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

785015

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10000/136/395

AFLR
AUG.

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

785015

10000/136/395

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

4032/CC

Office of the
Chief Commissioner

-ALLIED COMMISSIONER-

LIST OF PAPERS

File under No. 4032 AFLR(I)B
LABOR & WAGES CONTROL COMMITTEEFrom: 23 Aug 45
To : 09 Jan 46

Vol. III

SERIAL NUMBER	FROM—	DATE	TO—	SYNOPSIS
56	Ltr AFLWC/2A Davy	21 Dec 45	AFLWC	Minutes meeting 2 DL Sub Comm 19 Dec
57	Ltr LRS/201/90 AFLRS	31 Dec 45	MTOLSA	Inactivation of AFLRS
58	Ltr Eaton	9 Jan 46	CC	Notice of Meeting and Agenda
5220				

LIST OF PAPERS

4032/CC

Office of the
Chief Commissioner

-ALLIED COMMISSION-

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

Vol. III

SERIAL NUMBER	FROM—	DATE	TO—	SYNOPSIS
41	Agenda 37th Meeting	23 Aug 45		
42	Minutes 37th Meeting	23 Aug 45		
43	Minutes 38th Meeting	5 Sep 45		
44	Agenda 39th Meeting	26 Sep 45		
45	Minutes 39th Meeting	26 Sep 45		
46	AFLRS/214g/26/LRS	1 Oct 45	CAO,CC	Approval of minutes of local sub-com as follows: RAAC 4 Sep; 1 Dist 30 Jun; 3 Dist 23 May.
47	CC 4032, Stone	2 Oct 45	AFLRS	Approval of minutes of local sub-com as follows: RAAC 4 Sep; 1 Dist 30 Jun; 3 Dist 23 May.
48	CC LSC/906 Stone	10 Oct 45	AFLRS	AFHQ Administrative Memorandum No. 34 of 1945.
49	AFLRS/214N/1 Agenda	19 Oct 45		1st Meeting of AFL&W Committee Agenda
50	LRS/214N/4 Minutes	26 Oct 45		1st Meeting of AFL&W Committee
51	LRS/214N/5 Annexure I	31 Oct 45		1st Meeting of AFL&W Committee
522.1	Ltr LSC/906 Stone	5 Oct 45	AFLRS	Pay on engagement of Italian Civilians
53	LRS/214N/11 Agenda	13 Nov 45		2nd Meeting of AFL&W Committee
54	LRS/214N/12 Minutes	21 Nov 45		2nd Meeting of AFL&W Committee
55	Ltr Stone	18 Dec 45	AF LocResSec	Braine as Chairman of Committee
55a	Ltr AFLWC/IA Davy	18 Dec 45	AFLWC	Minutes meeting 2 DL Sub Comm

*To: Chief Commander, Allied Commanders,
(Three)*

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

0200

Notice of Meeting and Agenda

JAN 9 1945

1. Notice of Meeting: The second session of the fourth meeting of the Local Sub-Committee in and for Southern District, Peninsular Base Section, will be held at 0800 hrs Friday 11 January 1945 at the office of Major R.B. Eaton, Room 615, Headquarters Southern District, Peninsular Base Section, Naples, (Palazzo della Finanza).
2. Agenda: The following issues are noted for the agenda:
 - a. Identification from the Sub-Committee of Commander, U.S. Naval Forces, North African Waters.
 - b. Application of Headquarters Commandant, ANMO, for membership on Sub-Committee.
 - c. Comparison of Naples private wage rates with Armed Force wage rates authorized in Naples.
 - d. Adjustment of Naples Armed Force wage rates if indicated.
3. Witnesses and Information: Members of the Sub-Committee are invited to present to the Sub-Committee as witnesses those persons whom they believe possess special knowledge of the issues noted for the agenda. It is desired that AIG request the attendance of representatives of the Camera del Lavoro of Naples, the Camera del Lavoro of Pozzuoli, the Ufficio Provvidenza del Lavoro and the Prefect of Naples. Members and witnesses are invited to present to the Sub-Committee all available data of general application respecting compensations now authorized by law or collective contract for private industry in the Naples area, where possible, data submitted showed be arranged agreeably to the preference or statistical table prescribed for the use of the Sub-Committee.

