing - if this should be the case - a law governing the activity of the said Commissions.

3. In any way this Ministry believes that on the whole, the Workers Commissions - also inside the industrial plants placed under control of the Allied Commands - would be able to carry on useful activity, in a spirit of cooperation, and in agreement with the authorities in charge of the above mentioned plants, even if, for obvious reasons, the functions entrusted to the said Commissions, are to be more limited than those established by the above referred syndical agreement. They could perform a liaison role between the workers and the Allied authorities, with the purpose of making easier the carrying on of the work in the plant, both by revising and setting forth the requests of the employees and by performing a work of conciliation and persuasion among the same.

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4. The utility of establishing the Internal Commissions, even in the industrial [illegible] controlled by the Allies, is being confirmed by a few particular occurrences [illegible] been easy to

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

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enforcement of collective labour agreements, as well as of fostering the stipulation of new contracts, of expressing their own opinion and submitting proposals concerning the regulations to be enforced inside the plant, etc.

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3. In any way this Ministry believes that on the whole, the Workers Commissions - also inside the industrial plants placed under control of the Allied Commands - would be able to carry on useful activity, in a spirit of cooperation, and in agreement with the authorities in charge of the above mentioned plants, even if, for obvious reasons, the functions entrusted to the said Commissions, are to be more limited than those established by the above referred syndical agreement. They must perform a liaison role between the workers and the Allied authorities, with the purpose of making easier the carrying on of the work in the plant, both by revising and setting forth the requests of the employees and by performing a work of conciliation and persuasion among the same.

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4. The utility of establishing the Internal Commissions, even in the industrial plants controlled by the Allies, is being confirmed by a few particular occurrences which have happened in the working places. In fact, it would have been easy to clear up or avoid such incidents, through the action of Workers Commissions of the kind as we have described above.

We call especially your attention as a matter of information as well as in view of eventual measures to be taken by the Allied Commission, to the situation of discontent existing among the personnel of the Avis Plant of Castellammare di Stabia, actually controlled by the R.A.F. According to the reports received by this Ministry, the dissatisfaction in question is due to the treatment that the said workers are receiving by the Allied military men, most of whom are South Africans.

5. We would like to know the point of view of the Allied Commission, both concerning the general problem of the establishment of Internal Commissions and the particular case as we have set forth under point 4.

THE MINISTER

Gronchi.

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ROME AREA ALLIED COMMAND
APO 794, US ARMY

APPENDIX "H".

TKB/IEC/rw
5 June 1945.

AG 230

SUBJECT: Civilian Employees.

TO : Commanding Officer, Allied Force Local Resources Section
AFHQ, APO 512, US ARMY.

1. The proprietors of the hotels requisitioned and operated by the Allied Forces in Rome have requested permission to grant annual leave with pay to their civilian employees on the ground that the grant of annual leave was formerly a condition of service and a privilege they are anxious to restore.

2. It is understood that the privilege of annual leave with pay has been a standard practice in the trade for a considerable number of years, and has only been discontinued since the Hotels have been requisitioned by the Allied Forces.

3. Allied Force Headquarters Administrative Memorandum Number 47, paragraph 5, authorizes annual leave with pay to monthly-paid employees in the clerical and administrative grades and specifies the conditions under which such leave may be granted.

4. The proposal of the hotel proprietors having been supported by the Rome Area Sub-Committee, application is now submitted for an amendment to the Allied Force Headquarters Administrative Memorandum Number 47, paragraph 5, to be promulgated to authorize annual leave with pay to monthly-paid hotel employees, under similar conditions to those at present authorized in the case of monthly-paid employees in the clerical and administrative group.

THOBURN K. BROWN
Brigadier General, US Army
Commanding

COPIES: Labour Directorate AFHQ
Labour Sub Commission, HQ, A.C.
Labour Branch, HQ Rome Area.

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TROBURN K. BROWN
Brigadier General, US Army
Commanding

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Labour Sub Commission, HQ, A.C.
Labour Branch, HQ Rome Area.

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f.o. to C.C.

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

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LRS/214A.

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

TEL : ROME 66275

23 May 1945.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - MINUTES.

149. The thirty-fourth meeting of the Labour & Wages Control Committee was held at 0930 hours on Wednesday, 25 May 45, in the AFLRS (AFHQ) Conference Room, ROME.

PRESENT:

Mr. W. H. BRAINE, Labour Sub-Commission, ALCOM
(Chairman)

Representatives of:

C-in-C Med.
Comdr. U.S. Eighth Fleet.
Labour AFHQ.
CG MTOUSA.
D&R Italy.
AAFSC/AMTO
CG PBS.
HQ, No. 2 District.
HQ, No. 3 District.
CG Rome Area Allied Command.
HQ Adriatic Base Command.
RN (FONAW)
HQ ALCOM.

In Attendance:

Chiefs of Section, AFLRS (AFHQ)
F.A., RAF.

5024 & Representatives of:

F.A., AFHQ.
15 Army Group.

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PRESENT:

Mr. W. H. BRAINE, Labour Sub-Commission, ALCOM (Chairman)

Representatives of:

C-in-C Med.
Comdr. U.S. Eighth Fleet.
Labour AFHQ.
CG MTOUSA.
DMR Italy.
AAFSC/MTO
CG PBS.
HQ, No. 2 District.
HQ, No. 3 District.
CG Rome Area Allied Command.
HQ Adriatic Base Command.
RN (FOMAM)
HQ ALCOM.

In Attendance:

Chiefs of Section, AFLRS (AFHQ)
F.A., RAF.

5024 & Representatives of:

F.A., AFHQ.
15 Army Group.

150. MINUTES OF THIRTY SECOND MEETING.

The Minutes of the thirty-second meeting held on 11 April 45 were approved.

151. MINUTES OF THIRTY THIRD MEETING.

The Minutes of the thirty third (special) meeting held on 27 April 45 were approved.

152. MEETING OF THE BOARD.

No matters arose for discussion from the meeting of the Board held on 5 May 45.

153. MINUTES OF THE WAGES SUB COMMITTEE.

The Minutes of the Wages Sub-Committee meeting of 27 April 45 were

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received. It was notified that the next meeting of the Sub-Committee will be on 5 June 45, and not on 30 May 45 as stated therein.

154. PAYMENT OF CONTRACTORS' EMPLOYEES.

The Committee accepted the recommendations submitted by the Wages Sub-Committee that :-

(a) AFHQ Administrative Memorandum No. 5 Part II be cancelled;

(b) Contractors' employees should be paid at the local prevailing wage rates, such rates to be ascertained from:-

I. UFFICIO DEL LAVORO

II. CAMERA DEL LAVORO

III. UNIONE INDUSTRIALE

IV. LOCAL SUB-COMMITTEE AS AUTHORISED IN AFHQ ADMINISTRATIVE MEMORANDUM NO. 25 of 1945.

This recommendation was referred to AFLRS for action and passing to the appropriate financial authorities for consideration.

155. NEW GRADES AND RATES OF PAY.

It was recommended that the following amendment be made and new grade be added to the Allied Forces Basic Wage Scale to become effective beginning with the first pay period after the actual receipt by the employing unit of the relevant AFHQ instruction. They are subject to the bonuses at the rates and under the conditions prescribed in AFHQ Administrative Memorandum No. 18 dated 24 March 45.

Appendix "D" (ITALY) to AFHQ Administrative Memorandum No. 47

After "Closers (Boot Repairing)"

Insert "male or female"

Add "Inspector (precision work) Min 140 Max 175 lire per day."

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

III. UNIONE INDUSTRIALE

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Appendix "B" (ITALY) to AFHQ Administrative Memorandum No. 47

After "Closers (Boot Repairing)"

Insert "male or female"

Add "Inspector (precision work) Min 140 Max 175 lire per day."

156. PAYMENT OF SUBSISTENCE ALLOWANCE.

A proposed amendment to the instructions governing the payment of Subsistence Allowance submitted by HQ ALCOM was considered. The Committee decided that existing instructions cover the proposal and no amendment is necessary.

157. NO. 1 DISTRICT LOCAL SUB-COMMITTEE - TERNI

The Minutes of the meeting of this Local Sub-Committee held on 20 April 45 were received.

The following report was made in justification of the action taken by the Local Sub-Committee:-

(a) Certain employing units in TERNI Province had lost workers to Italian industry because Italian industry "take-home" rates in the grades concerned had reached a level higher than that of equivalent rates payable to Allied Forces employees. Such losses would almost certainly continue and increase.

(b) Furthermore, certain of the employing units concerned, and especially 94 Compressed Gases Depot, SAEC were engaged at the time on work of the most pressing operational urgency. Immediate action was therefore considered essential.

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(c) Differences between local Italian industrial and Allied Forces rates are set out in para 7 (b) of Appendix "B" to the Agenda of this Labour & Wages Control Committee meeting. Examination thereof shows that the maximum increases authorised by the Local Sub-Committee are no more than sufficient to restore a suitable relationship between the two rates.
(d) The maximum increases authorised are for TERNI Province for specified grades as detailed, and for application only as, when and where necessary. In practice only a small part of TERNI Province including TERNI and NARNI but excluding ORVIETO has been affected.
(e) The numbers involved are 970 approximately.
(f) Information received on 17 May 45 indicates that no further losses have been experienced in TERNI Province.

The Committee accepted the Minutes and recommended their approval to the Board.

158. F.B.S. (SOUTH) LOCAL SUB-COMMITTEE, NAPLES.

The Minutes of the meetings of this Local Sub-Committee held on 30 April 45 and 3 May 45 were received.
The Chairman of the Local Sub-Committee reported that:-

(a) Competition for labour in NAPLES was not prevalent.
(b) The representative of the Italian CAMERA DEL LAVORO had stated that every effort was being made to prevent further wage increases in civilian industry in NAPLES. If the Allied Forces increased their wages, the CAMERA DEL LAVORO would be forced to do likewise.
A check was carried out on 21 May 45 among Naval employees in NAPLES. Though there was resentment at the increase granted to employees at certain REME installations not having been extended to Naval employees, there was no evidence that labour trouble would develop. Such movement of labour as had occurred was attributable chiefly to a desire on the part of the workers for future security of employment as offered by civilian industry, as opposed to the short-term employment offered by the allies.
REME representative stated that since the granting of the emergency bonus authorised on 18 April 45 to two REME Sub-Workshops, the spread of labour unrest to other REME installations had not taken place only because the workers were aware that the matter was under discussion.
The Committee reiterated the policy that Allied Force wages should match prevailing rates in private industry, and the Local Sub-Committee was instructed at its next

5023:-

(a) To consider the wages situation in those REME Workshops which have received no increase.
(b) To obtain well-supported statements on local wage rates, and to make such recommendations as are considered necessary towards adjustment of the

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

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A check was carried out on 24 May 45 among Naval employees in NAPLES. Though there was resentment at the increase granted to employees at certain REME installations not having been extended to Naval employees, there was no evidence that labour trouble would develop. Such movement of labour as had occurred was attributable chiefly to a desire on the part of the workers for future security of employment as offered by civilian industry, as opposed to the short-term employment offered by the Allies.
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The Committee reiterated the policy that Allied Force wages should match prevailing wages in private industry, and the Local Sub-Committee was instructed at its next

5023:-

(a) To consider the wages situation in those REME Workshops which have received no increase.
(b) To obtain well-supported statements on local wage rates, and to make such recommendations as are considered necessary towards adjustment of the rates of pay for all civilians employed by the Allied Forces in the Province of NAPLES, in the light of the above policy.
(c) To include a full statement as to its reasons, should it desire to depart from the established policy.

The Committee accepted the Minutes of the Local Sub-Committee.

159. ROME AREA ALLIED COMMAND LOCAL SUB-COMMITTEE.

The Minutes of the meeting of this Local Sub-Committee held on 5 May 45 and a report on the meeting held on 22 May 45 were received.
The following report was made in justification of the action taken by the Local Sub-Committee:

(a) There is a drift of employees from the Allied Forces on account of the higher rates of pay prevailing in local Italian industry. In one group of workers over 25% of the total employed personnel have left of their own accord in the last four months because of the discrepancy in prevailing local rates.

(3V)

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(b) Since the granting of the Contingency Allowance (128 lire per day for a male) in local Italian industry, several demonstrations by Allied Force employees have occurred, involving as many as 1500 employees at a time. Discontent is prevalent among Allied employees at the discrepancy between their rates of pay and those paid by local industry.
(c) A careful study of the minimum local rates was made at the CAMERA DEL LAVORO and contractors' payrolls were examined. In many cases, contractors are making payments in excess of such minimum rates.
(d) The table of comparison attached to Appendix "E" to the Agenda of this Labour & Wages Control Committee meeting shows prevailing industrial rates and Allied Force rates. From this table it is apparent that considerable increases are necessary to the Allied Force rates if they are to be brought into line with prevailing local minimum rates in civilian industry.

In view of the queries raised by the F.A., RAF as to the accuracy of the figures submitted in respect of local prevailing rates, AFLRS (AFHQ) undertook to examine in conjunction with a representative of the ROME Area Allied Command Local Sub-Committee:-
(a) The evidence of rates of basic pay in civilian industry.
(b) The position regarding the Campania Allowance as affected by the authorisation of the Contingency Allowance.
(c) The deductions made in private industry for social insurance, etc.

Although ROME Area Allied Command had expended for the Classified Artisan, Skilled, Unskilled, Administrative & Clerical Grades, their powers allotted under AFHQ Administrative Memorandum No 25 dated 18 April 45, it was not proposed that further powers should be sought at this stage.

160. NO. 3 DISTRICT LOCAL SUB-COMMITTEE - BARI

The Minutes of the meeting of this Local Sub-Committee held on 7 May 45 were received. The justification for the action taken by this Local Sub-Committee was that in those grades for which increases have been authorised the local prevailing rate was higher than the maximum permissible rate for employees of the Allied Forces. It was confirmed by Allied Commission that rates in civilian industry in BARI had received large-scale increases.

161. NO. 3 DISTRICT LOCAL SUB-COMMITTEE - SALERNO

The Minutes of the meeting of this Local Sub-Committee held on 7 May 45 were received. It was confirmed that a careful check had been made on the "take-home" wage of labour employed by Italian industry and that the approved increases to the bonus payable to Allied employees in 94 Sub-Area were to bring the Allied wage rates more into line with the

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Allied Command Local Sub-Committee:-

(a) The evidence of rates of basic pay in civilian industry.
(b) The position regarding the Europeans Allowance as affected by the authorisation of the Contingency Allowance.
(c) The deductions made in private industry for social insurance, etc.

Although ROME Area Allied Command had expended for the Classified Artisan, Skilled, Unskilled, Administrative & Clerical Grades, their powers allotted under AFHQ Administrative Memorandum No 25 dated 18 April 45, it was not proposed that further powers should be sought at this stage.

160. NO. 3 DISTRICT LOCAL SUB-COMMITTEE - BARI

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161. NO. 3 DISTRICT LOCAL SUB-COMMITTEE - SALERNO

The Minutes of the meeting of this Local Sub-Committee held on 7 May 45 were received. It was confirmed that a careful check had been made on the "take-home" wage of labour employed by Italian industry and that the approved increases to the bonus payable to Allied employees in 94 Sub-Area were to bring the Allied wage rates more into line with those payable in civilian industry.

The Committee welcomed the action of this Sub-Committee in discussing, and presenting its views on, matters affecting labour other than wage adjustments.

The Committee accepted the Minutes and recommended their approval to the Board.

162. NO. 3 DISTRICT LOCAL SUB-COMMITTEE - PALERMO

The Minutes of the meeting of this Local Sub-Committee held on 5 May 45 were not received in time for circulation and will be published with the Agenda for the next meeting of the Labour & Wages Control Committee.

The following report was made on the action taken by the Local Sub-Committee in increasing the net "take-home" wage of employees by a bonus of 100 lire per day (40 lire per day for juveniles).

(a) Careful examination of prevailing net "take-home" rates in civilian industry showed that for the past two months such rates have been in excess of those payable for similar grades to employees of the Allied Forces.
(b) Considerable difficulty has been and is being experienced, particularly by the US Navy in retaining sufficient labour since the granting of the Contingency Allowance (100 lire per day for skilled

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worker) on the 16 Feb to labour employed by Italian industry.

It was recommended by the Committee that in view of the particular conditions which had prevailed in PALERMO over a period of some months and of the moral obligations entered into by the Commandant US Naval Operating Base, PALERMO, as recommended by the Local Sub-Committee, the bonus granted by the PALERMO Local Sub-Committee should be made retroactive to 1 April 45.

It was agreed that it is proper for the bonus approved by the PALERMO Sub-Committee to be applicable only to PALERMO.

165. LOCAL SUB-COMMITTEES.

The Committee reviewed the activities of all the above-mentioned Local Sub-Committees and agreed that:-

(a) The formation of Local Sub-Committees is a very positive step towards the avoidance of labour troubles and that the adoption of such a policy of decentralization is a considerable improvement on previous procedure.

(b) Local Sub-Committees provide useful focal-point for services employing labour to exchange views on the local situation and conditions of employment.

(c) Italian Camera del Lavoro representatives are being invited to the Local Sub-Committee meetings and proper consideration is being given to local civilian rates.

(d) Inevitably the Allied Forces will be progressively reducing the number of civilians employed and Local Sub-Committees should then provide a useful medium for exchange of information on pay-off programmes which will assist in the general consideration of the problems arising therefrom.

(e) AFHQ (AMG) should be requested to prepare a pro-forma detailing the points to be observed by Local Sub-Committees when considering changes in Allied Wages. This pro-forma duly completed will accompany the minutes of Local Sub-Committee meetings to ensure that comprehensive information is available both to the Committee and the Board.

164. LABOUR SITUATION IN NORTHERN ITALY.

A report was received from the Director of the Labour Sub-Commission, HQ AFHQ, on the labour situation in Northern ITALY.

The policy adopted by AMG in an endeavour to hold wages at a steady level and to keep prices down is in effect and the entry of Allied troops into Northern ITALY has not upset the wage situation there.

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The labour rates prevailing in the North are in general lower than those in the South, as is the cost of commodities. It had been decided as

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(b) Local Sub-Committees provide useful focal-point for services employing labour to exchange views on the local situation and conditions of employment.

(c) Italian Chamber del Lavoro representatives are being invited to the Local Sub-Committee meetings and proper consideration is being given to local civilian issues.

(d) Inevitably the Allied Forces will be progressively reducing the number of civilians employed and Local Sub-Committees should then provide a useful medium for exchange of information on pay-off programmes which will assist in the general consideration of the problems arising therefrom.

(e) AFHQ (AFIC) should be requested to prepare a pro-forma detailing the points to be observed by Local Sub-Committees when considering changes in Allied Wages. This pro-forma duly completed will accompany the minutes of Local Sub-Committee meetings to ensure that comprehensive information is available both to the Committee and the Board.

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The policy adopted by AFHQ in an endeavour to hold wages at a steady level and to keep prices down in in effect and the entry of Allied troops into Northern ITALY has not upset the wage situation there.

5022 The labour rates prevailing in the North are in general lower than those in the South, as is the cost of commodities. It had been decided as from Monday 28 May 45 to lift the road block which had been enforced in implementation of the policy to establish an economic boundary line. It was emphasised that such action in no way altered the policy to maintain the wage level North of the Economic Boundary Line and did not therefore establish any authority to pay maximum rates or any bonuses in that territory. A gradual fusion of the prices of goods in the North and in South is to be expected by a reduction in Southern prices and an increase in Northern prices thereby contributing towards a more stable economy in ITALY as a whole.

Considerable variations in local wage rates prevailing in Italian industry in different areas in the North were encountered and a table of prevailing rates is attached to these minutes.

The Committee recommended that, as the power of local adjustment of wages authorised by the instructions contained in LRS/601A of 25 April 45 was not adequate:-

(a) Local Sub-Committees, as defined in AFHQ Administrative Memorandum No 25 dated 16 April 45 be established forthwith by PBS, No 1 District and No 2 District to consider such adjustments as may be necessary locally in territory North of the Northern Boundaries of LEGHORN, FLORENCE, PISTOIA, LUCCA and APUANIA (Massa) Provinces.

(b) Such Local Sub-Committees should not exercise full powers as defined in para 6 of AFHQ Administrative Memorandum 25 but that their powers should be limited to granting so much as may be necessary of a

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bonus as authorised by AFHQ Administrative Memorandum No 62 of 19 Dec 1944 as amended by AFHQ Administrative Memorandum No 18 of 24 March 45, which should be made applicable to the territory referred to in para (a) above.

(c) PBS, No 1 District and No 2 District be instructed to establish the Local Sub-Committees in respect of that territory now under administrative control of 5 Army or 8 Army but intended at a later date to be transferred to PBS, No 1 District and No 2 District respectively.

(d) Any provisions of LRS/601A of 23 Apr 45 which are contrary to the above be superceded.

(e) Any bonus increase already authorised or paid as a matter of operational necessity by 5 Army be ratified pending formation of Local Sub-Committees.

Representative of OT PBS requested to be placed on record as not being in agreement with the above recommendation.

In view of the necessity for prompt action on the above recommendation AFLRS (AFHQ) was asked to take such interim measures as were necessary.

165. CHAIRMANSHIP OF WAGES SUB-COMMITTEE

In view of his impending departure from this theatre Lt-Col.H.S.PEARCE asked to be relieved of the Chairmanship of the Wages Sub-Committee. The Committee agreed to accept his resignation and a vote of thanks for his untiring efforts during his tenure of this office was passed.

Major J.R.CARSON S.C. (G-4 A. AFHQ) was appointed to the Chairmanship of the Wages Sub-Committee.

166. NEXT MEETING

The next meeting of the Committee will be held at 0930 hours on Thursday 21 JUNE 1945 in the AFLRS (AFHQ) Conference Room, ROME.