R. B. Eaton

R.B. Eaton

Major

Civilian Personnel Officer
Southern District, PMS
Chairman

Distribution:

41037/cc

1. An instrument of capitalization is filed with the Secretary of State for the purpose of recording the same.

41032/CC

Major
Citizen Personnel Officer
Seabrooks District, 250
Olmstead

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6	CC 58 Area	
7	C.O., 3rd AGSD	20-50
8	HQIC, Naples Area, RM	
9	AOC, 1 Base Area, RMF	
10	Commander, US Naval Forces, I.A. Waters	
11	Commissioner, Comune of Naples, AMO	
12	AG, MTOUSA	
13	Headquarters Commandant, AFHQ	
14	Director of Labor, AFHQ	

5223

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JAN 8 1946

ALLIED FORCE LOCAL RESOURCES SECTION
AFHQ

LRS/201/90.

Postal Address:
AFHQ, Rome Area Allied Command,
C.M.F.SUBJECT : Inactivation of AFHQ.

Tel: ROME 66275.

TO : Distribution as below.

31 December 1945.

1. In accordance with AFHQ Admin Memo No. 54 dated 28 Dec 45, Allied Force Local Resources Section will be inactivated at 23.59 hours 31 Dec 45.
2. The authority for the disbandment of the British component of AFHQ (WE CM/1093/1) is GHQ CMF letter 1074/A-1 (Ser. 5894) dated 6 Dec 45.

Walter G. Greany
WALTER G. GREANY, Major, GHC,
Chief of Section (US),
A.F.L.R.S.

S. J. B. Loudon
S. J. B. LOUDON, Major, DIOMG,
Chief of Section (Br),
A.F.L.R.S.

DISTRIBUTION.

C-in-C, Med.
A.O.C. Air HQ, RAF Italy.
CAO, AFHQ.
D/CAO, AFHQ.
G-5, AFHQ.
CG, MTOUSA.
G-1, MTOUSA.
G-2, MTOUSA.
G-3, MTOUSA.
G-4, MTOUSA.
QM, MTOUSA.
CE, MTOUSA.
OFD, MTOUSA.
Fiscal Director, MTOUSA.
AG Civ Pers Div, MTOUSA.

4032
DMRS, Italy.
TN (Main) ROME, C.M.F.
US AAF/MTO.
Naples Air Force General Depot.
HQ 214 Group RAF.
AFM Air HQ RAF Italy.
HQ XIII Corps, CFE.
DSP, UDE, CMF.
EA & CA HQ RAF, MEDAE, CAIRO, MEF.
CG, PBS.
CE, PBS.
CE, PBS (South)
ORD, PBS.
ORD, PBS (South)
C.O. PBS (South)

-2-

Resident Naval Officer, ROME.
Officer for Co-ordination of Supplies MILIT.

M.W.T.B.

W.S.A.

Port Steward, W.S., NAPLES.

ADOS, CRP (Italy) ORD.

C.O.C. 557 B.O.D.

6 Base Command Pay Office.

Chief Commissioner Allied Commission.

HQ ALCOM.

Vice President Economic Section, HQ ALCOM.

Economic Section, HQ ALCOM.

Finance Sub-Commission, "

Industry & Utilities Sub-Com, HQ ALCOM.

Labour Sub-Commission, HQ ALCOM.

Food & Agric. Sub-Commission, HQ ALCOM.

Water & Shipping Sub-Commission, HQ ALCOM.

ACI., HQ ALCOM.

Local Distribution.

G-1, Rome Area Allied Command.

G-2, " " " " " "

G-3, " " " " " "

G-4, " " " " " "

Signals, " " " " " "

ST, " " " " " "

Med, " " " " " "

Ord, " " " " " "

RME, " " " " " "

Lab, " " " " " "

Camp Commandant, " " " " " "

Provost, " " " " " "

Real Estate, " " " " " "

Welfare, " " " " " "

104, C.R.E.

372, D.C.P.E.

OS, 37 B.I.S.

O.C. 24 A.C.O.

O.C. 144 ST Coy. (Vehicles).

Central M.I. Room.

ASOS, Durs.

2902 Civil Labour Unit.

O.C. Train Guard Control.

*Chief Comm. er*COPY No. 83 DEC 24 1945

ALLIED FORCE LABOUR AND WAGES COMMITTEE

A. F. H. Q.

Postal Address:

Civilian Personnel Division,
A.C.D. Section
Pen Base South
A.P.O. No. 782
U.S. ARMY

REF. AFLMC/2A

21 Dec. 45

Allied Force Labour and Wages Committee - Addendum to Agenda
(Ref. AFLMC/1A dated 18 Dec 45)

With reference to para 5 of a/9 agenda.

Minutes of a meeting held by 2 District Local Sub-Committee on 19th Dec 45 are attached.

William T. Davy
(William T. Davy, Major)
Secretary (Br.)

for Joint Secretariat,
A. F. Labour and Wages Committee

4032/CC

Allied Force Labour and Wages Committee - Addendum to Agenda
(Ref. AFWC/IA dated 18 Dec 45)

With reference to para 5 of a/q agenda.

Minutes of a meeting held by 2 District Local Sub-Committee on 19th Dec 45 are attached.

4032/CC

(William T. Davv, Major)
Secretary (Br.)

for Joint Secretariat,
A. F. Labour and Wages Committee

5221

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ADJUTANT GENERAL'S COMMITTEEDISTRIBUTION LIST

	<u>AGENDA</u>	<u>MINUTES</u>
<u>A.F.H.Q. GROUP</u>		
C-in-C, MED.	2	2
CAO, AFHQ	1	1
DCAO, AFHQ	1	1
G-5, AFHQ	2	2
<u>MTOUSA GROUP</u>		
CG, MTOUSA	1	1
G-4, MTOUSA	8	8
Engineer Section, MTOUSA	-	1
AG Civ Pers Div, MTOUSA	1	1
Fiscal Director, MTOUSA	1	1
<u>G.H.Q. GROUP</u>		
Q (Maint), GHQ CMF	1	1
Q (AE), GHQ CMF	1	1
D.W., GHQ CMF	1	1
Ord, GHQ CMF	1	1
REME, GHQ CMF	1	1
S & T, GHQ CMF	1	1
Labour, GHQ CMF	2	2
DPIC, GHQ CMF	1	1
F.A., GHQ, CMF	1	1
<u>MISCELLANEOUS GROUP I.</u>		
A.O.C., AIR HQ RAF, Italy	1	1
F.A. & Chief Auditor, HQ RAF,		
MEDME, Cairo, MEF.	1	1
A/F.A., AIR HQ RAF, Italy	1	1
Naples Air Force General Depot	2	2
HQ, 214 Group R.A.F.	2	2
HQ. XIII Corps	2+	2+
D.M.R., Italy	2	2
<u>P.B.S. GROUP</u>		
CG, PBS	2+	2+
CO, PBS (South)	2+	2+
CO, PBS (East)	1	1
AG Civ Pers Div, PBS	1	1

Q (AE), GHQ CMF	1	1
D.W., GHQ CMF	1	1
Ord, CHQ CMF	1	1
RENE, GHQ CMF	1	1
S & T, GHQ CMF	1	1
Labour, GHQ CMF	2	2
DPIC, CHQ CMF	1	1
F.A., GHQ, CMF	1	1
A.O.C., AIR HQ RAF, Italy	1	1
F.A. & Chief Auditor, HQ RAF,		
MEDME, Cairo, IIEF.	1	1
A/T.A., AIR HQ RAF, Italy	1	1
Naples Air Force General Depot	2	2
HQ, 214 Group R.A.F.	2	2
HQ, XIII Corps	2+	2+
D.M.R., Italy	2	2

P.B.S. GROUP

5220

CG, PBS

CO, PBS (South)

CO, PBS (East)

AG Civ Pers Div. PBS

AG Civ Pers Div, PBS (South)

DISTRICTS & AREAS GROUP

HQ, No 2 District

HQ, No 3 District

CG, Rome Area Allied Command

NOTE (+) Includes copy/copies for Local Sub-Committee (s)
for information.