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

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40/41	DMR, PTLI
42/45	ASFSC/MTO
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48	F.A., RAF
49/50	HQ Eighth Army
51	CG, PBS
52	BP., PBS
53	BM., PBS (South)
54	CO, PBS (South)
55/57	HQ 1 District
58/59	HQ 2 District
60/61	HQ 3 District
62/66	CG, NAAC
67/68	HQ Adriatic Base Command
69	Flag Offr. TARANTO & Adriatic
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34	G&R, MTOUSA
35	D.D.Labour, 15 Army Group
36/38	CG, Fifth Army (Attn: G-4 Rear)
39	CG, Fifth Army (Attn: Br Increment Labour)
40/41	DMR, ITALY
42/45	AAFSC/ATC
46/47	HQ 214 Group RAF
48	F.A., RAF
49/50	HQ Eighth Army
51	CG, PBS
52	HQ, PBS
53	HQ, PBS (South)
54	CO, PBS (South)
55/57	HQ 1 District
58/59	HQ 2 District
60/61	HQ 3 District
62/66	CG, NAG
67/68	HQ Adriatic Base Command
69	Flag Offr. MEDITO & Adriatic
70	RN (NOTALI) BONE
5021	Flag Offr, Northern Area Med.
75	SHAEF/MAIN, ITALY
76	CG, TRIESTE
77	CONMOB, PALERMO
78	NOIC, NAPLES
79	NOIC, ANCONA
80	NOIC, LEGHORN
81	SNO, Eastern SICILY
82	AMMTB
83	WSA
84	Chief Commissioner, AIACOM
85	Vice-President, Economic Section
86/91	HQ AIACOM Economic Section
92	HQ AIACOM Finance Sub-Commission
93/94	HQ AIACOM Labour Sub-Commission
95	AMMTB & Shipping Sub-Commission
96	Chairman, Labour & Wages Control Committee
97	HQ AIACOM
98	File
99/102	War Diary
103/150	Spares

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PREVAILING DAILY WAGE RATES IN NORTHERN ITALY - ADULT MALE WORKERS

DISTRICT	Gross Daily Wage in lire Adult Male				Any bonus & indemnities known to have been included in Daily Wage stated			
	Highly Skilled	Skilled	Semi-Skilled	Unskilled Labourer	Family allow.	War Indem.	Presence Indem.	Me... In...
BOLOGNA (i) Printing	141.10	123.70	114.10	-	16.50	20	-	10
Elect.Manuf	130.66	117.06	-	98.66	16.50	20	-	10
Building	126.99	118.93	112.66	101.01	16.50	20	-	-
Food	124.10	116.10	-	103.40	16.50	20	-	10
VENEZIA Building	105.60	100.00	-	89.60	12.00	20		
Aluminium	107.05	107.05	99.05	88.65	11.05	20		
Ship-building	108.00	100.00	-	92.00	12.00	20		
Glass & Crystal	112.00	104.00	-	92.00	12.00	20		
Typography	137.60	-	-	-	12.00	20		
MILANO								
Engineering (i)	135.00	124.00	-	115.00	Incl	-	-	1
Mechanical & Metal (ii)	122.80	114.60	106.32	102.60	Not stated			
Building (i)	132.00	124.00	-	115.00	Incl	-	-	1
(ii)	110.00	104.40	-	97.20	Not stated			

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...Y WAGE RATES IN NORTHERN ITALY - ADULT MALE WORKERS - HEADS OF FAMILIES PART I

...e in Lire		Any bonus & indemnities known to have been included in Daily Wage stated				Source of information	REMARKS
Semi-killed	Unskilled labourer	Family allow.	War Index.	Presence Index	Mess Index		
114.10	-	16.50	20	-	10	)Capt Toplis from (firms payshoets 5.5.45)Figures relate to (actual wages paid	Indemnite d'allarme has been ignored it consisted of 70% increase of base pay for time worked during alerts. - Instead variable Gratifiche from 6.91 to 9.69 lire per day.
-	98.65	16.50	20	-	10		
12.66	101.01	16.50	20	-	-		
-	105.40	16.50	20	-	10		
-	89.60	12.00	20			) Mr Braine	
99.05	88.65	11.05	20				
-	92.00	12.00	20				
-	92.00	12.00	20				
-	-	12.00	20				
-	115.00	Incl	-	-	10	) Mr Braine Capt Moffitt	
96.32	102.60	Not stated					
-	115.00	Incl	-	-	10	Mr Braine Capt Moffitt	
-	97.20	Not stated					

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PREVAILING DAILY WAGE RATES IN NORTHERN ITALY - ADULT MALE WORKERS - MEA

DISTRICT	Gross Daily Wage in lire Adult Male				Any bonus & indemnities known to have been included in Daily Wage stated			
	Highly skilled	Skilled	Semi-Skilled	Unskilled labourer	Family allow.	War Indem.	Presence Indem	Me... Ind...
Group I - Districts Generally (i.e. larger Provinces) (i)	112.40	104.40	97.20	94.00		Not stated		
(ii)	114.05	106.05	98.85	95.65	included	27		
Group II - Districts Generally (i.e. smaller provinces) (i)	108.80	101.20	94.40	91.60		Not stated		
(ii)	103.45	95.85	89.05	86.25	included	20		

NOTES

(i) One report quotes the War Indemnity as 27 lire per day for Group I districts but from other reports it appears that a figure of 20 lire per day is now gra...
(ii) The mess indemnity is being superseded by meals and does not appear to be pai...
(iii) The base wage appears to include the presence indemnity.
(iv) Base Wages established by Decree.

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RATES IN NORTHERN ITALY - ADULT MALE WORKERS - HEADS OF FAMILIES — PART II

Wage in lire Male			Any bonus & indemnities known to have been included in Daily Wage stated				Source of Information	REMARKS
d	Semi-Skilled	Unskilled labourer	Family allow.	War Indem.	Presence Indem	Mess Indem		
	97.20	94.00		Not stated			Capt Moffitt 5.5.45 AMG 5 Army 27 Apr 45	Group I districts - Provinces of Alleasandria, Asti, Bergamo, Bologna, Brescia, Como, Genova, Imperia, La Spezia, Milan Novaro, Pavia, Savona, Torino, Trieste, Varese, Venezia, Vercelli.
5	98.85	95.65	included	27				
20	94.40	91.60		Not stated			Capt Moffitt 5.5.45 AMG 5 Army 27 Apr 45	Group II districts - Aosta, Cuneo, Cremona, Mantova, Sondrio, Modena, Bolzano, Trento, Belluno, Padova, Rovigo, Treviso, Udine, Verona, Vicenza, Fiume, Gorizia, Pola, Zara, Ferrara, Forli, Parma, Piacenza, Reggio Emilia.
85	89.05	86.25	included	20				

Indemnity as 27 lire per day for Group I districts and 20 lire per day for Group II districts,
appears that a figure of 20 lire per day is now granted in all districts.
g superseded by meals and does not appear to be paid in all districts.
include the presence indemnity.
Decree.

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

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17 May 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 23 May 45 is notified :-

1. To receive a report from HQ ALCO. on the labour situation in Northern Italy and to consider what, if any, changes to the existing Allied Force Wages Structure in Northern Italy should be recommended, and particularly to consider a request submitted by 5 Army for the authorization of the payment of 50% of the original Southern Italy Cost of Living Bonus in the North.

2. To consider the provisional increased rates of pay authorised by No. 5 District Local Sub-Committee (74 Area) at its meeting held at Bari on 7 May 1945 (minutes attached at Appendix X)

3. To consider the provisional increased bonuses approved by No. 3 District Local Sub-Committee (94 Sub-Area) at its meeting held at Salerno on 7 May 1945 (minutes attached at Appendix Y).

S. J. B. LOUDEN, Major, D.A.Q.M.G.

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2. To consider the provisional increased rates of pay authorised by No. 3 District Local Sub-Committee (54 Area) at its meeting held at Bari on 7 May 1945 (minutes attached at Appendix X)

3. To consider the provisional increased bonuses approved by No. 3 District Local Sub-Committee (94 Sub-Area) at its meeting held at Salerno on 7 May 1945 (minutes attached at Appendix Y).

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

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COPY. APPENDIX "X".

Minutes of the **First** Meeting of the Local Sub-Committee of Labour and Wages Control Committee, Bari, held at HQ 54 Area on 7 May 1945, at 1130 hrs.

Present :

a) Chairman : Brigadier G.P. CLARK, D.S.O., Commanding 54 Area.

b) Service Representatives :

E	Capt. F.W. BARBS, No.12 CRE Works.
Ord	Capt. E.W. HANES, Ordnance Depot, Bari.
ST	Major C.F.B. GILMAN, 22 CRASC (Supply Units).
E/E	Lt.Col. W.S. ROBINSON, AD/E 54 Area.
Lab	Lt.Col. W.E.J. HARVEY CONEY, 66 Group P.C.

c) American Representatives :

Adriatic Base Command	Lt.Col. CROSBY.
Civilian Personnel Offr, XV AFSC.	W.O.N. WOLFBERG.
Civilian Personnel Offr, AFCB No.5.	1st Lt. R.S. JOHNSON.

d) S.C. "A" 54 Area : Capt. E. GOLDSBROUGH.

e) Secretary : Capt. H.P. LANGER, 2915 C.L.U. (acting for D.A.D.L., 2905 CLU).

The chairman opened the meeting by giving the objects and terms of reference of the Local Sub-Committee in accordance with AFHQ Adm Memo No.25.

The meeting firstly considered the establishment of necessary local wage scale or bonus adjustments for civilian employees of the Allied Forces, having regard to the local civilian rates paid in private industry.

Lt.Col. Harvey Coney implemented the object of the meeting by stating that the main issue was for the Committee to decide on increases in rates of pay for those trades, which are paid higher rates of pay by Civil Industry than by the Allied Forces.

The chairman felt that everything should be done to get labour as cheaply as possible and that where there is a large availability of a certain grade, a reduction in the rate of pay should be made.

Lt.Col. Crosby did not believe that it would be possible to reduce [illegible] mainly owing to the economic situation in general.

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c) American Representatives :

Adriatic Base Command	Lt.Col. CROSBY.
Civilian Personnel Offr, XV AFSC.	W.O.N. WOLFBERG.
Civilian Personnel Offr, AFHQ No.5.	1st Lt. R.S. JOHNSON.

d) S.C. "A" 54 Area : Capt. E. GOLDSBROUGH.

e) Secretary : Capt. H.P. LANGER, 2915 C.L.U. (acting for D.A.D.L.,2905 CLU).

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The chairman felt that everything should be done to get labour as cheaply as possible and that where there is a large availability of a certain grade, a reduction in the rate of pay should be made.

Lt.Col. Crosby did not believe that it would be possible to reduce any rates of pay, mainly owing to the economic situation in general.

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The chairman then enquired whether it would not be possible to at least reduce the maximum rates of some grades, where there is an abundance of supply.

Lt. Col. Harvey Coney however thought that it was necessary for the maximum rates of pay to stand as they are now. A reduction in the maximum rates of pay would make it impossible for the Allied Forces to obtain the services of the very best personnel in that grade. Employing units should use their discretion is assessing the rates of pay of employees and not pay any but the very best the maximum rate of pay applicable.

Lt.Col. Robinson stated that he was only interested in the increase of a limited number of grades on daily rates of pay.

/The meeting.....

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The meeting then agreed that all rates of pay should stand as per "Regulations for the Employment of Civilian Labour (Italy, Sicily and Sardinia), Appendices A, B, C and D, with the exception of certain rates of pay as shown at Appendix 'A' to these minutes. These rates were discussed by the meeting and new rates were approved. The effective date for these new rates of pay will be May 16th, 1945. The meeting decided that these new rates are NOT an automatic increase, but may be paid at the discretion of local Commanders. The new rates of pay are given only as a guide and there is no compulsion for them to be paid in full. At the local Commanders' discretion rates of pay (including the old minimum rates of pay) may continue to be paid. All increases shown are on the Basic rate of pay and not on the Cost-of-Living Bonus. These increases will be in force in the whole area covered by 5th Area, including the area covered by 209 Sub-Area.

Lt.Col. Crosby then stated that great difficulty was experienced in assessing the correct rate of pay payable to teachers of University standard, which are urgently required for various Educational schemes, of the US Forces. He stated that they were of a much higher standard than the ordinary teacher, language full time and should be paid at a higher rate of pay.

Lt.Col. Harvey Coney suggested that these high-grade teachers should be classified and paid as Sub-Professional Workers.

The meeting approved this suggestion.

The meeting then considered the co-ordinating of employment policy and practices of employing units in the locality of 5th Area.

It was generally felt that the co-ordination between the various Employing agencies was excellent and that in particular there was no competition whatsoever between US and British services.

The chairman informed the meeting that the committee could be convened at any time, if so required by any of the members of the Committee. Requests for convening the committee should be made to him.

The meeting was then declared closed.

C.M.F.
7 May 1945.

H.P. LANGER Capt.
Acting Secretary.

DISTRIBUTION :-

Brigadier G.P. CLARK, DSO, Commander 5th Area. — ALCOM ROME
Lt.Col. CROSBY, Adriatic Command. — AFLRS ROME

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Lt.Col. Harvey Coney suggested that these high-grade teachers should be classified and paid as Sub-Professional Workers.

The meeting approved this suggestion.

The meeting then considered the co-ordinating of employment policy and practices of employing units in the locality of 5th Area.

It was generally felt that the co-ordination between the various Employing agencies was excellent and that in particular there was no competition whatsoever between US and British services.

The chairman informed the meeting that the committee could be convened at any time, if so required by any of the members of the Committee. Requests for convening the committee should be made to him.

The meeting was then declared closed.

C.M.F.
7 May 1945.

H.P. LANGER Capt.
Acting Secretary.

DISTRIBUTION :-

Brigadier G.P. CLARK, DSO, Commander 5th Area.
Lt.Col. CROSBY, Adriatic Command.
WO N. WOLFBERG, Civilian Personnel Offr, XV AFSC
1st Lt. R.S.JOHNSON, Civilian Personnel Offr, AFCD No.5.
Lt.Col.S.S.J. HARVEY CONEY, 66 Group P.C.
Major C.F.B. GILLIN, 22 GRASC.
Capt. F.W. BABBS, No.12 CRE Works.
Capt. E.W.HAWES, Ordnance Depot, Bari.
Capt. E. GOLDSBROUGH, 'A' 54 Area
ROME Area Allied Command.
66 Group P.C. (6)
Lt.Col. W.S. ROBINSON, AMME, 54 Area.

ALCOM ROME
AFHRS ROME
CAO, AFHQ

5 District (6)
52 Area
56 Area
94 Sub-Area
209 Sub-Area
OC Tps SICILY
'A' 54 Area (5)
P.B.S., Naples.

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A P P E N D I X 'A'

GRADE	OLD RATE Min	OLD RATE Max	NEW RATE Min	NEW RATE Max
MESS AND CLUB GRADES (Monthly Rates)				
Waiter	2700	3700	2700	4000
CLASSIFIED ARTISAN SKILLED AND UNSKILLED GRADES (Daily Rates)				
Carpenter	90	120	100	130
Clickers (Boot repairing)	85	100	110	125
Cobbler	90	125	120	150
Electricians	95	135	120	150
Boot Machinist	90	120	120	150
Boot Machine Operator Mechanic	100	125	125	155
Fitter or Mechanic Automobile or LT	100	135	125	155
Joiner	95	125	105	135
Plumber	90	120	120	150
Shoemaker (special boot and surgical work)	100	135	125	155
MARINE GRADES (Daily rates)				
Shipwright	105	135	120	150

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Mechanic				
Fitter or Mechanic	100	155	125	155
Automobile or MT	95	125	105	135
Joiner	90	120	120	150
Plumber				
Shoemaker (special boot and surgical work)	100	155	125	155
MARINE CRAFTS (Daily rates)				
Shipwright	105	155	120	150

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Appendix "Y"

MINUTES OF THE FIRST MEETING OF SUB LOCAL SUB-COMMITTEE OF LABOUR AND MANPOWER CONTROL COMMITTEE HELD AT 94 SUB AREA AT 1000 HOURS 7th MAY 1945.

Present

Chairman

Col. R. Gould Grubb, GSC (C TD — Cond 94 Sub Area

Others.

Major J. Leslie Wilkes — Deputy 94 Sub Area
Major A. Underhill — DADL 371 Fld Security Sec
Capt J.D. Bell — S.C. 557 BOD
Capt J.A. Bell — LSO 94 Sub Area
Capt J. Clark — AD Port Workshops RAE
LSO 2904 CLU (Secretary)

General

The Chairman dissolved the previous Local Sub Committee and established the present one in accordance with AFHQ Adm Memo No. 29. The Terms of Reference, their implementation and the powers of the Sub Committee as laid down in the above Memo were read over to the members together with Appendix "A" thereto.

1. Wages Increase for WD workers.

A check by DADL 2904 CLU in April 45 showed WD rates to be below those of civilian firms by 70 lire per day for unskilled labourers, 35 lire per day for artisans, and 2680 lire per month for clerical, administrative and supervisory grades.

A further re-check of various large local firms since new rates had been introduced now showed the net 'Take Home' wage of WD workers to be below wages of civilian firms by 59 lire per day for unskilled, 53 to 58 lire per day for artisans and 1300 - 2900 lire per month for clerical etc grades.

Major Wilkes stated that a strike was averted at 557 BOD by a statement on the DADL's authority to workers that the wage rates were being investigated. Major Wilkes suggested an increase in the present cost-of-living bonus of 50 lire per day for workers on daily rates. It was unanimously agreed that this increase be granted (20 lire per day for juveniles) wef 1 May 45.

Capt Clark 2904 CLU proposed an equivalent increase based on a 26 day

5014

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OC Major J.T.T. Wilkes	S.O. 557 BOD
SI Capt J.S. Bi	L30 5% Sub Area
I E Capt J.J. Bote	18 Port Workshops RAE
Lib Capt J. Clark	190 290A CIU (Secretary)

General

The Chairman dissolved the previous Local Mis Committee and established the present one in accordance with AFHQ Adm Memo No. 25. The Terms of Reference, their implementation and the powers of the Sub Committee as laid down in the above Memo were read over to the members together with Appendix "A" thereto.

1. Wages Increase for WD workers.

A check by D.DEL 290A CIU in April 45 showed WD rates to be below those of civilian firms by 70 lire per day for unskilled labourers, 35 lire per day for artisans, and 2680 lire per month for clerical, administrative and supervisory grades.

A further re-check of various Bologna local firms since new rates had been introduced now showed the net 'Take Home' wage of WD workers to be below wages of civilian firms by 59 lire per day for unskilled, 53 to 58 lire per day for artisans and 1300 - 2900 lire per month for clerical etc grades.

Major Wilkes stated that a strike was averted at 557 BOD by a statement on the DADEL's authority to workers that the wage rates were being investigated. Major Wilkes suggested an increase in the present cost-of-living bonus of 50 lire per day for workers on daily rates. It was unanimously agreed that this increase be granted (20 lire per day for juveniles) wef 1 May 45.

Capt Clark 290A CIU proposed an equivalent increase based on a 26 day month for workers on monthly rates. For the moment Hotel, Club and Mess employees in receipt of rations would receive no increase. It was unanimously agreed that the increase as proposed be granted wef 1 May 45.

2. Supply of required clothing and footwear.

Capt Clark stated that on instructions from 91 Group Pur Corps, a survey of requirements of all units in the Sub Area had been taken and results forwarded. So far there had been a part issue of boots only, and these had been distributed in proportion to unit requirements. Major Wilkes found the arrangements for supply satisfactory for BOD.

3. Midshift meal for clerical workers.

It was unanimously agreed that the present issue was unsatisfactory but that all useful representation of the difficulty had already been made.

4. Other relevant business.

The Chairman and Members had no other matter to discuss.

(3a)

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Next Meeting.

The next meeting will be called when required.

(Signed) J. Clerk,

Capt RCO.
(Secretary).

Field,
2 May 45.

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NND 785015,
By [illegible], NARS, Date 2-25-85.

CC 1131
MAY 12 1945

COPY NO: 80

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

Postal Address :
AFLRS, Rome Area
Allied Command,
C. M. F.
TEL : ROME 66276

LRS/2144.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

X LABOUR & WAGES CONTROL COMMITTEE

A G E N D A.

The thirty-fourth meeting of the Labour & Wages Control Committee will be held at 0930 hrs on Wednesday 23 May 45 (not Thursday as previously announced) in the AFLRS (AFHQ) Conference Room, 2nd Floor, 68 Piazza dell' Esedra, ROME to consider the following Agenda:-

1. Minutes of the thirty-second meeting held on 11 Apr 45.

2. Minutes of the thirty-third (special) meeting held on 27 Apr 45.

3. Matters arising out of the meeting of the A.F.L.R.S. (Italian) Board held on 5 May 45.

4. To receive the minutes of the Wages Sub-Committee meeting held 27 Apr 45 (minutes attached at Appendix 'A').

5. To receive a proposal from HQ ALCOM that the following amendment be made to AFHQ Administrative Memorandum No.17 dated 23 Mar 45 (copy attached at Appendix 'B') paragraph II, sub-para (1) Add:-

"(c) For absences of more than twenty-four (24) hours involving procurement of meals by the traveller at his own expense, but not involving the procurement of sleeping accommodation, three-fifths (3/5ths) of the daily allowance rate above may be paid for this item in addition to any allowances payable under Paragraph (b) above".

See addendum 31 5

6. To consider the provisional increased bonuses approved by No. 1 District Local Sub-Committee at its meeting held at TERNI on 20 Apr 45. (minutes attached at Appendix 'C').

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...consider the following Agenda:-

1. Minutes of the thirty-second meeting held on 11 Apr 45.

2. Minutes of the thirty-third (special) meeting held on 27 Apr 45.

3. Matters arising out of the meeting of the A.F.L.R.S. (Italian) Board held on 5 May 45.

4. To receive the minutes of the Wages Sub-Committee meeting held 27 Apr 45 (minutes attached at Appendix 'A').

5. To receive a proposal from HQ ALCOM that the following amendment be made to AFHQ Administrative Memorandum No.17 dated 23 Mar 45 (copy attached at Appendix 'B') paragraph II, sub-para (1) Add:-

"(c) For absences of more than twenty-four (24) hours involving procurement of meals by the traveller at his own expense, but not involving the procurement of sleeping accommodation, three-fifths (3/5ths) of the daily allowance rate above may be paid for this item in addition to any allowances payable under Paragraph (b) above".

See file 31/2

6. To consider the provisional increased bonuses approved by No. 1 District Local Sub-Committee at its meeting held at TERNI on 20 Apr 45. (minutes attached at Appendix 'C').

5013

7. To consider the resolution of the PBS (South) Local Sub-Committee at its meeting held at NAPLES on 30 Apr 45. (minutes attached at Appendix 'D').

8. To consider the provisional increased bonuses approved by the Rome Area Sub-Committee at its meeting held at ROME on 5 May 45. (minutes attached at Appendix 'E').

9. Any other business.

10. To set a date for the next meeting.

31

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

DISTRIBUTION.
See reverse.

FILE

40 32/2

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10/17	G-4(A), AFHQ.
18	G-4(B), AFHQ (For DQMG)
19/20	G-5, AFHQ.
21	G (Maint), AFHQ.
22	Engrs (B), AFHQ.
23	DEPMS, AFHQ.
24	S & T, AFHQ.
25	Ord (B), AFHQ.
26	REME, AFHQ.
27/28	Labour, AFHQ.
29	Fiscal Director, AFHQ.
30	F.A., AFHQ.
31	CG, MTOUSA.
32	CPA, MTOUSA.
33	D.D.Labour, 15 Army Group.
34/36	CG, Fifth Army (Attn: G-4 Rear).
37	CG, Fifth Army (Attn: Br. Increment Labour).
38/39	DMR, ITALY.
40/43	AAFSC/MTO.
44/45	Hq, 21A Group, RAF.
46	EA, RAF.
47/48	Hq, Eighth Army.
50	CG, PBS.
51	RPA, PBS.
52	RPA, PBS (South).
53/55	Hq 1 District.
56/57	Hq 2 District.
58/59	Hq, 3 District.
60/64	CG, RAAC.
65/66	HQ, Adriatic Base Command.
67	Flag Offr, TARANTO & Adriatic.
68	RN (TOTALI), HOME.
69/70	Flag Offr, Northern Area Med.
71	SENLIAISNO, ITALY.
72	CS, TARANTO.
73	COMNOI, PALERMO.
74	NOIC, NAPLES.
75	NOIC, ANCONA.
76	NOIC, LEGHORN.

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32	GPA, MTOUSA.
33	D.D.Labour, 15 Army Group.
34/36	CG, Fifth Army (Attn: G-4 Recr).
37	CG, Fifth Army (Attn: Br. Increment Labour).
38/39	DMR, ITALY.
40/43	AAFSC/MTO.
44/45	Hq, 21st Group, RAF.
46	AM, RAF.
47/48	Hq, Eighth Army.
50	CG, PBS.
51	REA, PBS.
52	REA, PBS (South).
53/55	Hq 1 District.
56/57	Hq 2 District.
58/59	Hq, 3 District.
60/64	CG, RAAC.
65/66	Hq, Adriatic Base Command.
67	Flag Offr, TARANTO & Adriatic.
68	NN (BOTALI), ROME.
69/70	Flag Offr, Northern Area Med.
71	SENALUSNO, ITALY.
72	CS, TARANTO.
73	COMNOI, PALERMO.
74	NOIC, NAPLES.
75	NOIC, ANCONA.
76	NOIC, LEGHORN.
77	SNO, Eastern SICILY.
78	MFTB.
79	WSA.
80	Chief Commissioner ALCOM.
81	HQ, ALCOM.
82	Vice-President, Economic Section.
85/88	Economic Section.
89	Finance Sub-Commission.
90/91	Labour Sub-Commission.
92	MTTB & Shipping Sub-Commission.
93	Chairman, Labour & Wagon Control Committee.
94	File.
95/97	War Diary.
98/130	Spares.

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

ATTX. "A".

LABOUR & WAGES CONTROL SUB-COMMITTEE

MINUTES

1. A meeting of the Wages Sub-Committee was held at 0900 hrs on 27 Apr 45 in AFHQ (AMG) Conference Room, 2nd Floor, 60 Piazza dell' Esedra, ROME.

2. Present:

Lt. Col. H.E. PEARCE, A.D.L. (Civil), AFHQ. Chairman

Representatives of:

AC	-	(Mr DAVID C. SACHS (Mr. SCOTT
FBS	-	Major H.J. REUTER
RN BCHAN	-	Lieut (S) P.H. GRINDLE, RNVR
MAAF (RAF)	-	S/Ldr A.A. HARLEY

In attendance:

Major J.R. CARSON	G-4(A), AFHQ
Lt. Col. R.H. BURDETT	AFA (Br), AFHQ
W/Cdr J.M. GARLAND	AFA, RAF
Lt. Col. C. SWETT	DW, AFHQ
Major K.R. HAYWARD	DADL, No. 3 District
Capt H. ROSS	Central Pool Artists, AWS.

3. The minutes of the Sub-Committee Meeting held on 3 Apr 45 were approved.

4. As instructed in Minute 15Y of the Meeting of the Labour and Wages Control Committee held on 11 Apr 45, the differential between the Allied Forces Basic Wage Scales in SICILY and ITALY were considered.

Evidence of DADL 3 District was that Allied Force Basic Rates compared favourably with those in private industry on the East side of SICILY. The U.S. Navy, however, was losing skilled labour at PALERMO, owing to higher rates being paid by private industry; further cost of living is exceptionally high at PALERMO.

Mr SACHS, AC, confirmed that the cost of living index of this city is comparable with that of ROME and NAPLES, and was of the opinion that the present Allied Forces Wage rates did not compare favourably with those paid by private industry.

It was agreed and recommended that 3 District should arrange as soon as possible for the meeting at PALERMO of a Local Sub-Committee as authorised in AFHQ Administrative Memorandum No. 25 to take necessary action in accordance with para 6 of the said memorandum and to recommend, if necessary, the introduction of Italian Basic rates at PALERMO.

The findings of this committee should be reported to the Labour & Wages Control Committee arranged for 17th May 45.

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Lt. Col. C. SWEETT	DW, AFHQ
Major K.R. HAYWARD	DALL, No. 3 District
Capt N. ROSS	Central Pool Artists, AMG.

3. The minutes of the Sub-Committee Meeting held on 3 Apr 45 were approved.

4. As instructed in Minute 157 of the Meeting of the Labour and Wages Control Committee held on 11 Apr 45, the differential between the Allied Forces Basic Wage Scales in SICILY and ITALY were considered.

Evidence of DALL 3 District was that Allied Force Basic Rates compared favourably with those in private industry on the East side of SICILY. The U.S. Navy, however, was losing skilled labour at PALERMO, owing to higher rates being paid by private industry; further cost of living is exceptionally high at PALERMO.

Mr DAVIS, AC confirmed that the cost of living index of this city is comparable with that of ROME and NAPLES, and was of the opinion that the present Allied Forces Wage rates did not compare favourably with those paid by private industry.

It was agreed and recommended that 3 District should arrange as soon as possible for the meeting at PALERMO of a Local Sub-Committee as authorised in AFHQ Administrative Memorandum No. 25 to take necessary action in accordance with para 5 of the said memorandum and to recommend, if necessary, the introduction of Italian Basic rates at PALERMO.

The findings of this committee should be reported to the Labour & Wages Control Committee arranged for 17th May 45.

5012 instructed in AFLRS letter LRS/2143 dated 24 April 45, Draft Administrative Memorandum on Employment and Wage Scales in Northern ITALY was considered.

The following recommendations were agreed :-

(a) The territory involved needs clarifying throughout the Memorandum.

(b) AC para. 3(c), last sub-para, "prevailing" should be inserted between "local" and "rates". This sub-para should terminate at "minimum rates" in the third line.

(c) AC para. 4(a), line 2, "six continous days" should be deleted and "six consecutive days" inserted.

(d) At Appendix "D", in heading "Salaries" should be deleted and "Wages" inserted.

(e) It is suggested that the following Administrative Memorandums be cancelled and the substance incorporated in the Drafts now under consideration :-

Administrative Memorandum No. 47 of 1944
Administrative Memorandum No. 62 of 1944
Administrative Memorandum No. 18 of 1945.

(31)

Para. 6/.....

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6. As requested by ES, AFHQ, consideration was given to the recommendation contained in his DBC/2752 dated 24 Mar 45 that wages and allowances paid by Contractors working on Military Contracts be divorced from the Allied Forces Basic Wage Scale, and that such contracts be based on the official local rates.

It was agreed and recommended:-

(a) that paras 1, 2 and 3 of Administrative Memorandum No. 5 be cancelled.
(b) that Contractors' Employees should be paid at local prevailing Wage Rates, such rates to be ascertained from :-

I UFFICIO DEL LAVORO
II CAMERA DEL LAVORO
III UNIONI INDUSTRIALI
IV LOCAL SUB-COMMITTEE AS AUTHORISED IN AFHQ ADMINISTRATIVE MEMORANDUM NO. 25.

7. MEN GRADES AND RATES OF PAY

(a) Consideration was given to a request submitted by DDL No. 3 District for the inclusion of the word "Female" after the classification "closers (boot Repairing)" shown at Appendix "D" to AFHQ Administrative Memorandum No. 47 of 1944.

After discussion of what had been current practice prior to publication of Administrative Memorandum No. 47, it was agreed and recommended that the following amendment be made in Appendix "D" to AFHQ Administrative Memorandum No. 47 :-

DELETE "CLOSERS (BOOT REPAIRING)" INSERT "MALE OR FEMALE"

(a) Consideration was given to a request submitted by DDL No. 3 District for a personal rate of 85 lire, plus 29 lire Cost of Living Bonus to be paid to a juvenile "Machine Operator" (Female).

It was agreed that no special authority was required as the case was adequately covered by the classification "LAUNDRYMEN, ALL GRADES" (Appendix "D" to AFHQ Administrative Memorandum No. 47).

(c) Consideration was given to a request submitted by DDL No. 3 District that civilians employed by US Base Manufacturing Division, NAMB, on the inspection of manufacturing processes be classified as "Chief Foreman" (Appendix "D" to AFHQ Administrative Memorandum No. 47).

Owing to the distinct differentiation made in Workshops between Foreman, Charge Hands and Inspectors, it was agreed and recommended that the following new grade be included in the Allied Forces Basic Wage Scale :

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(a) Consideration was given to a request submitted by DDL No. 3 District for the inclusion of the word "Female" after the classification "closers (Boot Repairing)" shown at Appendix "B" to AFHQ Administrative Memorandum No. 47 of 1944.

After discussion of what had been current practice prior to publication of Administrative Memorandum No. 47, it was agreed and recommended that the following amendment be made in Appendix "B" to AFHQ Administrative Memorandum No. 47 :-

AFTER "CLOSERS (BOOT REPAIRING)" INSERT "MALE OR FEMALE"

(b) Consideration was given to a request submitted by DDL No. 3 District for a personal rate of 85 lire, plus 29 Lire Cost of Living Bonus to be paid to a juvenile "Machine Operator" (Female).

It was agreed that no special authority was required as the case was adequately covered by the classification "APPRENTICES, ALL GRADES" (Appendix "B" to AFHQ Administrative Memorandum No. 47).

(c) Consideration was given to a request submitted by DDL No. 3 District that civilian employed by 883 Base Manufacturing Section, NAPLES, on the inspection of manufacturing processes be classified as "Chief Foreman" (Appendix "B" to AFHQ Administrative Memorandum No. 47).

Owing to the distinct differentiation made in workshops between Foreman, Charge Hands and Inspectors, it was agreed and recommended that the following new grade be included in the Allied Forces Basic Wage Scale :

Appendix "B" (ITALY)

INSPECTOR (EXPLOSION WORK) 140 - 175 Lire per day

5011 (a) Consideration was given to a request submitted by Director of Army Welfare Services to establish Basic Wage Rates for Performers (Stars, Specialist Acts, Dancers, Singers).

It was agreed that the scheme and proposed rates should first be discussed with FA(Br) and G-3(Org) by DAWS.

6. DATE OF NEXT MEETING

The next meeting of the Sub-Committee was arranged provisionally for Wednesday, 30 May 45, to take place in the office of Major R.B. EATON, HQ FINSOUSA, NAPLES.

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

24 May 45
JCW/TR

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Appt B.

R E S T R I C T E D

ALLIED FORCE HEADQUARTERS
APO 512

ADMINISTRATIVE MEMORANDUM)
NUMBER 17) 23 March 1945

Road Communications - Italy I
Payment of Subsistence Allowance to Civilians employed by the Allied Forces in Italy, Sicily and Sardinia. II

I. ROAD COMMUNICATIONS - ITALY

Section II, AFHQ Administrative Memorandum Number 51, 1944, is rescinded. Current instructions are contained in AFHQ letter, file AG 611/131 - Q Maint - O, dated 17 March 1945, subject: "Road Communications - Italy."

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

Section III, AFHQ Administrative Memorandum Number 65, 1944, is rescinded and the following substituted therefor:

"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 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

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

dated 17 March 1945, subject: "Road Co[illegible]

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

Section III, AFHQ Administrative Memorandum Number 65, 1944, is rescinded and the following substituted therefor:

"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 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

501 a. For absence 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 for each meal at the discretion of the Commanding Officer.

b. 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 paragraph a above.

2. No allowances are payable under paragraph a above if rations are provided in kind, or under paragraph b if quarters are provided.

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

(31)

BY COMMAND OF FIELD MARSHAL ALEXANDER:

(Sgd) C.W. CHRISTENBERRY
Colonel, AGD
Adjutant General

DISTRIBUTION: "C"

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Appx. C.

COPY

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26 Apr 45

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD
LABOUR & WAGES CONTROL COMMITTEE
NO. 1 DISTRICT LOCAL SUB-COMMITTEE - MINUTES

1. The first meeting of the No. 1 District Local Sub-Committee was held at 1130 hrs on Friday, 20 Apr 45, in the Officers Club Building, TERNI.

Present: Major The Hon H.E.A. Dewar, MBE, RW. (Chairman)
Provincial Commissioner AMG, TERNI. (Major O.J. Maunders RA)
DADL No. 1 District (Major L.W. Vedrenne PC) Secretary.

In Attendance: 53 Town Major
Rep 'R' Internee Camp
Reps 94 CCD SALDO.
" 80 EBW SALDO.
Rep 'Q' Mech Eqpt Pk Coy RE
" 281 Wks Sec RE
" 734 Engr Eqpt Wksp REME
" 648 Service Station REME
SLCO 2914 CLU
O i/c No.2 Sub-Office, 2914 CLU
An officer of 2914 CLU acting as interpreter.

Signor Vincenzo Inches) Camera
Signor Rudilio de Angelis) del Lavoro

(NOTE: For the purpose of the following minutes "Regulations for the Employment of Civilian Labour (Italy, Sicily & Sardinia) 1945" as authorised by CRO 175/45 will be described as the "Buff Book", and the Italian Industry will be described as "TALUST".)

2. Reasons for the establishment of the Local Sub-Committee were explained by the Chairman.

5009

Rep 2914 CLU explained as follows:-

(a) TALUST Firms in TERNI province always pay above minimum local rates.

(b) TALUST has 5 classes of Artisan employee: 3 qualifying and

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" 80 EET SAEC.
Rep 191 Mech Eqpt Pk Coy RE
" 284 Wks Soc RE
" 734 Engr Eqpt Wksp REME
" 648 Service Station REME
SLCO 2914 CLU
O i/c No.2 Sub-Office, 2914 CLU
An officer of 2914 CLU acting as interpreter.

Signor Vincenzo Inches } Camera
Signor Rudilio de Angelis } del Lavoro

(NOTE: For the purpose of the following minutes "Regulations for the Employment of Civilian Labour (Italy, Sicily & Sardinia) 1945" as authorised by CRO 175/45 will be described as the "Buff Book", and the Italian Industry will be described as "TALUST".)

2. Reasons for the establishment of the Local Sub-Committee were explained by the Chairman.

5009 Rep 2914 CLU explained as follows:-

(a) TALUST Firms in TERNI province always pay above minimum local rates.

(b) TALUST has 5 classes of Artisan employee: 3 qualifying and 2 Specialist.

(c) TALUST has 2 classes of Labourer: Semi-skilled and Unskilled. A Labourer Semi- skilled is equivalent to the Buff Book Artisan's Rate.

4. Unit reps stated that Labour had been lost owing to High Take-home Rates offered by TALUST. Losses had been limited by promises that the matter of rates would be considered.

5. Points were elicited as follows:-

(a) TALUST Rates have no maxima.

(b) Certain TALUST Firms which also operate Farms have been disposing of surplus farm produce by sale to their own employees at reduced prices. This practice has now been stopped.

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(c) WD employees are very much aware of the fact that their employment will cease when the Allied Forces move forward, while TALUST employees will remain undisturbed.

6. Reps Camera del Lavoro supplied useful facts and figures.

7. The Sub-Committee, after consideration, agreed to the following:-

(a) In view of the fact that Buff Book Basic Rates concerned are already higher than equivalent TALUST Basic Rates (although in Take-Home Rates TALUST are the higher), increase should take the form of an additional Cost-of-Living Bonus, applicable in TERNI Province only. It should be for grades as under, and effective from 1 Apr 45.

(b)

Grade	Present Take-Home Rate per day (to the nearest Lire)		Recommended max permissible additional Cost-of-Living Bonus in TERNI Province per day
	Buff Book	TALUST	
1. Artisan's Mate	180	235	55
2. Blacksmith	197	257	60
3. Bricklayer	195	225	30
4. Carpenter	195	240	45
5. Electrician	202	265	60
6. Fitter, MT.	202	244	50
7. Joiner	197	240	50
8. Labour Unskilled	160	220	60
9. Mason	197	240	45
10. Mechanic, MT.	202	257	50
11. Turner	202	257	50

(NOTE: The effect of Serial 8 above will be to create for Labourers Unskilled a variable Take-Home Rate of Min 160 to Max 220. Hitherto the Basic Rate and consequently the Cost-of-Living Bonus and Take-Home Rate for Labourers Unskilled has been invariable.

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	Buff Book	TALIST	in TERAI Province per day
1. Artisan's Mate	180	235	55
2. Blacksmith	197	257	60
3. Bricklayer	195	225	30
4. Carpenter	195	240	45
5. Electrician	202	265	60
6. Fitter, MT.	202	244	50
7. Joiner	197	246	50
8. Labour Unskilled	160	220	60
9. Mason	197	240	45
10. Mechanic, MT.	202	257	50
11. Turner	202	257	50

(NOTE: The effect of Serial 8 above will be to create for Labourers Unskilled a variable Take-Home Rate of Min 160 to Max 220. Hitherto the Basic Rate and consequently the Cost-of-Living Bonus and Take-Home Rate for Labourers Unskilled has been invariable.

(Signed) L.W. VEDPERNE Major,
Secretary,
1 District Local
Sub Committee.

CMF
/LFF.

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0529

COPY

APPX. 'D'

THE LOCAL SUB-COMMITTEE OF THE LABOUR AND WAGES CONTROL COMMITTEE
IN AND FOR SOUTHERN DISTRICT PENINSULAR BASE SECTION.

MINUTES.

1. The first meeting of the above named committee was begun at 1000 hrs on 30 April 1945 at Hq Southern District PBS.

2. The following members and their indicated advisers were present:

Representatives of: Southern District, PBS	-Maj. R.B. Eaton, Chairman
56 Area (nominated by and in place of III District)	-Capt. D.T. MacLaren Lt.Col. J.S. Pope-Smith Maj. W.N. Watson. Maj S.H. Clark.
Naples Area, RN.	-Lt. (S) P.R. Grindle, RNVR.
AAF3C/MTO	-Capt. E.W. Bastek.
MAAF, RAF.	-S/Ldr A.A. Harley.
US Naval Det, Naples.	-Lt. Peter Harris USNR.
Commune of Naples, AMG	-Maj. F.L. Vecchiolla.

3. The following were in attendance:

Col. Glendenning Maj. Moss	-REME
Maj. Wilkes.	-Ord (Br)
Capt. Setchell.	- S & T.
Lt.Col. Irwin.	-8th POE
Capt. Toluso	-ATC
Capt. Gentles.	-CRE
Lt. Hirsch.	-AFGD 3
Lt. Colins.	-CMD No.1.

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4. AFHQ Adm Instr No.25, 18 April 1945, and the notice of organization and agenda of the Committee (Exhibit A) were read by the Chairman.

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AAFSC/MTC	-Capt. E.W. Basyek.
MAAF, RAF.	-S/Ldr A.A. Harley.
US Naval Det, Naples.	-Lt. Peter Harris USNR.
Commune of Naples, AMG.	-Maj. F.L. Vecchiolla.

3. The following were in attendance:

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Maj. Wilkes.	-Ord (Br)
Capt. Setchell.	- S & T.
Lt.Col. Irwin.	-8th POE
Capt. Toluso	-ATC
Capt. Gentles.	-CRE
Lt. Hirsch.	-AFCD 3
Lt. Colins.	-CBD No.1.

5008

4. AFHQ Adm Instr No.25, 18 April 1945, and the notice of organization and agenda of the Committee (Exhibit A) were read by the Chairman.

5. The Chairman stated, on a question raised by 56 Area, that multiple representation of any Hq named to membership on the committee was not contemplated.

6. REME stated that they hold interim AFHQ authority to apply a 60 lire a day wage increase (30 lire a day for juveniles) to all daily paid employees of 16 Base Workshops, 693 RAW and 750 Base Workshops. Such increase to be effective 1 April and to be first paid on the 2 May payroll. It was stated that such authority extended to some 14000 ot 15000 workmen, of which 10000 were in Naples, and the remainder at Pozzuoli and Fusaro (inlcuding the employees of the two installations previously subject to thestrike) and at Capua and Castel Nuovo. The Committee viewed with surprise and grave alarm the extension by interim action of this increase to installations not originally contemplated (Minute 130, Labour and Wages Control Committee meeting of 14 April refers). At the request of the Committee, REME undertook to defer the application of the increase to its workshops in Naples proper, Capua and Castel Nuovo until the wishes of the Committee should be made known.

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7. The officers in attendance, as listed above (with the exception of [illegible]) were severally examined as to the necessity of a general wage increase in Naples. Their respective statements supported the following conclusions, but with differing degrees of relative emphasis upon such conclusions:

a. The existing wage scale in Naples has to the present been generally satisfactory. Operations have not in the recent past been impeded or threatened by labor disputes or concerted dissatisfaction.

b. In some cases, however, workmen (mostly unskilled) have left their jobs to accept better positions in private industry.

c. Wages in private industry are generally believed to be higher that the Allied Armed Forces Wage Scale. The private cost of living bonus, for example, is 125 lire per day. It was mentioned in one case that civilian dock workers were getting 250 - 300 lire per day.

d. It is feared that the application of the approved [illegible] increase may produce general dissatisfaction unless a general increase is approved. It was mentioned in one case that employees were expecting such increase.

8. A letter from the Naples Committee of Liberation, dated 25 April, requesting a general wage increase, was read. Various members of the Committee also presented information known to them respecting the present conditions and attitudes of workers in Naples.

9. The Committee agreed that Italian representatives should not be members of the committee, but that at the next reassembling of the Committee provincial representatives of the Ministry of Commerce, Industry and Labour, of the Camera del Lavoro and of the Unione Industriale should be invited to attend and present information on current private wage rates in Naples.

10. The Chairman reported to the Committee concerning a rather ineffective meeting held on 19 April in Naples under the auspices of the Camera del Lavoro, to organize a union of Armed Force employees. The Committee agreed that in the event of undue activity later proving troublesome, they would agree upon concerted policy in respect thereto.