(56)

	<u>AGENDA</u>	<u>MINUTES</u>
<u>NAVAL GROUP</u>		
FOIL, Rome	1	1
A.N.S.O., FOIL, Rome	1	1
SENALUSNO, ITALY	1	1
Resident Naval Officer, ROME	1	1
CS, TARANTO	1	1
COMNOB, PALERMO	1	1
NOIC, NAPLES AREA	1	1
NOIC, TRIESTE	2	2
SNO, Eastern Sicily	1	1
M.W.T.B.	1	1
W.S.A.	1	1
<u>ALLIED COMMISSION GROUP</u>		
Chief Commissioner, HQ ALCOM	1	1
HQ, ALCOM	1	1
Vice-President Economic Section, HQ ALCOM	1	1
Economic Section, HQ ALCOM	6	6
Finance Sub-Commission, HQ ALCOM	1	1
Labour Sub-Commission, HQ ALCOM	2	2
LWTR & Shipping Sub-Commission	1	1
<u>MISCELLANEOUS GROUP II.</u>		
DSP, UDF, CMT.	1	1
8 Base Command Pay Office	-	1
<u>CHAIRMAN GROUP</u>		
Chairman, Allied Force Labour & Wages Committee	1	1

W.S.A.

ALLIED COMMISSION GROUP

Chief Commissioner, HQ ALCOM

HQ, ALCOM

Vice-President Economic Section, HQ ALCOM

Economic Section, HQ ALCOM

Finance Sub-Commission, HQ ALCOM

Labour Sub-Commission, HQ ALCOM

LWTFB & Shipping Sub-Commission

MISCELLANEOUS GROUP II.

DSP, UDF, CTF.

8 Base Command Pay Office

CHAIRMAN GROUP

Chairman, Allied Force Labour & Wages Committee

5219

(56)

HQ No. 2 District CNF
1214/8/Q1

19 DEC 45.

NO. 2 DISTRICT LOCAL LABOUR AND WAGES SUB-COMMITTEE

MINUTES

19. The Third Meeting of No. 2 District Local Labour and Wages Sub-Committee was held, at 10.00 hours, on Wednesday, 19 Dec 1945, in the Conference Room of HQ No. 2 District.

PRESENT:

CHAIRMAN

Lt.Col. J.P.A. McADAM, CBE - A/DEL 2 DISTRICT

VICED CHAIRMAN

Lt.Col. R.O. WADH - O.C. 91 Group Pioneer Corps

REPRESENTATIVES OF:

(ADV) HQ ALLIED COMMISSION
'Q' BRANCH NO. 2 DISTRICT
HQ 2 GROUP PRISONER CORPS
59 AREA
217 AREA
60 SUB-AREA

IN ATTENDANCE:

ADL HQ XIII CORPS

20. MINUTES OF THE SECOND MEETING

The minutes of the second meeting held on 23 July 1945 were approved.

21. WAGES AGREEMENT NORTHERN ITALY

The Chairman explained the terms and outlined the effect of "The Agreement for the Equalisation of Wages in respect of Industrial Workers, Northern Italy", dated 6 Dec 1945.

VICT CHAIRMAN

Lt. Col. R.C. MADR - O.C. 91 Group Pioneer Corps

REPRESENTATIVES OF:

(ADV) HQ ALLIED COMMISSION
'Q' BRANCH NO. 2 DISTRICT
HQ 2 GROUP PIONEER CORPS
59 AREA
217 AREA
60 SUB-AREA

IN ATTENDANCE:

ADL HQ XIII CORPS

20. MINUTES OF THE SECOND MEETING

The minutes of the second meeting held on 23 July 1945 were approved.

21. WAGES AGREEMENT NORTHERN ITALY

5218 The Chairman explained the terms and outlined the effect of "The Agree-
ment for the Equalisation of Wages in respect of Industrial Workers, Northern
Italy", dated 6 Dec 1945, of which the pertinent extracts are attached as
Appendix "A".