11. Deferring further action, the Committee then recessed until 0930 hrs 3 May 1945.

---

12. The second sitting of the first meeting of the above named committee was begun at 0930 hrs 3 May 1945 at HQ Southern District PBS, Naples.

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10. The Chairman brought to the Committee concerning a rather ineffective meeting held on 19 April in Naples under the auspices of the Camera del Lavoro, to organize a union of Armed Force employees. The Committee agreed that in the event of union activity later proving troublesome, they would agree upon concerted policy in respect thereto.

11. Deferring further action, the Committee then recessed until 0930 hrs 3 May 1945.

---

12. The second sitting of the first meeting of the above named committee was begun at 0930 hrs 3 May 1945 at HQ Southern District PBS, Naples.

13. The following members and their indicated advisers were present:

Representatives of:	
Southern District, PBS	- Maj R.H.Eaton, Chairman.
56 Area	- Maj J.H. Harding-Gill. Lt.Col. J.S. Pope-Smith. Maj. T.M. Watson. Maj. S.A. Calvi.
Naples Area, AFHQ. AAFPS/MTO. NAAF, RAF.	- Lt. (S) P.R. Grindle.RNVR. - Capt. W.H. Bantek. - S/Ldr. A.A. Morley. Gp Capt. A. Bowden.
US Naval det, Naples. Commune of Naples, AMG.	- Lt. Peter Morris, USNR. - Capt L.E. Mearin.

The following were in attendance:

Major Moss - NTSU.

S/.....

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Major Wilkes - Ord (Br)

Dr. Elio Romano, representing Unione Industriale, Province of Naples.

Signori Alberto Leonardi and Carmine Farina, representing Camera del Lavoro, Province of Naples.

Dr. Goffredo Porzio, representing Ministry of Commerce and Labour, Region of Campagna.

15. REME stated that the increase authorized to their shops was in the process of payment in the two shops originally subject to strike (10 and 11 Sub- workshops of 693 BAW at Fusaro and Pozzuoli respectively, employing a total of less than 2000 persons) and that the increase had been elsewhere deferred. It was stated that unrest might be expected from failure to apply the increase elsewhere (E section of 750 Base Workshop, employing 3000 persons, being also at Pozzuoli and their employees and others having expected an increase) REME agreed, however, that they could and would refuse to employ employees leaving other Armed Forces installations to seek work in those for which an increase might be approved.

16. Ord stated that wages in private industry for common labour were 220 lire per day, for skilled labour 230 - 250 lire per day, family allowance in both cases being added. It was also stated that Ord installations desire any wage increase allowed REME.

17. Unione Industriallo stated that wages in private industry for common labour were 250 lire per day, for semi-skilled 270 - 300, for skilled labour 300- 330. The wages stated included pre-occupation base pay (20 lire per day for labourer, 40 for skilled) increase of 70% of base pay, presence indemnity (17 lire), legal carovita (55 lire), agreed carovita for Naples province (90 lire) and privately negotiated wage increase to make up the balance. The wages stated did not include increases for family allowance (10 lire per day for wife, 9 lire for child) or deduction for income tax (4.08%), sickness insurance (2.3%) or social insurance (9.29 lire per week). It was also stated that 70,000 - 80,000 were employed in private industry in Naples, and about 70,000 unemployed. It was believed that civilian wage increases would match any further Armed Force increases. At present the situation was regarded as in balance, and a further increase of 30 lire per day in private carovita, suggested by Camera del Lavoro, had been refused.

5007 18. Camera del Lavoro stated that wages in private industry for

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where deferred. It was stated that unrest might be expected from failure to apply the increase elsewhere (E section of 750 Base Workshop, employing 3000 persons, being also at Pozzuoli and their employees and others having expected an increase) REME agreed, however, that they could and would refuse to employ employees leaving other Armed Forces installations to seek work in those for which an increase might be approved.

16. Ord stated that wages in private industry for common labour were 220 lire per day, for skilled labour 230 - 250 lire per day, family allowance in both cases being added. It was also stated that Ord installations desire any wage increase allowed REME.

17. Unione Industriallo stated that wages in private industry for common labour were 250 lire per day, for semi-skilled 270 - 300, for skilled labour 500- 530. The wages stated included pre-occupation base pay (20 lire per day for labourer, 40 for skilled) increase of 70% of base pay, presence indemnity (17 lire), legal carovita (35 lire), agreed carovita for Naples province (90 lire) and privately negotiated wage increase to make up the balance. The wages stated did not include increases for family allowance (10 lire per day for wife, 9 lire for child) or deduction for income tax (4.08%), sickness insurance (2.3%) or social insurance (9.25 lire per week). It was also stated that 70,000 - 80,000 were employed in private industry in Naples, and about 70,000 unemployed. It was believed that civilian wage increases would match any further Armed Force increases. At present the situation was regarded as in balance, and a further increase of 30 lire per day in private carovita, suggested by Camera del Lavoro, had been refused.

5007 18. Camera del Lavoro stated that wages in private industry for common labour were 270 lire per day, and of skilled labour 300 - 400 lire per day. A further increase of 30 lire per day in carovita is demanded.

19. Ministry of Commerce, Industry and Labour stated that wages in private industry for common labour might be 200 lire per day, for skilled labour 250 - 300 lire per day; desired time for further studies. 65000 unemployed are registered in Naples.

20. The Committee considered no organization save REME had been subjected to pressing wage demands and that by apparent misunderstanding the authorized REME wage increase had been extended to installations not originally contemplated for such increase nor subjected to such demands.

21. The Committee therefore unanimously resolved (Major Watson not so recommending):

a. That the increase of 60 lire per day for daily paid adult workers (30 lire per day for juveniles) now authorized REME be limited to sub-workshops 10 and 11, 693 EMW;

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b. That the continuance of such increase beyond 31 May be subject to review by the Committee.

22. The Committee considered that the general absence of protest was indicative of the suitability of the present Armed Forces Wage Scale, that the continued maintenance of such scale favoured the general policy of AFHQ and the Italian Government in controlled inflation, and that the cessation of hostilities rendered the Armed Forces better able to cope with passing labour disturbances.

23. The Committee therefore unanimously resolved that a general Armed Forces wage increase in Naples was not at this time necessary.

24. The Committee further desired it brought to the attention of all employing units in the Naples area that a means now existed for the prompt consideration of necessary wage scale or bonus adjustments; and it was requested that application for such adjustments be made to the Committee.

25. The Committee then adjourned to meet again at the call of the Chairman.

(Signed) R. B. EATON
Major
Base Purchasing Agent
Southern District PBS
Chairman.

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6	BPA, Pensouth
7-26	OC, 56 Area.
27-32	2907 CLU, CAF.
33-38	CG, ASTSC/ATO.
39-41	NOIC, Naples Area, RN.
42-47	C-in-C, MAAF, RAF.
48-51	Commander, US Naval Forces, NA Waters.
52-57	Commissioner, Commune of Naples, AMG.

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25. The Committee then adjourned to meet again at the call of the Chairman.

(Signed) R. B. EATON
Major
Base Purchasing Agent
Southern District PBS
Chairman.

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33-38	CG, ASFSC/NTO.
39-41	NOIC, Naples Area, RN.
42-47	C-in-C, MAAF, RAF.
48-51	Commander, US Naval Forces, NA Waters.
52-57	Commissioner, Commune of Naples, AMG.
58	US Labour Adviser, AFHQ.
59	Br.Labour Adviser, AFHQ.
60-75	Extra.

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C O P Y.

THE LOCAL SUB-COMMITTEE OF THE LABOUR AND WAGES CONTROL COMMITTEE IN AND FOR SOUTHERN DISTRICT PENINSULAR BASE SECTION.

ORGANIZATION and AGENDA.

1. Authority: AFHQ Administrative Memorandum No.25, 18 April 1945.

2. Constitution and Territorial Jurisdiction: The Commanding General, PBS, by paragraph 32, S.O. No.112, 22 April 1945, establishes a Local Sub-Committee of the Labour and Wages Control Committee for PBS Territory south of Rome Area Mtouse.

3. Chairman: The Commanding General, PBS, by the order above mentioned, appoints Major Richard B. Eaton, Headquarters Southern District Peninsular Base Section as Chairman of the Sub-Committee above mentioned.

4. Members: The Commanding General, PBS, appoints as members of the Sub-Committee the following Headquarters and requests the Commanders thereof to designate representatives to sit on such Sub-Committees.

Southern District, PBS (represented by the Chairman)
III District.
US Naval Detachment, Naples, Italy.
Navy House, Royal Navy, Naples.
Mediterranean Allied Air Force, RAF.
AAFSC/MTO.
Naples Zone, AMG.

By terms of the authority first above cited, the following are named additional members of the Committee:

US Labour Adviser, AFHQ.
British Labour Adviser, AFHQ.

5. Initial meeting: The initial meeting of the Local sub-committee will be held at 1000 hrs Monday 30 April 1945 at the office of Major. R. B. Eaton, Room 608, Hq Southern District, Peninsular Base Section, Naples.

6. Agenda:

a. Consideration of effects of wage increase recently authorized by AFHQ for RR&E workshops in BAIA-POZZUOLI area.

500R

b. Consideration of necessity and desirability of authorizing Armed Forces wage increase generally throughout Naples and surrounding area.

[illegible] wage rates in Naples.

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Southern District, PBS (represented by the Chairman)
III District.
US Naval Detachment, Naples, Italy.
Navy House, Royal Navy, Naples.
Mediterranean Allied Air Force, RAF.
AAFSC/MTO.
Naples Zone, AMG.

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British Labour Adviser, AFHQ.

5. Initial meeting: The initial meeting of the Local sub-committee will be held at 1000 hrs Monday 30 April 1945 at the office of Major. R. B. Eaton, Room 608, Hq Southern District, Peninsular Base Section, Naples.

6. Agenda:

a. Consideration of effects of wage increase recently authorized by AFHQ for RE&E workshops in BARA-POZZUOLI area.

500H b. Consideration of necessity and desirability of authorizing Armed Forces wage increase generally throughout Naples and surrounding area.

c. Study of prevailing private wage rates in Naples.

d. Any other business.

7. Witnesses: Members of the Sub-Committee are invited (within reasonable limits) to present to the Sub-Committee as witnesses those officers of employing units who have an intimate knowledge of the present labour conditions in Italy.

(Signed) R. B. EATON
Major
Base Purchasing Agent
Southern District, PBS
Chairman.

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3	AFLRS (AFHQ) Rome.	11	Commander US Naval Forces, North African Waters.
4	CLO, AFHQ.	12	Zone Com. AMG, Naples.
5	BPA., Peribase.	13	US Labour Adviser, AFHQ.
6	BPA, Pensouth.	14	Br Labour Adviser, AFHQ.
7	GOC, III District.	15	Extra.
8	CG, AAFSC/MTO.		

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Appx 'E'

COPY No.

ROME AREA ALLIED COMMAND

A.P.O. 794 U.S. ARMY.

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

ROME AREA SUB-COMMITTEE.

1. The First Meeting of the Rome Area Sub-Committee was held at 10.00 hrs on Saturday 5th May, 1945 in the Labour Information Room, Headquarters Rome Area Allied Command, C.M.F.

Present. Lt. Col. W.J. BOSTOCK, Assistant Director of Labour, R.A.A.C. (Chairman) representing British Army.

Members.	Lt. MILLS GARDNER CLARK,	U.S. Navy.
	Capt. J.N. MAXWELL,	U.S. Army.
	Lt. C.H. MAITLAND,	Royal Navy.
	Flt.-Lieut. C.S.Y. FYSON,	R.A.F.
	Lt. Col. N.W. DRAGNEFF	H.Q. ALCOM.

In attendance.	Sig. MASSINI,	Chamber of Labour.
	Sig. MOLINARI,	Metal Workers' Union.

2. The Committee received the convening order of the Commanding-General, Rome Area Allied Command, and A.F.H.Q. Administrative Memorandum No. 25, in accordance with which the Committee is properly established. The officers nominated by the services were accepted as members.

3. The Chairman made a statement outlining successive developments in the wage situation which had occurred during the period since the arrival of the Allied Forces in Italy, and indicated the general policy relating to the conditions of employment of civilians employed by the Allied Forces.

4. The Committee received a report having reference to recent agreements negotiated between local employers of labour and recognised federations of workers, authorising additional "contingency" indemnities to meet a further increase in the cost-of-living and noted that as a result the Allied Forces rates has fallen behind the minimum industrial prevailing rates in Rome Province.

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Members.	Lt. Cmdr. [illegible],	U.S. Navy.
	Capt. J.N. MAXWELL,	U.S. Army.
	Lt. C.H. MAITLAND,	Royal Navy.
	Flt.-Lieut. C.S.Y. FYSON,	R.A.F.
	Lt. Col. N.W. DRAGNEFF	H.Q. ALCOM.

In attendance.

Sig. MASSINI,	Chamber of Labour.
Sig. MOLINARI,	Metal Workers' Union.

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5013 It was further noted that whilst the Allied Forces are the employers of a considerable volume of labour of various trades and occupations, military representatives were not contracting or consenting parties to the local trade agreements, and were not consulted during the discussions and negotiations which preceded their ratification.

From a survey made by Labour Branch, Rome Area, the Committee was satisfied:

(a) that wages, indemnities and allowances now being paid to civilian employees by industrial firms in Rome province, considerably exceed the rates of pay and additional bonuses being paid to civilians employed in comparable trades and occupations by the Allied Forces,

(b) that as a result there is discontent among civilians employed by the Allied Forces, and a steady undesirable drift of better class skilled men from Allied Forces employment to industrial concerns,

(c) that in order to attract and retain the labour required by the Allied Forces it is necessary to keep in line with private industry.

CONTINUED SHEET No. 2.

(31)

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Bookbinder.
Bookbinder's Assistant.
Compositor.
Compositor's Assistant.
Compositor Chief.
Linotype Operator.
Litho Engraver.
Lithographer.
Lithographer's Assistant.
Paper Cutter Operator.
Printer.
Process Engraver.
Printing Machine Minder.
Printing Machine Mate.
Stereotyper.

(c) that in accordance with the powers laid down in AFHQ Administrative Memorandum No. 25, para. 6(a), the increases be authorised and promulgated with a minimum of delay, and with retroactive effect from 1 May 1945,

(d) that in anticipation of any necessity further to increase the emoluments of civilian workers of the group now affected, the necessary steps be taken by application to AFLRS to renew the financial powers of the Sub-Committee.

6. A minority of members of the Committee considered that as the "Contingency" Indemnity granted to workers in private industry had been authorised with effect from 26th March, 1945, it was desirable in order to retain the goodwill of the workers to ante-date the award now recommended to 1st April, 1945. They desired to record an opinion that the failure of the Allied Forces to maintain the wages level comparable with private industry had been due to a lack of liaison and by unavoidable administrative delay, for which the workers were not responsible.

7. The Committee desired to record its concern at the lack of liaison between the Ufficio Provinciale del Lavoro and the Allied Commission, which has resulted in this instance in the Allied Forces being unaware of negotiations between the interested parties, being unable by representation to contest the workers' demands, and being placed in the undesirable position of conforming without alternative to an arrangement to which Allied Service representatives were not consenting parties.

CONTINUED SHEET No. 3.

0541

5. The Committee recommends to the Commanding-General :

(a) that in the case of Classified Artisan, Skilled and Unskilled grades comprising the Daily Wage Group employed in ROME Province, the maximum permissible Cost-of-Living Bonus be increased by the following additions :

For adult Male Workers an increase of One Hundred (100) lire per day. For adult female Workers, an addition of Twenty-five (25) lire per day, and for Juvenile Workers of both sexes, being under 18 years of age, an addition of Forty (40) lire per day.

(b) that the above increases shall NOT apply to employees in the undermentioned grades employed by PWB in ROME in the printing trade to whom certain increases in the rates of pay laid down in the Allied Forces Basic Wage Scale were authorised by AFLRS AFHQ letter reference LRS/214D/180 dated 19 April, 1945.

Bookbinder.
Bookbinder's Assistant.
Compositor.
Compositor's Assistant.
Compositor Chief.
Linotype Operator.
Litho Engraver.
Lithographer.
Lithographer's Assistant.
Paper Cutter Operator.
Printer.
Process Engraver.
Printing Machine Minder.
Printing Machine Mate.
Stereotyper.

(c) that in accordance with the powers laid down in AFHQ Administrative Memorandum No. 25, para. 6(a), the increases be authorised and promulgated with a minimum of delay, and with retroactive effect from 1 May 1945,

(d) that in anticipation of any necessity further to increase the emoluments of civilian workers of the group now affected, the necessary steps be taken by application to AFLRS to renew the financial powers of the Sub-Committee.

6. A minority of members of the Committee considered that as the "Contingency"

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Bookbinder's Assistant.
Compositor.
Compositor's Assistant.
Compositor Chief.
Linotype Operator.
Litho Engraver.
Lithographer.
Lithographer's Assistant.
Paper Cutter Operator.
Printer.
Process Engraver.
Printing Machine Minder.
Printing Machine Mate.
Stereotyper.

(c) that in accordance with the powers laid down in AFHQ Administrative Memorandum No. 25, para. 6(a), the increases be authorised and promulgated with a minimum of delay, and with retroactive effect from 1 May 1945.

(d) that in anticipation of any necessity further to increase the emoluments of civilian workers of the group now affected, the necessary steps be taken by application to AFLRS to renew the financial powers of the Sub-Committee.

6. A minority of members of the Committee considered that as the "Contingency" Indemnity granted to workers in private industry had been authorised with effect from 26th March, 1945, it was desirable in order to retain the goodwill of the workers to ante-date the award now recommended to 1st April, 1945. They desired to record an opinion that the failure of the Allied Forces to maintain the wages level comparable with private industry had been due to a lack of liaison and by unavoidable administrative delay, for which the workers were not responsible.

7. The Committee desired to record its concern at the lack of liaison between the Ufficio Provinciale del Lavoro and the Allied Commission, which has resulted in this instance in the Allied Forces being unaware of negotations between the interested parties, being unable by representation to contest the workers' demands, and being placed in the undesirable position of conforming without alternative to an arrangement to which Allied Service representatives were not consenting parties.

CONTINUED SHEET No. 3.

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8. Clerical and Administrative Grades.

The Chairman reported it was not yet firmly established if Clerical and Administrative employees in private industry were affected by recent awards of a "Contingency" allowance. Consideration was deferred for the production of evidence.

9. Territorial Jurisdiction.

It was noted that in private industry labour agreements and wages rates are generally enforced and applicable on a provincial basis, and as it is desirable to conform as far as possible to local standard practices, it is now recommended that the Sub-Committee's territorial jurisdiction be extended to conform to the Rome provincial boundaries.

10. The date of the next meeting was not decided upon, it being agreed the Chairman would convene meetings as and when business arose.

W. Bostock Lt. Colonel,
Chairman,
Assistant Director of Labour,
Rome Area Allied Command.

C.M.F.
WJB/FF.

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6.	Establishment Section, H.Q. Allied Commission.
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10,11,12	A.F.L.R.S. Rome.
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14.	G-4 (Br) RAAC.

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Chairman would convene meetings as and when business arose.

W. Bostock Lt. Colonel,
Chairman,
Assistant Director of Labour,
Rome Area Allied Command.

C.M.F.
WJB/FF.

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DAILY.

LABOUR BRANCH, ROME AREA ALLIED COMMAND.

M.E.L TRADES.

Table of Comparison showing Industrial Rates and Allied Forces in Rome, based on 8 hour working day.

Trade or Occupation	ALLIED FORCES WAGE SCALE				ITALIAN			
	Basic Pay (max) lire	Rome Rate lire	Cost of Living Bonus lire	New Total. lire	Basic Pay (min) lire	Family Allowance 3 dependants.	Presence Indemnity. lire	Carovita Indemnity lire
Armature Winder	165	10	60	235				
Fitter	135	10	65	210				
Machinist	135	10	65	210	- Specialists (minimum rates)			
Turner	135	10	65	210	128	28	18	35
Tinsmith	120	10	70	200	- Skilled Labour (minimum rates)			
Tyre Treader	135	10	65	210	80	28	18	35
Welder	135	10	65	210				
Rivetter	120	10	70	200				
Unskilled labour	85	10	75	170	72	28	18	35
" " (fem)	- 81	-	75	156	56	-	10	25
" (fem) H. of F.	- 81	-	75	156	56	-	10	35
Juveniles 16-18.	45	10	29	84	48	-	10	20
Juveniles 14-16.	45	10	29	84	40	-	10	20

NOTE 1. The Italian industrial rates quoted are MINIMUM rates. In many instances individuals rates and additional premiums on output.

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MATOUR BRANCH, ROME AREA ALLIED COMMAND.

omparison showing Industrial Rates and Allied Forces Rates
in Rome, based on 6 hour working day.

GE SCALE of		ITALIAN INDUSTRIAL RATES.						
	New Total. lire	Basic Pay (min) lire	Family Allowance 3 dependants.	Presence Indemnity. lire	Carovita Indemnity. lire	Caropane (3 dependants) lire	Contingency Indemnity lire	Gross Total lire
	235							
	210							
	210	- Specialists (minimum rates)						
		128	28	18	35	11	128	348
	210							
	200	- Skilled Labour (minimum rates)						
		80	28	18	35	11	128	300
	210							
	210							
	200							
	170	72	28	18	35	11	128	292
	156	56	-	10	25	-	90	181
	156	56	-	10	35	-	128	229
	84	48	-	10	20	-	56	134
	84	40	-	10	20	-	56	126

ted are MINIMUM rates. In many instances individuals are actually receiving much higher
output.

Chief Commissioner

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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/2144.

27 April 1945.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE -- MINUTES

140. The thirty-third (special) meeting of the Labour & Wages Control Committee was held at 1430 hours on Friday, 27 April 45 in the AFLRS (AFHQ) Conference Room, ROME.

PRESENT:

Mr.W.H.BRAINE, Director, Labour Sub-Commission, ALCOM
(Chairman)

Representatives of:

C-in-C Med.
M.L.F. (E)
D.Lab., AFHQ
C.G., MTOUSA
HQ, Eighth Army
DER, ITALY
AAFSC/MTO
C.G., PBS
HQ, No.1 District
HQ, No.2 District
HQ, No.3 District
C.C., ROME Area Allied Command
HQ, Adriatic Base Command
R.N. (FONAH)

In Attendance:

Chiefs of Section, AFLRS (AFHQ)
Director, Food Sub-Commission, ALCOM

Representatives of:

T.A., AFHQ
T.A., RAF

141. SUPPLY OF FOOD TO ITALIAN CIVILIAN EMPLOYEES.

The recommendations on the above subject submitted by the Flag Officer, Northern Area Mediterranean, were considered.