The representative of (Adv) HQ Allied Commission confirmed the Chairman's
summary and that the new wage scales laid down for industrially employed
civilians in Northern Italy, are already being paid in most Zones, and will
be put into effect, totally, in the immediate future retroactive to either
1 Oct or 15 Oct 1945. In addition he stated that dissatisfaction had already
been expressed by deputations from Allied employed civilians, at the dis-
crepancy between the Allied "take home" packet and that of Civilian Industry.

22. COMPARATIVE TABLES

The Chairman drew attention to the comparative tables attached as Appendices
'B' and 'C', and obtained confirmation from the representatives of (Adv) HQ
Allied Commission, 59 Area, 217 Area and 60 Sub-Area that the tables indicated
a true comparison between Allied Scales of Wages and bonuses and those new
being paid, or about to be paid, as a result of the new agreement.

22. COMPARATIVE TABLES (cont'd)

The Committee agreed that additional Bonuses should be granted to Allied employed civilians so that the maximum Allied 'take home' packet, throughout 2 District, should be in line with the minimum obtaining in civilian industry in No. 1 Area. (see Article I and Article III of the Agreement)

23. RECOMMENDATIONS

On the invitation of the Chairman, the representative of 59 Area, which includes all No. 1 Area of the Agreement, submitted a proposal, which after discussion emerged as the following firm recommendations by the Sub-Committee:

- (a) that an immediate award be made throughout 2 District, suitably scaled between Male, Female and Juvenile, up to the limit of the powers of the Sub-Committee, as laid down in para 6(a) of AFHQ Admin Memo No. 25 dated 18 April 1945.

This will result in the following immediate awards:

59 AREA (Less Provinces of PARMA and PIACENZA)	217 ARMA (Plus the Provinces of PARMA and PIACENZA) and 60 SUB-AREA
MONTHLY PAID GRADES:	
(Less Hotel, Mess and Club Grades, for whom full rations are drawn)	
MALE	2600 Lire
FEMALE	2080 Lire
JUV.	1040 Lire
HOTEL, MESS AND CLUB GRADES (for whom full rations are drawn)	
MALE	2400 Lire
FEMALE	1950 Lire
JUV	1050 Lire
DAILY PAID GRADES:	
MALE	100 Lire
FEMALE	85 Lire
JUV	40 Lire

- (b) that this Sub-Committee be granted further powers of award, of 100 lire per day, as foreseen in para 6(b) of AFHQ Admin Memo No. 25 dated 18 April 1945; and that immediate action be taken by AFHQ to obtain this additional power from GHQ CMT;
- (c) that conditional on the grant of this new power, in accordance with minute 23(b), the following further awards be authorised throughout 2 District.

MONTHLY PAID GRADES:

MALE

1950 Lire

PARMA and PIACENZA) and 60 SUB-AREA

MONTHLY PAID GRADES:
(Less Hotel, Mess
and Club Grades,
for whom full rations
are drawn)

MALE 650 Lire
FEMALE 520 Lire
JUV. -

2600 Lire
2080 Lire
1040 Lire

HOTEL, MESS AND CLUB
GRADES (for whom
full rations are
drawn)

MALE 600 Lire
FEMALE 450 Lire
JUV 300 Lire

2400 Lire
1950 Lire
1050 Lire

DAILY PAID GRADES:

MALE 25 Lire
FEMALE 25 Lire
JUV -

100 Lire
85 Lire
40 Lire

(b) that this Sub-Committee be granted further powers of award, of 100 lire per day, as foreseen in para 6(b) of AFHQ Admin Memo No. 25 dated 18 April 1945; and that immediate action be taken by AVERS to obtain this additional power from GHQ CMF:

(c) that conditional on the grant of this new power, in accordance with minute 23(b), the following further awards be authorised through-out 2 District.