(a) The Committee agreed that:-

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Representatives of:

C-in-C Med.
MAAF (B)
D.Intb., AFHQ
C.G., MTOUSA
HQ, Eighth Army
DMR, ITALY
AAFSC/MTO
C.G., PBS
HQ, No.1 District
HQ, No.2 District
HQ, No.3 District
C.G., ROAD Area Allied Command
HQ, Adriatic Base Command
R.N. (FOMAS)

In Attendance:

Chief of Section, AFLRS (AFHQ)
Director, Food Sub-Commission, ALCOM

Representatives of:

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

141. SUPPLY OF FOOD TO ITALIAN CIVILIAN EMPLOYEES.

The recommendations on the above subject submitted by the Flag Officer, Northern Area Mediterranean, were considered.

(a) The Committee agreed that:-

5002

(i) The recommendation for an increase in the quality and quantity of the present midshift meal need not be further considered in view of the imminent publication of an AFHQ Administrative Memorandum which will give an increase to the midshift meal as at present authorised by AFHQ Administrative Memorandum Number 56 of 1944.

(ii) In view of the statement by the Director of the Food Sub-Commission, ALCOM, that no further increases from civil sources in the civilian rationing scheme could, at present, be considered, additional rations to those now available on special ration cards and additional ration cards for non-manual workers should not be recommended.

(iii) The recommendation that the non-manual worker should be eligible for better midday meals needed no further consideration in view of the new standard meal for office workers, which is to be authorised in the AFHQ Administrative Memorandum referred to in sub-para (a) (i) above.

(30)

The representative of Adriatic Base Command requested to be put on record as being in disagreement with the Committee on sub-

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

paras (a) (i), (ii) and (iii) above.

(b) It was explained by the Director, Food Sub-Commission ALCOM, that "contractor's labour" employed wholly on behalf of the Allied Forces received the same food benefits as direct employees.

(c) Food Sub-Commission, ALCOM, submitted five specimen menus designed to assist employing units in varying the meals prepared from the constituents of the midshift meal. These menus are shown at Appendix "E".

142. CONDITIONS OF EMPLOYMENT AND WAGE SCALES IN NORTHERN ITALY.

A report was received from the Wages Sub-Committee on a draft AFHQ Administrative Memorandum on Conditions of Employment and Wage Scales for Civilians employed by the Allied Forces north of the northern boundaries of RAVENNA, FIRENZE, PISTOIA, LUCCA, and north and west of the northern and western boundaries of APUANIA (MASSA) Provinces, which had been submitted to them for consideration.

The Committee drew attention to the following points in connection with the proposed Memorandum:-

(a) That the difference in cost-of-living in a particular locality should not be a reason for effecting an alteration to the Allied Force Basic Wage Scale (Northern ITALY).

(b) That the authority for exceeding the "minimum" rates of pay laid down for Northern ITALY should be vested in:

(1) For British Installations and Units - the nearest Pioneer Corps Civil Labour Unit.

(2) For American Installations and Units - the nearest Base Section Headquarters or such other labour office as may be established in any particular locality from time to time.

(c) That when labour is in the employment of one Allied unit and desires to change employment to that of another Allied unit, the respective Employing Officers must agree to the proposed change before it is permitted.

143. MAY DAY.

The Committee decided that no recommendation should be made in respect of extra pay for May Day being given to civilian employees engaged by or for the Allied Forces (AFHQ Administrative Memorandum No.47 dated 16 November 44 para 5 (c) refers).

144. FOOD SUPPLY TO ITALIAN CIVILIAN EMPLOYEES IN NORTHERN ITALY.

A report was received from the Director, Food Sub-Commission ALCOM, [illegible] northern territories.

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Basic Wage Scale (Northern Italy).

(b) That the authority for exceeding the "minimum" rates of pay laid down for Northern ITALY should be vested in:

(1) For British Installations and Units - the nearest Pioneer Corps Civil Labour Unit.

(2) For American Installations and Units - the nearest Base Section Headquarters or such other labour office as may be established in any particular locality from time to time.

(c) That when labour is in the employment of one Allied unit and desires to change employment to that of another Allied unit, the respective Employing Officers must agree to the proposed change before it is permitted.

143. MAY DAY.

The Committee decided that no recommendation should be made in respect of extra pay for May Day being given to civilian employees engaged by or for the Allied Forces (AFHQ Administrative Memorandum No.47 dated 16 November 44 para 5 (c) refers).

144. FOOD SUPPLY TO ITALIAN CIVILIAN EMPLOYEES IN NORTHERN ITALY.

A report was received from the Director, Food Sub-Commission ALCO[illegible] the supply of supplementary rations to heavy workers in northern territories. A confirmatory letter giving the substance of the report is attached at Appendix "B".

145. CONSOLIDATION OF EXISTING INSTRUCTIONS.

At the request of the Committee, AFLRS undertook to prepare a draft amalgamating AFHQ Administrative Memoranda Nos.47 and 62 of 1944 and No.18 of 1945 for the consideration of members at the next meeting of the Committee, prior to co-ordination. It was agreed that all wage rates should be shown as daily rates throughout the wage scales.

146. PRINTING GRADES IN ROME.

The Committee approved the interim action taken by the Chairman in respect of the increase of the rates of pay for Printers employed by PWB in ROME.

147. NAPLES - R.E.M.E. EMPLOYEES.

HQ 5 District representative reported that the action taken by the Committee to increase the bonus payable to REME employees in NAPLES has resulted in cessation of the unrest previously reported.

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14. NEXT MEETING.

As agreed at the last meeting, the next meeting of the Committee will be held at 0930 hours on Thursday, 17 May 45, in the AFLRE (AFHQ) Conference Room, ROME.

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

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58/59	HQ, 3 District
60/64	C.G., ROME Area Allied Command
65/66	HQ, Adriatic Base Command
67	Flag Officer, TARANTO & Adriatic
68	[illegible] (FOTAT), ROME
69/72	Flag Officer, Northern Area Med.
73	SEMALUSNO, ITALY
74	C.S., TARANTO
75	COMTEN, TARANTO

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31	F.A., AFHQ
32	C.G., MTOUSA
33	G.P.A., MTOUSA
34	Labour, 15 Army Group
35/37	C.G., 2[illegible] Army (Attn: G-4 Room)
38	C.G., Fifth Army (Attn: British Increment - Labour)
39/40	DMR, ITALY
41/44	AAFSC/MTO
45/46	HQ, 244 Group, RAF
47	D.A., RAF
48/49	HQ, Eighth Army
50	C.G., PBS
51	D.P.A., PBS
52	D.P.A., PBS (South)
53/55	HQ, 1 District
56/57	HQ, 2 District
58/59	HQ, 3 District
60/64	C.G., ROME Area Allied Command
65/66	HQ, Adriatic Base Command
67	Flag Officer, TARANTO & Adriatic
68	[illegible]
69/72	Flag Officer, Northern Area Med.
73	SEMILUNGO, ITALY
74	C.S., TARANTO
75	COMNOB, PALERMO
76	NOIC, NAPLES
77	NOIC, ANCONA
78	NOIC, LEGHORN
79	Senior Naval Officer, Eastern SICILY
80	M.W.T.E.
81	W.S.A.
82	Chief Commissioner, ALCOM
83	HQ, ALCOM
84	Vice-President, Economic Section, ALCOM
85/90	Economic Section, ALCOM
91	Finance Sub-Commission, ALCOM
92/93	Labour Sub-Commission, ALCOM
94	MFTB & Shipping Sub-Commission, ALCOM
95	Chairman, Labour & Wages Control Committee
96/99	War Diary
100	File
101/130	Spares

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APPENDIX "A"

VARIED MENUS based on:

Bread Pasta	}	220 grams Flour
Vegetables		6 ozs
Dehydrated Soup		23 grams

1.

Bread	150 grams	Prepared straight
Vegetables	6 ozs	
Pasta	100 grams }	Pasta in Soup
Deh. Soup	25 grams }	

2.

Bread	100 grams	
Bread	50 grams }	Bread in Soup
Soup	25 grams }	
Vegetables	6 ozs	Prepared according to items
Pasta	100 grams	Macaroni, straight

(Pasta & Veg. Pie with Bread)

3.

Bread	100 grams	
Pasta	140 grams }	As Lasagna. Alternate
Vegetables	6 ozs }	layers of Bread & Vegetables,
Deh. Soup	23 grams }	covered with Soup & baked.

(Bread & Veg. Pie with Pasta)

4.

Pasta	100 grams	
Bread	150 grams }	Bread sliced. Alternate
Vegetables	6 ozs }	layers of Bread & Vegetables,
Deh. Soup	25 grams }	covered with Soup & baked.

5.

Bread	100 grams	
Flour	140 grams }	Mix Vegetables & Soup Stock
Vegetables	6 ozs }	& cover with pastry or flour/
[illegible]	[illegible] }	water crust and bake.

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2.	Bread	100 grams	Bread in Soup
	Bread	50 grams	
	Soup	25 grams	
	Vegetables	6 ozs	Prepared according to items
	Pasta	100 grams	Macaroni, straight

(Pasta & Veg. Pie with Bread)

3.	Bread	100 grams	As Lasagna. Alternate layers of Bread & Vegetables, covered with Soup & baked.
	Pasta	140 grams	
	Vegetables	6 ozs	
	Deh. Soup	25 grams	

(Bread & Veg. Pie with Pasta)

4.	Pasta	100 grams	Bread sliced. Alternate layers of Bread & Vegetables, covered with Soup & baked.
	Bread	150 grams	
	Vegetables	6 ozs	
	Deh. Soup	25 grams	

5.	Bread	100 grams	Mix Vegetables & Soup Stock & cover with pastry or flour/ water crust and bake.
	Flour	140 grams	
	Vegetables	6 ozs	
	Deh. Soup	25 grams	

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APPENDIX "B"

HEADQUARTERS ALLIED COMMISSION
A.P.O. 394
FOOD SUB-COMMISSION

Tel: 476

Ref: 43-3/ /FOOD

28 April 1945

SUBJECT: Heavy Workers Supplementary Rations
Northern Territories

TO : A.F.L.R.B. (Labour & Wages Control Committee)

1. With reference to the discussion on the above at the special meeting held on Friday, 27 April.

2. It has been decided by Allied Commission that the supplementary scales for all workers, in force prior to our occupation, shall be continued. These rations are drawn by means of supplementary cards issued by the Italian Food Authorities, and the quantities, we understand, are:

Light Workers	75 grams of Bread per day
Heavy Workers	175 grams of Bread per day
Very Heavy Workers	275 grams of Bread per day

3. As the continuance of these supplements in the Northern territories reduces the need for sustenance by the workers for the Armed Forces, it is proposed that:-

a. The midshift meal, as laid down in Admin. Memo. No.56, be supplied by units on the job.

b. The Supplementary Card is not issued to workers.

4. The comparative positions of Heavy Workers for the Armed Forces will be as follows:

LIBERATED ITALY (Southern)

Heavy Workers Overall Bread/Pasta Ration. When increase authorised by AFLE Board is implemented.	Flour equivalent 480 grams

---

I. Northern Territories. On Entry
Heavy Worker's Entitlement: Bread

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

Light Workers	75 grams of Bread per day
Heavy Workers	175 grams of Bread per day
Very Heavy Workers	275 grams of Bread per day

3. As the continuance of these supplements in the Northern territories reduces the need for sustenance by the workers for the Armed Forces, it is proposed that:-

a. The midshift meal, as laid down in Admin. Memo. No.56, be supplied by units on the job.

b. The Supplementary Card is not issued to workers.

4. The comparative positions of Heavy Workers for the Armed Forces will be as follows:

LIBERATED ITALY (Southern)

Heavy Workers Overall Bread/Pasta Ration. When increase authorised by AMLR Board is implemented.	Flour equivalent 480 grams

---

I. Northern Territories. On Entry
Heavy Workers's Entitlement:

	Bread
Normal Consumer Card	100 grams
Supplementary Card issued by Italian Food Authorities	175 grams
Midshift Meal supplies on job	275 grams
	550 grams Flour equiv. 440 grams.

II. As local resources permit, the normal consumer ration of 100 grams Bread will be stepped up to 200 grams, providing Flour equivalent 520 grs

III. As transportation and imports settle down to normal conditions the normal consumer card will be increased to the equivalent of 300 grams Bread, providing Flour equivalent 600 grs.

5. It is expected that the position at II will be reached within a few days of our taking over, and that the position at III will not be long delayed.

For the Chief Commissioner:

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

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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 66276

19 April 1945

ALLIED FORCE LOCAL RESOURCES (TRADING) BOARD

LABOUR & MANPOWER CONTROL COMMITTEE

AGENDA FOR SPECIAL MEETING

A Special Meeting of the Labour & Manpower Control Committee will be held at 1430 hours on Friday, 27 April 1945 in the AFLRS (AFHQ) Conference Room, 2nd Floor, 68 Piazza d'Il' Gesdre, ROME to consider the following Agenda :-

1. To receive the following recommendations from Flag Officer Northern Area Mediterranean, namely :-

   (a) for civilians directly employed by Allied Forces

      (i) the present mid-day meal should be increased in quality and quantity, some variety being introduced.

      (ii) additional rations not liable for run on special ration cards should be extended and increased in quantity.

      (iii) the non-manual worker should receive more favourable treatment and be eligible for better mid-day meals than at present, and for additional ration cards.

   (b) "Contractors' Labour" employed wholly on behalf of the Allied Forces be afforded the same benefits as civilians directly employed by the Allied Forces.

Attached at Appendix "A" is a memorandum in amplification and explanation of the above recommendations.

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(Malta) Conference Room, Admiralty, be issued every Sunday, next to consider the following Agenda :-

1. To receive the following recommendations from Flag Officer Northern Area Mediterranean, namely :-

(a) For civilians directly employed by Allied Forces

(i) the present mid-day meal should be increased in quality and quantity, some variety being introduced.

(ii) additional rations obtainable for men on special ration cards should be extended and increased in quantity.

(iii) the non-manual worker should receive more favourable treatment and be eligible for better mid-day meals than at present, and for additional ration cards.

(b) "Contractors' Labour" employed wholly on behalf of the Allied Forces be afforded the same benefits as civilians directly employed by the Allied Forces.

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Attached at Appendix "A" is a memorandum in explication and explanation of the above recommendations.

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

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23	S & T, AFHQ
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35/37	CG, Fifth Army
38	CG Fifth Army (for attn. British Inc. Labour)
39/40	HQ Eighth Army
41	HQ AC
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66	NTA
67	NWTO
68	NWTO & Shipping Sub-Comm
69	MAAF (A)
70	MAAF (B)
71/74	AAFSC/MTO
75/76	HQ 2nd Group MAF
77	FA., MAAF (MAF)
78/80	HQ, 1 District
81/82	HQ 2 District
83/84	HQ 3 District
85/89	CG, Rome Area Allied Command
90/91	BR., PENRAME
92	BR., PENRAME (South)
93/94	HQ Adriatic Base Command
95	Chairman, Labour & Wages Control Committee
96	AFLRS NAPLES
97	AFLRS SE Area
98	AFLRS Sicilian Area
99	AFLRS 1 District
100	AFLRS Ravenna
101	AFLRS Tuscan Region
102	AFLRS Rear HQ Eighth Army
103	AFLRS Leghorn
104/107	War Diary
108	File
109/110	Spares

3821

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49	Finance Sub-Commission, AC	102	AFLRS Rear HQ Eighth Army
50/51	Labour Sub-Commission, AC	103	AFLRS Leghorn
52/53	RN (FORCE)	104/107	War Diary
54	RN (FOTALI)	108	File
55	RN (FOTALI) ROME	109/140	Spares
56	CG Hq Fifth Army (Attn. G-4 Rear)		

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APPENDIX "A"

1. The recommendations of the Flag Officer Northern Area Mediterranean are framed with a view to making employment by the Allied Forces more attractive, and are based upon the following factors:-

(a) Past treatment of civilian labour of the Allied Forces has not been calculated to instil a sense of loyalty. Despite concessions food has been short, especially for employees families and little or no clothing has been made available.

(b) The general feeling of political unrest and the idea of inflation has resulted in persons with small income gradually selling their possessions, thereby exhausting their resources. This has an unsteadying effect on all employees.

(c) The scarcity of the mid-day meal is such that despite the general shortage of food, many workers do not draw it.

(d) Owing to manpower shortage the proportion of Italians employed as compared with Service personnel is high, particularly in the N.W. The loss of such employees, who have been trained, would be a serious matter, particularly in the operation of ports.

(e) The delay by the Allied Powers in implementing agreed wage increases causes discontent amongst employees.

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0565

thereby exhausting their resources. This has an understandable effect on all employees.

(c) The monetary of the mid-day meal is such that despite the general shortage of food, many workers do not draw it.

(d) Owing to manpower shortage the proportion of Indians employed as compared with Service personnel is high, particularly in the R.I.N. The loss of such employees, who have now been trained, would be a serious matter, particularly in the operation of ports.

(e) The delay by the Allied Forces in implementing agreed wage increases causes discontent amongst employees.

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Chief Commissioner

ALLIED FORCE HEADQUARTERS
APO 512

ADMINISTRATIVE MEMORANDUM)
:)
NUMBER 25) 18 April 1945

ESTABLISHMENT OF LOCAL SUB-COMMITTEES OF
LABOR & WAGES CONTROL COMMITTEE

Reference is made to Paragraph 5, AFHQ Administrative Memorandum Number 41, 1944.

1. General - At the twenty-second meeting of the Allied Force Local Resources (Italian) Board held on 7 April 1945, the following was decided:

a. That local Sub-Committees of the Labor & Wages Control Committee will be established in Base Sections and Districts (including Rome Area Allied Command)

b. That such local Sub-Committees will be given strictly limited powers to adjust, where necessary, wages paid by the Allied Forces to civilian employees, to insure that the wages so paid bear a suitable relationship to those paid by civilian industries in the same locality.

2. Object - The object of this instruction is to detail the constitution, terms of reference and powers of the local Sub-Committees referred to in paragraph 1 above.

3. Constitution and Territorial Jurisdiction

a. Chairmanship - The Chairman of any local Sub-Committee will be appointed by the Base Section or District Commander (including Commanding General, RAAC) under whose jurisdiction falls the local administration of the territory concerned.

b. Membership - The original membership will be designated by the Commander appointing the Chairman. The membership should be representative of each employing service, Allied Commission/Allied Military Government, US and British labor advisors, and such others as the situation may demand, but should be kept as small as practicable to give essential representation. By agreement a Sub-Committee may alter its membership and co-opt such parties as may be considered expedient.

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c. Jurisdiction - The territorial jurisdiction of each Sub-Committee will be clearly defined by the Commander appointing the Chairman. The Sub-Committees will recommend territorial changes when considered desirable.

4. Terms of Reference - The terms of reference of the Local Sub-Committees will be:

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a. The establishment of necessary local wage scale or bonus adjustments for civilian employees of the Allied Forces, having regard to the local civilian rates paid in private industry.

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AFHQ Administrative Memorandum #25 (cont'd)

b. The coordinating of employment policy and practices of employing units in one locality.

c. Minutes will be kept of all meetings of Sub-Committees, which minutes will be furnished the Commander appointing the Chairman, ALCOM Rome, AFLRS Rome, CAO AFHQ, and such others as determined by the Sub-Committee.

5. Implementation - When implementing the above terms of reference, the Local Sub-Committees will insure that the Allied Force wages and bonuses paid within a particular locality shall not be permitted to be radically higher nor unduly lower than the local prevailing civilian rates. A formula for the determination of the rate appropriate for employees of the Allied Forces in relation to civilian rates is attached as Appendix "A".

6. Powers of Local Sub-Committees

a. Local Sub-Committees are empowered to authorize provisional increases in local wages and bonuses over the existing Allied Force Basic Wage Scale and bonuses (as of 31 March 1945) within the territory under their jurisdiction, by an amount not exceeding 100 lire per day per adult (40 lire per day for juveniles) on being assured that any increase so authorized is necessary to keep in step with private industry.

b. When an increase, or a series of increases, have been so authorized for a particular category which will raise that category 100 lire per day for adults and 40 lire per day for juveniles above the Allied Force basic wage scale in operation on 31 March 1945, no further increase will be authorized for that category by any Sub-Committee without reference to AFLRS. AFLRS will refer all such cases to the AFLR (Italian) Board for decision or, if immediate action is indicated, to AFHQ. When cases are referred in which a local Sub-Committee recommends increases in excess of the stated limitation, full justification for the increase will be furnished.

BY COMMAND OF FIELD MARSHAL ALEXANDER:

C. T. CHRISTENSEN
Colonel, AGD
Adjutant General

1 Incl:
Appendix "A"

DISTRIBUTION:
C

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

APPENDIX "A" to AFHQ Administrative Memorandum #25

FORMULA FOR DETERMINATION OF RATE APPROPRIATE FOR EMPLOYEES OF ALLIED FORCE IN RELATION TO PRIVATE CIVILIAN WAGE RATES

1. In seeking to fix a rate for employees of the Allied Forces which bears a true relation to the private civilian wage rate it is important to determine the net "take home" wage of the worker in ordinary civilian employment.

2. The total of:

a. Basic wage rate for similar occupation in civilian industry

b. Total of all regular "indemnity" (including an appropriate allowance for paid annual and other holidays).

c. Family allowances for the worker with "notional family" consisting of wage earner, wife and two dependant children

gives the gross wage in private industry.

3. From the gross wage in private industry must be deducted the worker's contribution for social insurance (sickness insurance) and income tax. This gives the net "take home" wage of the employee in private industry.

4. The appropriate rate for the employee of the Allied Forces should be based on the net "take home" wage of the worker in private industry.

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COPY

ALLIED FORCE HEADQUARTERS
CAO OFFICE

CAO/244

TO : Commander-in-Chief, Mediterranean.

SUBJECT : Civilian Labour working on behalf of the Armed Forces.

1. The effect of FAN 487 with respect to Italian Labour employed directly or indirectly by the Allied Services, and the trend of conditions with respect of wages and labour conditions, to which you refer in your Med45/00180/26 of 13 April 1945, are matters of concern which are receiving urgent and serious consideration. I do not think that anything would be gained by an attempt to obtain revision of the principles laid down in FAN 487.

2. The matter was discussed in great detail at the last meeting of the Allied Force Local Resources (Italian) Board. At this meeting, Admiral Stone, Chief Commissioner, AC, and myself, sat as joint Chairmen. Your representative was present. Responsible Allied Commission, and Services labour and wage experts participated in the deliberations.

3. Wages and labour have long been under consideration by the Board, which has been actively striving to find proper solutions to the questions you raise. It is believed that much has been accomplished. The Board, through the Allied Commission, is in contact with the Italian Government, with a view to securing some measure of governmental control. In order that there may be greater flexibility in meeting promptly changes in wage and labour conditions in the various industrial centres, local wage and labour Sub-Committees of the Board are being established. All interested employing Services are represented.

4. At the next meeting of the AFLR (I) Board on 5 May there will be further review of the wages and labour situation and of the progress made as results of action already taken. The specific recommendations of the Flag Officer, Northern Area, Mediterranean, will be circulated forthwith to members of the Board and of its Labour and Wages Control Committee, in order that they may receive consideration at that meeting of the Board. If you would like Admiral Morse to attend the meeting in addition to your normal representative, he will be very welcome.

4993

18 April 1945

(Sgd) B.H.ROBERTSON,
Lieutenant-General,
Chief Administrative Officer.

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

3. Wages and labour have long been under consideration by the Board, which has been actively striving to find proper solutions to the questions you raise. It is believed that much has been accomplished. The Board, through the Allied Commission, is in contact with the Italian Government, with a view to securing some measure of governmental control. In order that there may be greater flexibility in meeting promptly changes in wage and labour conditions in the various industrial centres, local wage and labour Sub-Committees of the Board are being established. All interested employing Services are represented.

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(27) Dirs from 11.

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18 April 1945

(Sgd) B.H.ROBERTSON,
Lieutenant-General,
Chief Administrative Officer.

AIH/emb

See (29)

(28)

File
AFLRB

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SECRET

Office of the Commander-in-Chief,
Mediterranean,
Allied Force Headquarters.
13th April 1945

MED.45/00180/26
THE SUPREME ALLIED COMMANDER,
MEDITERRANEAN THEATRE OF OPERATIONS,
ALLIED FORCE HEADQUARTERS.

(Copies to:- The Flag Officer, Taranto, Adriatic & Liaison, Italy.
The Flag Officer, Taranto, Adriatic & Liaison, Italy
The Flag Officer, Northern Area, Mediterranean) (Rome).

CIVILIAN LABOUR WORKING ON BEHALF OF THE ARMED FORCES.

The Flag Officer, Northern Area Mediterranean has written expressing concern regarding the effect of FAN 487 on Italian Labour employed directly and indirectly by the Royal Navy. By reason of his wide experience of such matters and in particular in the Naples Area I am forwarding for your consideration a copy of his letter as it stands.

2. It is recognised that these decisions were made on a governmental level and their wisdom is not in question; it is merely desired to ensure that there shall be no adverse effect on Italian labour employed in support of the naval war effort either through general labour unrest or through outside employment offering greatly superior terms.

3. It may well be that representations have already been received from other Services on this question and that the matter is at the moment under consideration.

4. The proposals in paragraph 11 of the Flag Officer, Northern Area, Mediterranean's letter cannot be supported without knowing the views of the other Services employing Italian civilian employees; the Royal Navy is probable the smallest user though it is dependent on the services of these civilians to a great extent

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4. The proposals in paragraph 11 of the Flag Officer, Northern Area, Mediterranean's letter cannot be supported without knowing the views of the other Services employing Italian civilian employees; the Royal Navy is probable the smallest user though it is dependent on the services of these civilians to a great extent in the important work of carrying out refits and repairs to H.M. Ships and Merchant vessels in bases in Italy and Sicily.

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/s/ J.H.D. CUNNINGHAM
ADMIRAL.

Enclosure:
The Flag Officer, Northern Area, Mediterranean's FONAM 131-21 dated 25th March 1945.

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

COPY

SECRET

Office of Flag Officer,
Northern Area,
Mediterranean.

At NAPLES. 25th March, 1945.

No. FONAM 131-21

THE COMMANDER-IN-CHIEF,
MEDITERRANEAN.
(Copy to: Flag Officer, Taranto, Adriatic and Liaison Italy,
Flag Officer Liaison, Italy (Rome)).

CIVILIAN LABOUR WORKING FOR OR ON BEHALF OF THE ARMED FORCES - CRITICAL POSITION.

The repercussions of the new directive from the Combined Chiefs of Staff to the Allied Commission (received as Enclosure A to Flag Officer Liaison, Italy, Rome's letter No.1405/6 of 22nd February, 1945) on the utilisation of local labour, and local resources generally, raise serious considerations.

2. The following are the relevant salient features of this directive:-

(i) "The Allied Commission shall abandon the practice of approving the decrees and other legislation enacted by the Italian Government in the territory under the jurisdiction of the Italian Government." (Para.2(c)).

(ii) "The Allied Commission shall as soon as possible withdraw all its officers stationed in the field in territory under the jurisdiction of the Italian Government." (Para.2(e)).

(iii) "As far as....the labour (sub commission is)....concerned.... (its) advisory functions in respect of Italian Government territory should be exercised only when requested by the Italian Government." (Para.3(b)).

(iv) "The prime responsibility of the control of inflation in Italy including the imposition and administration of appropriate financial controls and appropriate utilisation of supplies must rest with the Italian Government." (Para.7(a)).

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(v) "For the duration of combined operations U.S.-U.K. military

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(iv) "The prime responsibility of the control of inflation in Italy including the imposition and administration of appropriate financial controls and appropriate utilisation of supplies must rest with the Italian Government." (Para.7(a)).

(v) "For the duration of combined operations U.S.-U.K. military authorities will be responsible for providing those quantities of food, fuel, clothing, medical, sanitary and other agreed essential supplies necessary to prevent disease and unrest prejudicial to such operations." (Para.6(a)).

(vi) "The Sections and Sub Commissions of the Allied Commission H.Q. should be progressively civilianised....." (Para.3(c)).

(vii) "The Allied Commission should retain the right to send its representatives into territory under the jurisdiction of the Italian Government for any special tasks when Allied interests require it." (Para.2(e)).

(viii) "It is necessary that the maximum production and effective and equitable distribution and control of consumption of

/local.....

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local resources possible under existing conditions be secured. In the event that these conditions are not met the Allied authorities will NOT hesitate to impose the necessary controls or take other appropriate measures" (Para 4).

3. Flag Officer Liaison, Italy, Rome's letter No L405/6 of 22nd February, 1945 (referred to above) shows the deterioration of the hemp industry as a result of the withdrawal of control by A.C. In this particular case it may be possible to remedy matters under paragraph 2 (vii) and (viii) above, but it is a far easier matter to maintain than to regain control once such control has been lost. It is felt that the situation in the hemp industry is an example of the shape of things to come and that lack of control will be so general and widespread that it will be impracticable to regain it effectively in many directions, even if this is decided upon as a matter of policy.

4. Far-reaching results are anticipated from the policy that control of inflation and labour matters (two subjects closely inter-related) should be left to the Italian Government. The fact that A.C. is only to advise on labour matters when requested to do so by the Italian Government has enabled the many trades unions, now springing up on all sides, to force rates of pay upwards. Such increases are locally agreed, difficult to determine as to legality, frequently made retrospective, and set moving a vicious spiral of inflated wages and inflated "black market" prices, which would appear likely to surge upward with "the sky the limit".

5. Examples of the difficulties from the labour side that have already recently arisen are:-

(a) The withdrawal of the government subsidy for bread from 1st March, the onus being placed by decree on the employer to pay a "caropane" bonus. It was not until 3 weeks after this date that orders were received bringing labour for the armed forces into line.

(b) Private industry in Rome is paying lire 230 per day, plus family allowance, to unskilled labour. (The Allied Forces scale is 85 lire and 75 lire (carovita).

(c) The Naples Association of Bakers has raised the piece-work wage for baking bread from 50 lire per quintal to 152 lire per quintal. In addition, the privilege of eating as much bread as desired "on the job" and the right to take home 2 kilos of bread each day has been extended to all employees in the bakery trade.

(d) The sudden introduction of a bonus of 1500 lire to certain workers in the firm of Sorriente in the Salerno area with no adequate documentary evidence to support it: this is being investigated.

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(e) The new Ilva Cement Factory near Posillipo is offering Lire 250 for a 7½ hour day for unskilled workers and this has led to a large

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4992

(d) The sudden introduction of a bonus of 1500 lire to certain workers in the firm of Sorriente in the Salerno area with no adequate documentary evidence to support it: this is being investigated.

(e) The new Ilva Cement Factory near Posillipo is offering Lire 250 for a $7\frac{1}{2}$ hour day for unskilled workers and this has led to a large number of men previously employed by Officer in Charge of Armament Supply, Naples, leaving to work for "ILVA".

6. As regards cost of living, a table is attached showing the upward tendency of black market prices in the last few months (Enclosure I)- For example, between December and mid-March, bread rose from 70 to 165 lire per kilo. From a comparison of these prices with the current wage scales, it is evident that workers' families can barely sustain life and that in consequence their work must inevitably suffer.

7. The Labour and Wages Control Committee of the Allied Force Local Resources (Italian) Board discussed at the last meeting on 15th March a memorandum from Mr. W.H.BRAINE, Director of the Labour Sub-Commission of the Allied Commission. (Enclosure 2). The following is an extract of the minutes of this meeting:

"A document on the wage variations in Italian industry as submitted by Headquarters, Allied Commission was discussed. The A.C. 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.

(27) INCL The Italian Government reaffirmed the principle that there should be free negotiations between representatives of industry and workers to adjust wages.

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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.

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".

8. The importance of speeding up wage increases is evident when the present machibery is considered. Matters are first considered by the Labour & Wages Control Sub-Committee at one of their periodic meetings, then by the Labour and Wages Control Committee then by the Allied Forces Local Resources (Italian) Board, a delay until the next meeting

/being necessary.....

meeting being necessary in each case. Finally administrative memoranda are issued by A.F.HQ. and republished by the Commander-in-Chief, Mediterranean.

9. It is also for consideration whether armed forces employment is in effect sufficiently more attractive than outside employment, observing that the food concessions at present received by direct employees are:-

Midshift Meal - 1/3 lb. bread.
6 ozs. fresh vegetables.
8 " dehydrated soup.
2 " salt.

Supplemental Ration Cards - 150 grams Pasta) per
200 " Dehydrated Soup) week.

10. The following points require to be taken into consideration when determining if, and to what extent, employment by the armed forces can be made more attractive:-

a) The past treatment of the civilian labour of the armed forces has not been calculated to instil them with any sense of loyalty. Despite concessions, food has been short, especially for their families; social insurance has only comparatively recently been introduced and no clothing has yet been forthcoming for employees at Naples and little elsewhere. They have existed through two winters on what they possessed prior to the Allied occupation. If they can obtain better conditions of service in private industry they will do so.

b) With the recently constituted Trade Unions virtually dictating terms to their employers and the general feeling of unrest growing among the civilian population, the communist party has rapidly gained ground. Many Italians consider that a revolution is inevitable, although in most cases they do not expect any general uprising before the majority of the Allied troops have left the country. Against such a contingency, which they expect to cause complete inflation, many Italians with money are endeavouring to

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b) With the recently constituted Trade Unions virtually dictating terms to their employers and the general feeling of unrest growing among the civilian population, the communist party has rapidly gained ground. Many Italians consider that a revolution is inevitable, although in most cases they do not expect any general uprising before the majority of the Allied troops have left the country. Against such a contingency, which they expect to cause complete inflation, many Italians with money are endeavouring to procure small portable objects of intrinsic value, or endeavouring to buy sterling and dollars- even B.M.A. is purchased above its face value. On the other hand, those with limited incomes are gradually selling their possessions until they reach a stage where they are driven to theft or more violent measures - many employees of the Services are finding it necessary to gradually exhaust their resources in this manner. These factors are bound to have an unsteadying effect on all employees.

c) The monotony of the midday meal is such that, despite the general shortage of food, many workers do not draw it.

d) The following points apply to the Royal Navy, and no doubt to other Services to a varying extent:-

(i) Owing to the man-power shortage, the proportion of Italians employed as compared with the number of shore-based naval personnel is high. Many of the civilians.....

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(27) INCL

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civilians employed have been trained in the ways of the Navy for many months and if their services are lost it will prove extremely difficult to continue to operate ports for the introduction of supplies and eventual evacuation of the armed forces, especially if further personnel cuts are necessary.

(ii) Provisions and stores are of necessity largely handled by Italians with only very limited supervision, and as the struggle for existence intensifies, increased losses of service stores are to be anticipated. Any measures to ameliorate the lot of the workers can be calculated in some measure to reduce the wastage of stores through theft.

11. It would appear evident that the difficulties of the workers for the Armed Forces can be expected to increase in the coming months and that, even after the war with Germany has been brought to a successful conclusion, considerable employment of Italian labour will be necessary. In order that the best may be obtained from such labour, it is strongly recommended that, if necessary at the expense of that part of the population which is in no way assisting the war effort, the conditions of work of direct employees should be improved as follows:-

(a) That the present mid-day meal should be increased in quality and quantity, some variety being introduced.

(b) That additional rations obtained by men on special ration cards should be extended and increased in quantity.

(c) That the non-manual worker should receive more favourable treatment and be eligible for better mid-day meals than at present, and for additional ration cards. (Note: The number of such men is relatively small, but in most cases the training they require and their consequent value is greater than that of the bulk of the manual employees.)

12. The question of "contractors labour" which works directly on behalf of the Armed Forces also requires consideration. To some extent, the Royal Navy is more interested in the satisfactory functioning of certain civilian firms than is the case with the other Services. For the maintenance of ships and craft for operational purposes, the Royal Navy at present relies on the efforts of civilian contractors with a very limited number of supervisors, whereas the Army uses R.E.M.E. to work its essential factories and workshops. To the Royal Navy, therefore, the conditions under which the contractors' men work assume an equal importance to that of direct labour.

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13. Many of the factors enumerated for direct labour apply to

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13. Many of the factors enumerated for direct labour apply to contractors' workmen. These include particularly the rising cost of living and increased unrest among the civil population. From past experience of strikes and agitation among such workers, further troubles are to be anticipated as living becomes more difficult: to render living easier now would be sounder policy than to wait until this is obtained by strikes and protests, as results so achieved will but whet appetites to this means of approach.

14. It is recommended, therefore, that measures on the lines of those recommended in paragraph 11 be introduced for these workers.

(Sgd) D. HAMMERSLEY JOHNSTON,
for REAR ADMIRAL,
(absent on duty).

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BLACK MARKET PRICES - NAPLES AREA

	Per Kilo	Dec 1944	30.1.45	9.2.45	28.2.45	15.3.45
Bread	"	70	100	110	125	165
Flour - white	"	-	-	-	250	230
Flour - dark	"	80	160	190	170	110
Macaroni - dark	"	20	-	-	200	-
Sugar	"	800/900 (Xmas price)	630	750	800	900
Butter	"	450	700	-	750	800
Lard	"	700	750	560	650	600
Cheese	"	-	-	480	700	-
Eggs	each	35	38/40	38	28	28/30
Milk	Per Litre	-	-	45	50	50/60
Beans	Per Kilo	170	150	150	170	-
Potatoes	"	30	42	40	43	-
Oranges	"	-	45	40/50	45	50/70
Apples	"	-	-	35/65	45	60/70
Coffee	"	-	-	-	900/1000	-
Oil	"	250	350	350	350	370/380
Wine	"	-	-	35/60	60	-
Cigarettes - British	Per 20	-	100/110	140	180	140
Cigarettes - American	"	-	130/140	160	200	180

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Cheese	"	-	-	480	700	-
Eggs	each	35	38/40	38	28	28/30
Milk	Per Litre	-	-	45	50	50/60
Beans	Per Kilo	170	150	150	170	-
Potatoes	"	30	42	40	43	-
Oranges	"	-	45	40/50	45	50/70
Apples	"	-	-	35/65	45	60/70
Coffee	"	-	-	-	900/1000	-
Oil	"	250	350	350	350	370/380
Wine	"	-	-	35/60	60	-
Cigarettes - British	Per 20	-	100/110	140	180	140
Cigarettes - American	"	-	130/140	160	200	180

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ENCLOSURE No.2 TO FLAG OFFICER, NORTHERN AREA, MEDITERRANEAN,
No. FONAM/131-21 of 25/3/45.

Appendix "B" to the Agenda of the 30th
Meeting of the Labour and Wages Control
Committee to be held on 15th March 1945.

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 increase.

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.

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4. In fixing the various rates, regard is paid to the normal

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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.

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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.

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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.....

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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 a uniform scale as in (d), 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 differentiations in private industry.

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(c) If (b) is decided upon, should the [illegible] 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 a uniform scale as in (d), should an attempt be made to make Armed Forces employment more attractive than employment in Italian industry?

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(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 differentiations in private industry.

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(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. ERAINE
Director
Labour Sub-Commission.

28th February, 1945.

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

CHIEF Comm.

Postal Address :
AFLRS, ROME Area
Allied Command,
C.M.F.
TEL : ROME 66065

LRS/214A.

11 April 1945.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - MINUTES

121. The thirty-second meeting of the Labour & Wages Control Committee was held at 1430 hours on WEDNESDAY, 11 April 45, in the AFLRS (AFHQ) Conference Room, ROME.

PRESENT:

Mr. W.H.BRAINE, Director, Labour Sub-Commission, ALCOM (Chairman)

Representatives of:

C-in-C Med.
U.S. Eighth Fleet
D.Lab., AFHQ
C.G., MTOUSA
HQ Fifth Army
HQ Eighth Army
HQ ALCOM
AAFSC/MTO
MAAF (B)
C.G., PBS
C.G., ROME Area Allied Command
HQ, No.1 District
HQ, No.2 District
HQ, No.3 District
DMR, ITALY
R.N. (SONAM)
HQ Adriatic Base Command

HEADQUARTERS
1 FAN
A. C.

In Attendance:

F.A., RAF
Chiefs of Section, AFLRS (AFHQ)

Representatives of:

F.A., AFHQ

122. MINUTES OF THIRTIETH MEETING.

The Minutes of the thirtieth Meeting

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PRESENT: Mr. W.H.BRAINE, Director, Labour Sub-Commission, AIICON (Chairman)

Representatives of: C-in-C Med.
U.S. Eighth Fleet
D.Lab., AFHQ
C.G., MTOUSA
HQ Fifth Army
HQ Eighth Army
HQ AIICON
AAFSC/MTO
MAAF (B)
C.C., PBS
C.C., ROME Area Allied Command
HQ, No.1 District
HQ, No.2 District
HQ, No.3 District
DER, ITALY
R.N. (FONAM)
HQ Adriatic Base Command

In Attendance: F.A., RAF
Chiefs of Section, AMLGS (AFHQ)

& Representatives of: F.A., AFHQ

HEADQUARTERS
1 ADGP
A. C.

122. MINUTES OF THIRTIETH MEETING.

The Minutes of the thirtieth meeting held on 15 March 45 were approved.

123. MINUTES OF THIRTY-FIRST MEETING.

The Minutes of the thirty-first (special) meeting, held on 5 April 45, were approved.

124. MEETING OF THE BOARD.

Matters arising for discussion from the meeting of the Board held on 7 April 45 are dealt with in paras.125, 126, 128, 129 and 130 below.

125. EXCHANGE OF INFORMATION AND VIEWS IN REGARD TO THE GENERAL WAGE SITUATION.

The Chairman reported that the Italian Government had agreed to establish some body or bodies on which all parties concerned (Allied Forces, Italian Government, AIICON and civilian employers and employees) could exchange information and views on the wage situation and any intended alterations thereto.

126. LOCAL SUB-COMMITTEES - CONSTITUTION AND TERMS OF REFERENCE OF.

Pursuant to the instructions of the Board, the Committee considered the constitution and terms of reference of local Sub-Committees to be established in

/Base Sections and.....

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Base Sections and Districts with strictly limited powers to adjust where necessary wages and bonuses paid by the Allied Forces so that these should bear a suitable relationship to those paid by civilian industries.

The Committee resolved that it might well be necessary to establish more than one local Sub-Committee in each Base Section or District, dependent upon the number of wage variations encountered.

The Committee agreed upon the following :-

(a) Constitution

The chairmanship of any local Sub-Committee will be the responsibility of the District or Base Section Commander under whose jurisdiction falls the local administration of the territory concerned.

Membership will comprise a representative from each employing service and ALCOH/AMG, where they are concerned in the locality, US and British labour advisers and such other parties as it may be considered expedient to co-opt.

(b) Terms of Reference

The terms of reference of these local Sub-Committees will be :-

(i) The establishment of necessary local wage scale or bonus adjustments for civilian employees of the Allied Forces, having regard to the local civilian rates paid in private industry.

(ii) The co-ordinating of employment policy and practices of employing units in one locality.

(c) Implementation

When implementing the above Terms of Reference, the local Sub-Committees will ensure that the Allied Forces wages and bonuses paid within a particular locality shall not be permitted to be radically higher nor unduly lower than the local prevailing civilian wage rates for comparable grades. A formula for the determination of the rate appropriate for employees of the Allied Forces in relation to civilian rates is attached at Appendix "A".

(c) Powers of Local Sub-Committees

It was recommended to the Board that the local Sub-Committees be empowered to authorise provisional increases in local rates over the existing Allied Forces Basic Wage Scale and bonuses (as at 31 March 1945) within the territory under their jurisdiction by an amount not exceeding 100 lire per [illegible] adult (40 lire per day per juvenile), on being assured that any increase

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(i) The establishment of necessary local wage scale or bonus adjustments for civilian employees of the Allied Forces, having regard to the local civilian rates paid in private industry.

(ii) The co-ordinating of employment policy and practices of employing units in one locality.

(c) Implementation

When implementing the above Terms of Reference, the local Sub-Committees will ensure that the Allied Forces wages and bonuses paid within a particular locality shall not be permitted to be radically higher nor unduly lower than the local prevailing civilian wage rates for comparable grades. A formula for the determination of the rate appropriate for employees of the Allied Forces in relation to civilian rates is attached at Appendix "A".

(d) Powers of Local Sub-Committees

It was recommended to the Board that the local Sub-Committees be empowered to authorise provisional increases in local rates over the existing Allied Forces Basic Wage Scale and bonuses (as at 31 March 1945) within the territory under their jurisdiction by an amount not exceeding 100 lire per day per adult (40 lire per day per juvenile) on being assured that any increase so authorised is necessary to keep in step with private industry. Any increase or increases having been authorised in a particular category totalling 100 lire per day per adult or 40 lire per day per juvenile, no further increase for that category in the same locality may be made without authority from AFHQ, applied for through the Labour & Wages Control Committee.

(e) Procedure

A local Sub-Committee having provisionally increased or decreased any local rate or rates, will report their action to the Labour & Wages Control Committee, through AFLRS, together with full details of the justification therefor.

127. BACK-DATING OF LOCAL SUB-COMMITTEE ADJUSTMENTS.

The Committee recommended to the Board that changes in rates of pay or bonuses authorised by local Sub-Committees should not be retroactive but effective during the pay period current at the time of the change. It was noted that there are certain cases outstanding in which retroactive action is necessary, and members desirous of submitting such cases were requested to forward details to AFLRS.

/128. INCENTIVE BONUS.....

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128. INCENTIVE BONUS.

The Committee noted the instructions of the Board on the bonus scheme to be used at 557 B.O.D.

AFLRS was requested to ask the appropriate authority to pay regard to the danger of collusion and to arrange for a report on the operation of the scheme to be submitted to the next meeting.

129. PRINTING GRADES IN ROME.

The Chairman reported to the Committee the result of the study made into the difference between the rates of pay of civilian employed printing grades in ROME, and those payable by the Armed Forces. The Committee agreed to recommend for interim action that an increase of from 55 to 60 lire per day, dependent upon the grade affected, be authorised for Printers employed by P.W.B. in ROME.

130. NAPLES - R.E.M.E. EMPLOYEES.

As instructed by the Board, the Committee considered the problem of the REME employees at 625 and 750 Base Workshops in the vicinity of NAPLES, and recommended that interim action be taken authorising for such employees an increased bonus of 65 lire per day for adults and 40 lire per day for juveniles. In view of the repercussions which it was felt would result from the adoption of the above recommendation, the Committee further recommended that all civilians employed by the Allied Forces in the province of NAPLES be granted an equivalent increase.

131. MINUTES OF THE WAGES SUB-COMMITTEE.

The Minutes of the Wages Sub-Committee meeting of 3 April 45 were received.

132. RATES OF PAY - MUSICIANS.

The following rates of pay for civilian musicians in ITALY and SICILY were recommended :-

Hourly - 50 - 150 lire per hour for an engagement not exceeding 4 hours.
Daily - 250 - 700 lire per daily engagement exceeding 4 hours
Weekly - 1400 - 3000 lire per week

The leader of any of the above musical units may be paid 20% more than the highest-paid man under him.

[illegible] of all ranks such as corporals

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As instructed by the Board, the Committee considered the problem of the NAAFI employees at 695 and 750 Base Workshops in the vicinity of NAPLES, and recommended that interim action be taken authorising for such employees an increased bonus of 85 lire per day for adults and 40 lire per day for juveniles. In view of the repercussions which it was felt would result from the adoption of the above recommendation, the Committee further recommended that all civilians employed by the Allied Forces in the province of NAPLES be granted an equivalent increase.

131. MINUTES OF THE WAGES SUB-COMMITTEE.

The Minutes of the Wages Sub-Committee meeting of 3 April 45 were received.

132. RATES OF PAY - MUSICIANS.

The following rates of pay for civilian musicians in ITALY and SICILY were recommended :-

Hourly - 50 - 150 lire per hour for an engagement not exceeding 4 hours.

Daily - 250 - 700 lire per daily engagement exceeding 4 hours

Weekly - 1400 - 3000 lire per week

The leader of any of the above musical units may be paid 20% more than the highest-paid man under him.

4984 The above rates are inclusive of all bonuses and allowances such as carovita, chroyane, etc. Efforts should be made to register all bookings through the local musicians' organisations, where such exist. AFHQ was requested to arrange for the publication of an instruction to ensure that payments from private and unit funds were in conformity with the above rates.

The following categories to be deleted from the Allied Forces Basic Wage Scale :-

		Min	Max
Appendix "A"	Band Leader	3000	3500 lire per month
Appendix "B"	Band Leader	Lire 55 per hour plus 20% of total cost of band	
Appendix "F"	Band Member	Lire 55 per hour.	

133. NEW GRADES AND RATES OF PAY.

It was agreed that the following new grades be added and changes in existing rates of pay be made to the Allied Forces Basic Wage Scale and, subject to no protest having been received by 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 instruction. They are subject

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/to the bonuses at.....

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to the bonuses at the rates and under the conditions prescribed in AFHQ Administrative Memorandum Number 18 dated 24 March 45.

Appendix "D" (ITALY) to AMG Adm Memo No.47

Delete "Stevedore, Coaling Ore	100 - 115 lire per day"
Insert "Stevedore, Coaling Ore	100 - 120 lire per day"
Insert "Postal Sorter (Male or Female)	75 - 120 lire per day"
Fire Fighter	85 - 95 lire per day"

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

Insert "Fire Fighter	85 - 95 lire per day"
Delete "Driver, Male	70 - 80 lire per day"
Insert "Driver, male	70 - 80 lire per day"

134. CLASSIFICATION OF WORKERS.

It was decided that the creation of new categories for Nursing Orderly, Assistant Nursing Orderly and Librarian was not necessary and that such employees should be classified as follows :-

Nursing Orderly . . . . . Assisting Medical Practitioner in charge of first-aid post catering for 250/1000 employees	Sub-professional worker Appendix "A", Allied Forces Basic Wage Scale
Assistant Nursing Orderly . . . . . Or in charge of first-aid post catering for less than 250 employees	Laboratory & Dispensary Assistant Appendix "D", Allied Forces Basic Wage Scale
Librarian	Clerk Office Appendix "A", Allied Forces Basic Wage Scale

135. WAGE POLICY IN NORTHERN ITALY.

The Chairman made a statement regarding the control of prices and the proposed rates of wages to be paid to civilian employees of the Allied Forces in Northern ITALY after occupation. The Committee agreed with the views and suggestions proposed by ALCO 8; AFHQ was requested to arrange for the issue of the appropriate instructions.

136. DEDUCTION FOR PROVISION OF MEALS.

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It was decided that the creation of new categories for Nursing Orderly, Assistant Nursing Orderly and Librarian was not necessary and that such employees should be classified as follows :-

Nursing Orderly . . . . . Assisting Medical Practitioner in charge of first-aid post catering for 250/1000 employees	Sub-professional Worker Appendix "A", Allied Forces Basic Wage Scale
Assistant Nursing Orderly . . . . . Or in charge of first-aid post catering for less than 250 employees	Laboratory & Dispensary Assistant Appendix "B", Allied Forces Basic Wage Scale
Librarian	Clerk Office Appendix "A", Allied Forces Basic Wage Scale

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The Chairman made a statement regarding the control of prices and the proposed rates of wages to be paid to civilian employees of the Allied Forces in Northern ITALY after occupation. The Committee agreed with the views and suggestions proposed by ALCO; AFLRO was requested to arrange for the issue of the appropriate instructions.

136. DEDUCTION FOR PROVISION OF MEALS.

The Committee recommended to the Board that AFHQ Adm Memo No.47 dated 16 November 44., Appendix "B" Note 1 and Appendix "C" Note 2, be amended to read :-

"All rates subject to a deduction of 50 lire per day where meals are provided."

137. DIFFERENTIAL BETWEEN SICILY AND ITALY.

A proposal that the differential be abolished between the Allied Forces Basic Wage Scale in SICILY and that in ITALY was referred to the Wages Sub-Committee for consideration.

138. DIFFERENTIAL FOR FEMALE EMPLOYEES.

The proposal submitted by ALCO for the abolition of the 15% wage differential for female employees in ROME in administrative, clerical and office workers' series was deferred to the next meeting.

/139. NEXT MEETING.....

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

139. NEXT MEETING.

The next meeting of the Committee will be held at 0930 hours on THURSDAY, 17 May 45, in the AFLES (AFHQ) Conference Room, ROME.

for John T. Whittaker

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

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

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27/28	DSR, ITALY
29	Fiscal Director, AFHQ
30	PL, AFHQ
31	CG, MTOUSA
32	GPO, MTOUSA
33	Lab, 15 Army Group
34/36	CG, Fifth Army
37	CG, Fifth Army (Attn: G-4 Rear)
38	CG, Fifth Army (Attn: British Increment - Labour)
39/40	HQ Eighth Army
41	HQ NAO
42	Vice-President, Economic Section, AC
43/48	Economic Section, AC
49	Finance Sub-Commission, AC
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52/55	R.N. (NAVAM)
56	R.N. (FOTALI)
57	R.N. (FOTALI), RAF
58	C.S., TARANTO
59	NOIC, NAPLES
60	NOIC, AUGUSTA
61	NOIC, LEGHORN
62	The Senior Naval Officer, Eastern SICILY
63/65	Comdr, U.S. Eighth Fleet
66	SIRALUSNO, ITALY
67	WSC
68	MWTB
69	MWT and Shipping Sub-Commission
70	Director of Engineer Production & Stores, AFHQ
71	AMLO (A)
72	AMLO (B)

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52	GPA, MEDUSA
53	Lab, 15 Army Group
54/56	CG, Fifth Army
57	CG, Fifth Army (Attn: G-4 Rear)
58	CG, Fifth Army (Attn: British Increment - Labour)
39/40	HQ Eighth Army
41	HQ AC
42	Vice-President, Economic Section, AC
43/48	Economic Section, AC
49	Finance Sub-Commission, AC
50/51	Labour Sub-Commission, AC
52/55	R.N. (FONAW)
56	R.N. (FOTAIR)
57	R.N. (FOTALE), ROME
58	C.S., TARANTO
59	NOIC, NAPLES
60	NOIC, ANCONA
61	NOIC, LEGHORN
62	The Senior Naval Officer, Western SICILY
63/65	Comdr, U.S. Eighth Fleet
66	SEMILAUNO, ITALY
67	WSA
68	NWTB
69	NWTB and Shipping Sub-Commission
70	Director of Engineer Production & Stores, AFHQ
71	MAAF (A)
72	MAAF (B)
73/76	AAFSC/MTO
77/78	HQ 21st Group, PAF
79	P..., MAAF (PAF), C.M.F.
80/82	HQ 1 District
83/84	HQ 2 District
85/86	HQ 3 District
87/91	CG, ROME Area Allied Command
92	PENELSE
93/94	PENELSE Forward
95/96	RR., PENELSE
97	PENELSE South
98/99	HQ Adriatic Base Command
100	Chairman, Labour & Wages Control Committee
101/106	APLRS AFHQ (Adv Echn), c/o HQ 59 Area
107	APLRS NAPLES Area
108	APLRS (S.E.) Area
109	APLRS LEGHORN Area
110/111	APLRS SICILIAN Area
112/115	War Diary
116	APLRS AFHQ CASERTA
117	File
118/120	Spares

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APPENDIX "A"

FORMULA FOR DETERMINATION OF RATE APPROPRIATE FOR EMPLOYEES OF ALLIED FORCE IN RELATION TO PRIVATE CIVILIAN WAGE RATES

1. In seeking to fix a rate for employees of the Allied Forces which bears a true relation to the private civilian wage rate it is important to determine the net "take home" wage of the worker in ordinary civilian employment.

2. The total of :

a. Basic wage rate for similar occupation in private industry
b. Total of all regular "indemnity"
c. Family allowances for the worker with the "national family" consisting of wage earner, wife and two dependant children

gives the gross wage in private industry.

3. From the gross wage in private industry must be deducted the worker's contribution for social insurance and income tax. This gives the net "take home" wage of the employee in private industry.

4. The appropriate rate for the employee of the Allied Forces should be based on the net "take home" wage of the worker in private industry.

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CHIEF COMMISSIONER

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

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AFLRS, [illegible] Area
Allied Command,
C.M.F.
TEL : ROME 66275

LRS/214A.

5 April 1945.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - MINUTES

119. The thirty-first (special) meeting of the Labour & Wages Control Committee was held at 1500 hours on THURSDAY, 5 April 45, in the AFLRS (AFHQ) Conference Room, ROME.

PRESENT: Colonel J. R. SMITH, G-5, AFHQ (Chairman)

Representatives of:
C-in-C Med.
U.S. Eighth Fleet
D.Lab., AFHQ
C.G., MTOUSA
HQ Fifth Army
HQ Eighth Army
HQ AC
AAFSC/MTO
C.G., PBS
HQ, No.1 District
HQ, No.2 District
HQ, No.3 District
C.G., ROME Area Allied Command
D.M.R., ITALY
R.N. (FORAN)
HQ, Adriatic Depot

In Attendance:
F.A., RAF
Chiefs of Section, AFLRS, AFHQ

& Representatives of:
F.A., AFHQ
Fiscal Director, AFHQ

120. INCREASE IN BONUS.

The Chairman made a statement on developments in the wage situation which had occurred since the last meeting. The general discussion which

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Representatives of:

U.S. Eighth Fleet
D.Lab., AFHQ
C.G., PBTOUSA
HQ Fifth Army
HQ Eighth Army
HQ MC
AAFSC/ TO
C.G., LES
HQ, No.1 District
HQ, No.2 District
HQ, No.3 District
C.G., ROME Area Allied Command
D.M.P., ITALY
R.N. (FORCE)
HQ, Adriatic Depot

In Attendance:

F.A., RAF
Chiefs of Section, AFHQ

& Representatives of:

F.A., AFHQ
Fiscal Director, AFHQ

120. INCREASE IN BONUS.

The Chairman made a statement on developments in the wage situation which had occurred since the last meeting. The general discussion which followed showed clearly that the labour difficulties which are being experienced are limited to certain heavily-populated areas where competition with civilian industries for labour arises. No evidence was presented to substantiate an arbitrary increase of pay or bonus throughout liberated ITALY.

The Committee therefore recommended to the Board that :-

(a) to enable the Allied Forces to maintain their payments to civilian employees at figures comparable with those in force in civilian industry in any locality, it is necessary to increase the maximum permitted under the present cost-of-living bonus by 75 lire per day for adults and 40 lire per day for juveniles, payable to all workers on daily and monthly rates;

(b) the above increase of 75 lire per day for adults and 40 lire per day for juveniles will be granted, wholly or in part, on the authority of the Army, Base Section, District or equivalent Commander only after it has been established by consultation with all the Allied Forces employers of labour and their Labour Advisers in any particular area that such an increase, or part of it, is necessary as a result of thorough investigation and the production of actual facts justifying its payment;

(c) the increase may be made effective not earlier than the first pay period subsequent to 31 March 45.

/The representatives.....

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The representatives of the Fiscal Director and Financial Advisers suggested that in view of the many implications involved in the above recommendation, any increases granted by Army, Base Section, District or equivalent Commanders should only be granted after :-

(a) the most careful examination of the justification of the increase by the appropriate technical personnel;

and (b) AFHQ approval had been given to the particular instance.

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

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40	HQ, AC
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42/47	Economic Section, AC
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55	R.N. (FOTALI), ROME
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59	NOIC, LEGHORN
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61/63	Comdr, U.S.EIGHTH Fleet
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65	WSA
66	MWTB
67	MWTB & Shipping Sub-Commission
68	Director of Engineer Production & Stores, AFHQ
69	MAAF (A)
70	MAAF (B)

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32	GPA, LITOUSA
33	DDL, 15 Army Group
34/36	CG, Fifth Army
37	CG, Fifth Army (For attention of Dr Increment - Labour)
38/39	HQ Eighth Army
40	HQ, AC
41	Vice-President, Economic Section, AC
42/47	Economic Section, AC
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49	Labour Sub-Commission, AC
50/53	R.N. (MONAD)
54	R.N. (MOTALI)
55	R.N. (MOTALI), 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	SENALUSNO
65	WSA
66	MWTB
67	MWTB & Shipping Sub-Commission
68	Director of Engineer Production & Stores, AFHQ
69	MMAF (A)
70	MMAF (B)
71/74	AAFSC/MTO
75/76	HQ, 214 Gp. RAF
77/79	HQ 1 District
80/82	HQ 2 District
83/84	HQ 3 District
85/89	CG, ROLE Area Allied Command
90	PENBASE
91/92	PENBASE Forward
93/94	MPA, PENBASE
95	PENBASE South
96/97	HQ Adriatic Depot
98	Chairman, Labour & Wages Control Committee
99/104	AFLRS AFHQ (Adv Sch), c/o HQ 5th 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
116/140	Spares

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ALLIED FORCE LOCAL RESOURCES SECTION
AFHQ

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

LRS/214A

6 April 1945.

SUBJECT: Agenda, Labour & Wages Control Committee:

TO : See distribution.

1. Reference paragraph 4 of Agenda for Labour & Wages Control Committee meeting to be held on 12 April 1945, enclosed herewith is copy of the minutes of the Wages Sub-Committee meeting held on 3 April 1945.

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

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

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29	Fiscal Director, AFHQ
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32	GPA, LITOUSA
33	DDL, 15 Army Group
34/36	CG, Fifth Army
37	CG, Fifth Army (For attention of Br Increment - Labour)
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54	R.N. (FOMAIR)
55	R.N. (FOMILI), ROME
56	CS, TARANTO
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58	NOIC, ANCONA
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60	The Senior Naval Officer, Eastern SICILY
61/63	Comdr, U.S.EIGHTH Fleet
64	SIMALUKNO
65	WSA
66	MWTB
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68	Director of Engineer Production & Stores, AFHQ
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70	MAAF (B)
71/74	AAFSC/MTO

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37	CG, Fifth Army (For attention of Br Increment - Labour)
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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. (FONA)
54	R.N. (FONAF)
55	R.N. (FONALI), NOLE
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	SEMALUSNO
65	WSA
66	MWTB
67	MWTB & Shipping Sub-Commission
68	Director of Engineer Production & Stores, AFHQ
69	MMF (A)
70	MMF (B)
71/74	AAFSC/MTO
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77/79	HQ 1 District
80/82	HQ 2 District
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95	PENBASE South
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98	Chairman, Labour & Wages Control Committee
99/104	AFLRS AFHQ (Adv Sch), c/o HQ 59 Area
105	AFLRS NAPLES Area
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108/109	AFLRS SICILIAN Area
110/113	War Diary
114	AFLRS AFHQ CASERTA
115	File
116/140	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 3 Apr 45 at HQ KENSOUTH, NAPLES.

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

Representatives of:
AC – Mr. DAVID C. SACHS
FBS – (Major H.J. REUPER
(Capt U.C. BRIDE
RN PONAM – Lieut (S) P.R. GRINDLE, RNVR
MAAF (RAF) – S/Ldr A.A. HARLEY

In attendance:
Lt. Col. J.J. HALL, A.A(Sr), AFHQ
G/Capt A. BOWDEN, PA, RAF
Major E.F.F. BRAUD)
Capt T.S.F. TRICELLAS) DAWS, AFHQ
Major W.E. DAVE, DADL, No. 5 District
Major R. BAILEY, DDAFS, AFHQ
Capt M.S. SUMER, HQ, ADRIATIC BASE COMMAND

3. The Minutes of the Sub-Committee Meeting held on 5 Mar 45 were approved.

4. Minute No. 108 of the Labour & Wages Control Committee Meeting held on 15 Mar 45 was read by the Chairman:

"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."

5. New Grades and Rates of Pay

(I) As instructed by the Labour & Wages Control Committee (Minute 110 of Meeting held on 15 Mar 45), the possibility of establishing an Allied Force Basic Wage Scale for MUSICIANS was examined. While considerable difficultion were encountered owing to the wide range of rates quoted as being paid in various parts of ITALY, the Committee decided to make the following recommendation as a basis, subject to subsequent alteration if adequate information is put forward by the various Welfare organisations:

"It is recommended that the following points be followed when

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3. The Minutes of the Sub-Committee Meeting held on 5 Mar 45 were approved.

4. Minute No. 100 of the Labour, Wages Control Committee Meeting held on 15 Mar 45 was read by the Chairman:

"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."

5. New Grades and Rates of Pay

(I) As instructed by the Labour, Wages Control Committee (Minute 110 of Meeting held on 15 Mar 45), the possibility of establishing an Allied Force Basic Wage Scale for MUSICIANS was examined. While considerable difficulties were encountered owing to the wide range of rates quoted as being paid in various parts of ITALY, the Committee decided to make the following recommendation as a basis, subject to subsequent alteration if adequate information is put forward by the various Welfare organisations:

4978 "It is recommended that the following points be followed when units desire to engage civilian musicians, irrespective of whether payment is to be made from Public, unit or private funds.

(a) Rates of Pay - Musicians

Hourly - 50 - 150 Lire per hour for an engagement not exceeding 4 hrs
Daily - 25 - 700 Lire per daily engagement exceeding 4 hrs
Weekly - 1400 - 3000 lire per week

The leader of any of the above musical units may be paid 20% more than the highest paid man under him.

The above rates are inclusive of all bonuses and allowances such as carovita, carepane, etc.

Following categories to be excluded from Allied Forces Basic Wage Scale:

		Lire Monthly Min	Lire Monthly Max
Appendix "A".....	Band Leader.....	3000	5500
Appendix "B".....	Band Leader.....	Lire 55 per hour plus 20% of total cost of Band.	
Appendix "F".....	Band Member.....	Lire 55 per hour	

(24)

(b) Efforts should be made...../

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(b) Efforts should be made to register all bookings through the local musicians organisations, where such exist.

(c) All units should endeavour to contact the local British or American Welfare or Special Service organisations as far as is practicable with a view to avoiding competition between units.

(d) Should the respective heads of the British and American Welfare organisations consider it desirable, in view of the growing importance of entertainment, the Committee would react most favourably to the establishment of local Allied Welfare Committees who could maintain close liaison with the local Italian musicians organisations with a view to the enforcement of the rates of pay quoted in para 1(a) above and the forwarding of recommendations which would lead to more satisfactory conditions of employment of musicians.

(II) Further consideration was given to the inclusion in the Allied Forces Basic Wage Scale of the grade: FIRST AID POST ATTENDANT.

It was agreed and recommended that creation of new categories was not necessary and that such employees should be classified:

Nursing Orderly.....Sub-professional Worker (Appendix "A", Allied Forces Basic Wage Scale)

Assisting Medical Practitioner or in charge of First Aid Post catering for 250/1000 employees

Assistant Nursing Orderly.....Laboratory and Dispensary Assistant (Appendix "D", Allied Forces Basic Wage Scale)

or in charge of First Aid Post catering for less than 250 employees

(III) Further consideration was given to the grade STEVEDORE, COALING ORE now included in Appendix "D" of the Allied Forces Basic Wage Scale.

The Italian Stevedoring Contract issued by SEDBO on 28 Feb 45 was examined and the recommendation contained in Minute 4(b) of the Meeting of the Sub-Committee held on 5 Mar 45 was confirmed, i.e.

"It is recommended that the grade of:

STEVEDORE, COALING ORE.....100 - 115 Lire per day

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

STEVEDORE, COALING ORE.....100 - 120 Lire per day."

[illegible] consideration was given to a request submitted by DD.PS, AFHQ, for [illegible] SORTERS.

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Forces Basic Wage Scale of the grade: FIRST AID POST ATTENDANT.

It was agreed and recommended that creation of new categories was not necessary and that such employees should be classified:

Nursing Orderly.....Sub-professional Worker (Appendix "A", Allied Forces Basic Wage Scale)

Assisting Medical Practitioner or in charge of First Aid Post catering for 250/1000 employees

Assistant Nursing Orderly.....Laboratory and Dispensary Assistant (Appendix "D", Allied Forces Basic Wage Scale)

or in charge of First Aid Post catering for less than 250 employees

(III) Further consideration was given to the grade STEVEDORE, COALING ORE now included in Appendix "D" of the Allied Forces Basic Wage Scale.

The Italian Stevedoring Contract issued by MEDBO on 28 Feb 45 was examined and the recommendation contained in Minute 4(b) of the Meeting of the Sub-Committee held on 5 Mar 45 was confirmed, i.e.

"It is recommended that the grade of:

STEVEDORE, COALING ORE.....100 - 115 Lire per day

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

STEVEDORE, COALING ORE.....100 - 120 Lire per day."

4977 (IV) Consideration was given to a request submitted by DDAPS, AFHQ, for rates of pay to be established in respect of POSTAL SORTERS.

It was agreed and recommended that the following grade be included in the Allied Forces Basic Wage Scale:

Appendix "D" (ITALY)

Postal Sorter (Male or Female).....75 - 120 Lire per day

(V) Consideration was given to a request submitted by DBL No. 5 District for rates of pay to be established in respect of FIRE FIGHTERS.

It was agreed and recommended that the following grade be included in the Allied Forces Basic Wage Scale:

Appendix "D" (ITALY) and Appendix "F" (SICILY)

Fire Fighter..... 85 - 95 Lire per day

(VI) Consideration was given to...../

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(VI) Consideration was given to a request submitted by HQ LAZIO-UMBRIA REGION, AMG, for rates of pay to be established in respect of LIBRARIANS.

It was agreed, after examining suggested rates, that this category was covered in Appendix "A" to Allied Forces Basic Wage Scale under the heading CLERK OFFICE.

(VII) Consideration was given to a request submitted by HQ SOUTHERN DISTRICT, PBS, that the grade of:

Mechanic, Typewriter.....100 - 155 Lire per day

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

Mechanic, Typewriter.....100 - 165 Lire per day

It was agreed that no recommendation should be made pending possible general revision of Cost of Living Bonus, PBS to raise the matter again if continued difficulty is experienced in attracting right type of employee.

(VIII) Consideration was given to a request submitted by DDL No. 3 District that the classification "DRIVER, MALE" shown at Appendix "F" to AFHQ Administrative Memorandum No. 47 of 1944 be amended to read "DRIVER, MULE".

It was agreed that a clerical error had occurred and it is recommended that the following amendments be made in Appendix "F" of AFHQ Administrative Memorandum No. 47 of 1944 and Appendix "F" of Allied Forces Basic Wage Scale:

Delete: DRIVER, MALE..... 70 - 80 Lire per day

Insert: DRIVER, MULE..... 70 - 80 Lire per day

6. CIVILIAN LABOUR - STANDING OFF

DDL No. 3 District cited the case of LIVERPOOL Docks where, owing to the necessity of "standing-off" labour during slack periods, workers could not work 7 consecutive days and so qualify for the 50% extra payment for work on the 7th consecutive day. Consideration was given to the request of DDL No. 3 District that where labour is stood off through no fault of their own there should be no forfeiture of entitlement to extra remuneration for regular attendance.

4978 Sub-Committee found that:

'Time-and-a-half' for the seventh consecutive day was intended as an incentive to work on Sundays, normal or general holiday, when required

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(VIII) Consideration was given to a request submitted by DDL No. 3 District that the classification "DRIVER, MULE" shown at Appendix "F" to AFHQ Administrative Memorandum No. 47 of 1944 be amended to read "DRIVER, MULE".

It was agreed that a clerical error had occurred and it is recommended that the following amendments be made in Appendix "F" of AFHQ Administrative Memorandum No. 47 of 1944 and Appendix "F" of Allied Forces Basic Wage Scale:

Delete: DRIVER, MALE..... 70 - 80 Lire per day

Insert: DRIVER, MULE..... 70 - 80 Lire per day

6. CIVILIAN LABOUR - STANDING OFF

DDL No. 3 District cited the case of [redacted] Docks where, owing to the necessity of "standing-off" labour during slack periods, workers could not work 7 consecutive days and so qualify for the 50% extra payment for work on the 7th consecutive day. Consideration was given to the request of DDL No. 3 District that where labour is stood off through no fault of their own there should be no forfeiture of entitlement to extra remuneration for regular attendance.

6978 Sub-Committee found that:

'Time-and-a-half' for the seventh consecutive day was intended as an incentive to work on Sundays, normally a general holiday, when required operationally, and could make no recommendation on this proposal.

7. LOCAL DIFFERENTIATION

As instructed by the Labour & Wages General Committee (Minute 115 of the meeting held on 15 Mar 45 refers), a study was made of the geographical differentiations which govern the wage levels in various localities (see Appendix to these Minutes).

It was agreed and recommended:

(I) That the 10% and 10 lire increases applicable to the Allied Forces Basic Wage Scale in NCHE province be extended to include NAPLES province and that footnote No. 1 to Appendices "A" and "D" of Administrative Memorandum No. 47 be amended accordingly. Footnote No. 1 of Appendices "B" and "C" of the same Memorandum also to be amended by the addition of "or NAPLES province".

(II) To enable the Allied Forces...../

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(II) To enable the Allied Forces to maintain their Wages Scale in a position which compares favourably with the rates of pay in force in civilian industry in any locality, it is considered necessary that a Special Cost of Living Bonus be authorised, not exceeding 75 Lire per day, payable to all workers on daily and monthly rates.

(III) A scale of Special Cost of Living Bonus for Juveniles is recommended at 40 Lire per day.

(IV) No Special Cost of Living Bonus is recommended for Hotel, Mess and Club employees.

(V) It is recommended that the Special Cost of Living Bonus referred to above should only be granted, wholly or in part, on the authority of the Army, Base Section, District, or equivalent Commander after it has been established by consultation with all the Allied Forces' employers of Labour and their Labour Advisers in any particular area that such a special bonus, or part of it, is necessary as a result of thorough investigation and the production of actual facts justifying its payment.

3. DATE OF NEXT MEETING

The next meeting of the Sub-Committee was arranged provisionally for Monday, 30 Apr 45, to take place in the office of Major R.B. EATON, HQ PINSCUTH, NAPLES.

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

4 Apr 45
FCH/RH

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has been established by consultation with all the interested trade employers of Labour and their Labour Advisers in any particular area that such a special bonus, or part of it, is necessary as a result of thorough investigation and the production of actual facts justifying its payment.

8. DATE OF NEXT MEETING

The next meeting of the Sub-Committee was arranged provisionally for Monday, 30 Apr 45, to take place in the office of Major R.B. EATON, HQ PENSOUTH, MILLS3.

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

14 Apr 45
FOW/RH

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ARMY DISTRICT	ARMY AREA	LOCALITIES	ACC REGIL FACE INDEX	TRADE	MAXIMUM ALLOWABLE RATES BASIC WAGE	C.L. POINTS	SUB-TOTAL	OUTSIDE EMPLOYEE BASIC WAGE	C.L. POINTS	BONUS ALLOWANCE
1	2	3	4	5	6	7	8	9	10	11
THREE	56	NAPLES	100	CARPENTER	120	75	195	300	Incl	28
				CONDUCTOR	120	75	195	360	Cost	28
				FITTER, MT	135	67	202	400	of	28
				WELDER	125	72	197	500	Liv-	28
				ELECTRICIAN	135	67	202	400	ing	28
				PAINTER	120	75	195	300	Bonus	28
				CLERK	3600	1690	5290	8000		884
				LABOURER	85	75	160	240		28
THREE	56	CAPUA NOLA CASERTA	100	CARPENTER	120	75	195	62	120	28
				FITTER, MT	135	67	202	55	120	28
				WELDER	125	72	197	65	120	28
				ELECTRICIAN	135	67	202	55	120	28
				CLERK	3600	1690	5290	2200	3120	884
THREE	94	SALERNO AVALLINO BENEVENTO SORRENTO	76	CARPENTER	120	75	195	160	Incl	28
				FITTER, MT	135	67	202	150	Cost	28
				WELDER	125	72	197	160	of	28
				ELECTRICIAN	135	67	202	125	Liv-	28
				LABOURER	85	75	160	140	ing	28
									Bonus	
THREE	52	TARANTO	109	CARPENTER	120	75	195	57	130	42
				FITTER, MT	135	67	202	55	130	42
				ELECTRICIAN	135	67	202	41	130	42
				PAINTER	120	75	195	62	130	42
				CLERK	3600	1690	5290	1400	3380	960

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- MAXIMUM ALLOWABLE -			PRIVATE FIRMS					
	BASIC WAGE	C.L. BONUS	TOTAL	BASIC WAGE	C.L. BONUS	FAMILY ALLCE.	OTHER ALLCE.	TOTAL
5	6	7	8	9	10	11	12	13	14
ENTER	120	75	195	300	)Incl	26	-	[illegible]	Scale not directly ratio
ER'OL	120	75	195	350	)Cost	24	-	374	Includes a 20% bonus.
R, MT	135	67	202	400	)of	28	-	428	Recently awarded 60 staff
R	125	72	197	300	)Liv-	23	-	320	servants and extended to
RICIAN	135	67	202	400	)ing	28	-	428	all industry.
ER	120	75	195	300	)Bonus	28	-	328	
	3600	1690	5290	6000	)	884	-	6884	
NGER	84	75	160	240	)	28	-	268	
ENTER	120	75	195	62	120	26	6	215	
R, MT	135	67	202	55	120	28	6	209	
R	125	72	197	65	120	26	6	219	
RICIAN	135	67	202	55	120	26	6	209	
	3600	1690	5290	2200	3120	884	156	6360	
ENTER	120	75	195	160	)Incl	28	-	188	50% increase for Civil Servants being negotiated in this area. During negotiations to bring all tradesmen's rates up to 230/250 (Incl. C. of L. Bonus but not Family Allce.). Interim advances of 1500 per month are being made.
R, MT	135	67	202	190	)Cost	25	-	218	
R	125	72	197	160	) of	28	-	188	
RICIAN	135	67	202	125	)Liv-	28	-	153	
ER	85	75	160	140	)ing	28	-	168	
					)Bonus				
TER	120	75	195	57	130	42	Roughly	300	Government Arsenals paying percentage bonus on basic rate plus Fam. Allce. which gives total wage much the same as Civ. Firms "Free Market" rate quoted in Column 13.
R, MT	135	67	202	55	130	42	50% is	300	
RICIAN	135	67	202	41	130	42	being	300	
ER	120	75	195	62	130	42	added	300	
	3600	1690	5290	1400	3380	960	by civ. firms giving "Free Market" Rate quoted in Col. 13	5000+	

0520

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1	2	3	4	5	6	7	8	9	10	11	12
TUREE	208	BRINDISI	80	CARPENTER	120	75	196	140	30	28	16
				MASON	125	72	197	138	30	28	18
				MECHANIC	135	67	202	135	30	29	16
				FITTER	145	65	210	148	30	28	18
				PAINTER	120	75	195	152	30	26	16
				CLERK	3600	1680	5280	4340	780	728	428
				LABOURER	95	75	160	120	30	23	18
THREE	54	NARI	74	CARPENTER	120	75	195	202	30	28	10
				MASON	125	72	197	202	30	28	10
				ELECTRICIAN	135	67	202	216	30	28	10
				TURNER	135	67	202	240	30	28	10
THREE	54	BARLETTA FOGGIA	104	CARPENTER	120	75	195	75	105	25	10
				ELECTRICIAN	135	67	202	95	125	25	10
				CLERK	3600	1690	5290	3380	4280	650	260
THREE	204	SICILY	70/90	CARPENTER	105	75	180	115	70	28	
				ELECTRICIAN	135	67	202	150	70	29	
				MASON	105	75	180	125	70	28	
				WELDER	126	72	197	140	70	28	
				CLERK	110	75	185	95	70	28	

GLC

0621

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6	7	8	9	10	11	12	13	14
120	75	195	140	30	28	16	216	An increase of Lire 75 per day or cost of living bonus is being considered.
125	72	197	138	30	28	18	214	
135	67	202	135	30	28	18	211	
145	65	210	148	30	28	18	224	
120	75	195	152	30	28	18	228	
3600	1680	5280	4540	780	728	528	6376	
95	75	170	120	30	29	18	196	
120	75	195	202	30	28	10	270	Employers' Associations agreed to 75% increases in Basic rate 15 - 25 45 which are included at column 9.
135	72	197	202	30	28	10	270	
135	67	202	216	30	28	10	284	
135	67	202	240	30	28	10	308	
120	75	195	75	105	25	10	210	RATES SLIGHTLY in excess of those authorised by Confederazione. Tendency to merge Cost of Living Bonus into Basic.
135	67	202	95	125	25	10	255	
3600	1690	5290	3380	4260	650	260	6570	
105	75	180	115	70	28		213	Civilian rates are roughly twice the authorised scale (Basic) of the Officio del Lavoro. Cost of Living Bonus may shortly be increased by Lire 20.
135	67	202	150	70	28		245	
105	75	180	125	70	28		223	
125	72	197	140	70	28		238	
110	75	185	95	70	28		193	

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(2)

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1	2	3	4	5	6	7	8	9	10	11	12
TYC	203	CHIETI PESCARA ORTONA	55/75	CARPENTER MASON MECHANIC LABOURER	120 125 135 85	75 72 67 75	195 197 202 160				
TYO	60	LUCHOLI	120								
OVS	58 59	AREZZO SIENA	80/85	present negotiations for increases of from 5% to 10% in Basi successful will still leave civilian rates below those of Al							
OVD	61	ANCONA SENIGALLIA	80/90	Civilian rates below Allied Force Scale. Proposal to add 20 raised from Lire 55 to Lire 72 which would bring up to Allie							
OVR	61	S. Benedetto Acquaviva	80/90	ARTISAN LABOURER	125 85	72 75	197 160	105 85	30 30	28 28	
OVE	71	PESCARA	85	CARPENTER ELECTRICIAN LABOURER FITTER, MF	120 135 85 135	75 67 75 67	195 202 160 202	127 107 80 107	85 70 35 70	28 28 28 28	
OVS	71	TERNI	105	CARPENTER ELECTRICIAN LABOURER	120 135 85	75 67 75	195 202 160	86 90 72	65 65 65	28 28 28	
RAAC											

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0623

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	6	7	8	9	10	11	12	13	14
TER	120	75	195					250	Legal rate.....125
	125	72	197					250	" " 127
IC	135	67	202					250	" " 128
ER	85	75	160					200	" " 100
									Private Industry negligible.
									Add maintaining Civ. rates
									Line 5 below Allied Force
									Scale.
t negotiations for increases of from 5% to 10% in basic wages if									
ful will still leave Civilian rates below those of Allied Force Scale.									
an rates below Allied Force Scale. Proposal to add new Cost of Living Bonus									
from Line 55 to Line 72 which would bring up to Allied Force level.									
H	125	72	197	106	30	28		163	
ER	85	75	160	35	30	28		143	
TER	120	75	195	137	35	28	18	216	
IC	135	67	202	107	70	28	18	223	
ER	85	75	160	60	35	28	18	161	
H	135	67	202	107	70	28	18	223	
TER	120	75	195	86	60	28		179	
IC	135	67	202	90	65	28		183	
ER	85	75	160	72	65	28		165	
									No figures received.

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1	2	3	4	5	6	7	8	9	10	11
8 Army	FWD.	FAENZA FORLI RAVENNA	100	CARPENTER FITTER, MT LABOURER	120 135 89	75 67 75	195 202 160	89 94 69	30 30 30	28 28 28
8 Army	REAR	RIMINI FANO	83	ARTISAN LABOURER	125 85	72 75	197 160	99 69	30 30	28 28
5 Army		SINIGI	103	MECHANICS BUILDER	135 125	67 72	202 197	57 45	99 99	28 28
5 Army		BORGO S. LORENZO	103	CARPENTER MECHANIC LABOURER	120 135 85	75 67 75	195 202 160	51 51 33	99 99 99	29 28 29
5 Army		PRATO	92	CARPENTER MECHANIC BUILDING LABOURER	120 135 125 85	75 67 72 75	195 202 197 160	52 42 45 34	107 102 110 79	28 28 28 28
5 Army		LUCCA	30	CARPENTER BUILDING LABOURER	120 125 85	75 72 75	195 197 160	51 51 36	30 30 30	28 28 28

0625

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6	7	8	9	10	11	12	13	14
120	75	195	89	30	28	18	165	Local wages are rising in line with reports from the south, but there is a good margin and control by CLU
135	67	202	94	39	28	18	170	
89	75	160	69	30	28	18	145	
125	72	197	99	30	28	18	175	These civilian rates, shortly to be implemented by a MoG Order, are a slight increase on former civ. rates.
85	75	160	69	30	28	18	145	
	135	67	202	57	99	28	17	201
	125	72	197	46	99	28	17	190
	120	75	195	51	99	28	17	185
	135	67	202	51	99	28	17	185
	125	72	197	51	99	28	17	177
	85	75	160	53	99	28	17	154
	120	75	195	58	107	28	17	169
	135	67	202	42	132	28	17	204
	125	72	197	43	110	28	17	156
	85	75	160	54	79	28	17	177
	120	75	195	51	80	28	18	177
	125	72	197	51	80	28	18	182
	85	75	160	36	80	28	18	147

Florentine rates are reported to be approximately 30 below MOG rates. Movement to make rates 'fluid', to be readjusted every month is being resisted by the Industrialists. Confederazione Generale di Lavoro (Communist) clamours for all-round rises without factual backing.

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971

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LRS/214
APRIL 7/1900

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APRIL 8/1050
PRIORITY

AFLRS ROME AREA ALLIED COMMAND

ACTION: C.IN.C MED, G-5 AFHQ, COL J.R. SMITH, G-4 (A) AFHQ, RN (FONAM) G-4 AFHQ (B) US EIGHTH FLEET, D LAB AFHQ, AAFSC/MTO, FISCAL DIRECTOR AFHQ, MAAF(B), F.A. AFHQ, FA RAF, HQ FIFTH ARMY, HQ 1 DISTRICT, HQ EIGHTH ARMY, HQ 2 DISTRICT, CPA ETOUSA, HQ 3 DISTRICT, HQ ADRIATIC DEPOT PENBASE.

RESTRICTED.

Meeting labour and Wages Control Committee scheduled for 12 April advanced to 1430 hours Wednesday 11 April. Additional agenda. To consider the constitution and terms of reference of wages sub committees which AFLR(Italian) Board has directed will be established in districts and base sections. The main duty of these sub committees will be to take executive action whenever necessary to adjust in their particular territories wages paid by allied forces so that suitable relationship with wages paid by civilian industries will be assured. All informed.

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CG ROME AREA
EMP, ITALY
LABOUR SUB COMMISSION AC

DIST

ACTION : LABOUR SC

INFO : A/PRESIDENT
CHIEF COMMISSIONER
AK COMMISSIONER
ECON SEC
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6970

0627

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A.F.H.Q.

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AFLRS, MTO Area
Allied Command,
C.M.F.
TEL : ROM: 66275

IRS/2141.

4 April 1945.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - ADDENDUM

The following Addendum to the Agenda for the Labour & Wages Control Committee meeting to be held on 12 April 45 is notified :-

1. To receive a proposal from AFHQ that the 15% wage differential for female employees be abolished with respect to employees in ROME in the administrative, clerical and office workers series, except for messengers and unskilled workers. This proposal being submitted on the grounds that in the Italian Government service no sex differential exists for employees working in the classifications mentioned above. Most employees engaged by the Armed Forces in ROME in these classifications are drawn from persons who are accustomed to working conditions as established by the Italian Government. To ensure efficiency, recruitment and retention of properly trained personnel, it is necessary that the Armed Forces conform with Italian Government practice in this regard in the City of ROME.

See further addendum

23b

A/0321/CC

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

SJBL/dght

[redacted]

23 Secretary Allied Force Local Resources Board

SAPR 1945

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AFLRS, ROME Area
Allied Command,
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IRS/214A.

2 April 1945

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - AGENDA

The thirty-second meeting of the Labour & Wages Control Committee will be held at 0930 hours on THURSDAY, 12 April 45 in the AFLRS (AFHQ) Conference Room, 2nd Floor, 68 Piazza dell'Esedra, ROME, to consider the following Agenda :-

1. Minutes of the thirtieth meeting held on 15 March 45.
2. Minutes of the thirty-first (special) meeting held on 5 April 45.
3. To consider any matters arising out of the meeting of the AFLR (Italian) Board held on 7 April 45.
4. To receive the Minutes of the Wages Sub-Committee meeting held on 3 April 45.
5. To receive a report from the Chairman on any interim action taken in connection with para.112 of the Minutes of the thirtieth meeting. (Printing Trades in ROME - proposed increase in rate).
6. Any other business.
7. To set a date for the next meeting.

[redacted]

SJBL/dght

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

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28/29	DAR, ITALY
30	Fiscal Director, AFHQ
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33	GPA, MTOUSA
34	DD.Lab., 15 Army Group
35/37	CG, Fifth Army
38	CG, Fifth Army (for attn. British Inc. - Labour)
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
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53	R.N. (FOTAF)
54	R.N. (FOTAF), ROME
55	CS, TARANTO
56	NOIC, PALERMO
57	NOIC, NAPLES
58	NOIC, AUGUSTA
59	The Senior Naval Officer, Eastern SICILY
60/62	Comdr, U.S. EIGHTH FLEET
63	SINFONIMO, ITALY
64	WEA
65	MATB
66	MMTB & Shipping Sub-Commission
67	MLAF (A)
68	MLAF (B)
69/72	AMSSO/MTO
73/74	HQ 211 Group, RAF
75	EA, NAF
76/78	HQ, 1 District
79/80	HQ, 2 District
81/82	HQ, 3 District
83/87	CG, ROME Area Allied Command
88/89	BPA, PENBASE (Main)
90	BPA, PENBASE (South)
91/92	HQ, Adriatic Depot
93	Chairman, Labour & Wages Control Committee
94/98	AFLRS AFHQ (Adv Sch), c/o HQ 59 Area
99	AFLRS NAPLES Area
100	AFLRS HEHQ CASERTA
101	AFLRS S.E. Area
102	AFLRS SICILIAN Area
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