5217 MONTHLY PAID GRADES:
(Less Hotel, Mess and
Club Grades for whom
full rations are
drawn)

MALE

1950 Lire

Club Grades for whom

FEMALE

1820 Lire

full rations are
drawn)

JUV

910 Lire

HOTEL, MESS AND
CLUB GRADES :
(for whom full
rations are
drawn)

MALE

2100 Lire

(for whom full

FEMALE

1950 Lire

rations are
drawn)

JUV

900 Lire

- 2 -

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23. (cont'd)

DAILY PAID GRADES:		
	MALE	40 Lire
	FEMALE	35 Lire
	JUV	35 Lire

24. OTHER BUSINESS

There being no further business the meeting was declared closed.

Major,
DADL,
Secretary,
No. 2 District Local Labour and Wages Sub-Committee

JFAM/wbm

0 6 5 2

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

785015

No. 2 District Local Labour and Wages Survey

JFAM/wbm

- 3 -

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EXTRACTS From:- APPENDIX 'A'

AGREEMENT FOR THE EQUALISATION OF WAGES IN RESPECT OF INDUSTRIAL WORKERS N. ITALY

6 Dec 45, MILAN

Between the Italian General Confederation of Industry and the Italian General Confederation of Workers.

.....

FOREWORD

Representatives of the Camera del Lavoro and the Industrial Associations, N ITALY, assisted by the representatives of IGC of Workers and IGC of Industry, taking into consideration:-

- (1) The desire to better the country's economic position, it's reconstruction and improvement in the standard of living.
 - (2) The necessity to terminate the existing race between wages and cost of living, having as an aim, a reduction in cost of production and therefore a reduction in the retail price of products.
 - (3) The desire to obtain peaceful and useful work:-
 - (a) by the elimination of wage differences in the different provinces and localities which tend to cause agitation.
 - (b) by the elimination of workers having to request increase of pay, because of continued increase in the cost of living.
- K..... they have as a whole agreed
- (a) To bring all industries into line, bearing in mind the difference between groups, and areas of production.
 - (b) Establish a sliding scale of wages, by groups and areas.
 - (c) Revised conditions of work and methods of payments, to result in the betterment of workers' interests and general production.

Bearing this in mind the following stipulations were made:-

- (2) The necessity to terminate the existing race between wages and cost of living, having as an aim, a reduction in cost of production and therefore a reduction in the retail price of products.
- (3) The desire to obtain peaceful and useful work:-
- (a) by the elimination of wage differences in the different provinces and localities which tend to cause agitation.
 - (b) by the elimination of workers having to request increase of pay, because of continued increase in the cost of living.

K..... they have as a whole agreed

- (a) To bring all industries into line, bearing in mind the difference between groups, and areas of production.
- (b) Establish a sliding scale of wages, by groups and areas.
- (c) Revised conditions of work and methods of payments, to result in the betterment of workers' interests and general production.

Bearing this in mind the following stipulations were made:-

5215

ART. 1

Minimum hourly rates of pay for workers of industrial firms in Lombardia, Piemonte, Liguria, Veneto and Emilia regions (i.e. the part of Italy north of the Gothic Line) are established, but differ according to the location with local cost of material and the local cost of industry.

1st Area : MILANO, GENOVA, TORINO

2nd Area : BOLOGNA, VENEZIA, NOVARA, VERCELLI, AOSTA, ASTI, VARESE, COMO, SAVONA, BRESCIA, ALESSANDRIA, LA SPEZIA, SAVIGLIA-NO, PADOVA, BOLZANO: reduction of 6% in respect of the 1st Area.

ART. 1 contd.

3rd Area : IMPERIA, AOSTA, BELLUNO, CREMONA, FERRARA, MANTOVA, MODENA, PARMA, REGGIO EMILIA, ROVIGO, SONDRIO, TRENTO, TREVISO, UDINE, VERONA, BERGAMO, FORLI', PIACENZA, RAVENNA, CUNEO (exclusive Savigliano), VICENZA, PAVIA: reduction of 11% in respect of the 1st Area.

In the provinces - except Bergamo and Pavia - where after the liberation, wages were agreed with foresight in respect of communes not classified as main towns, the local authorities must exercise the reduction of wages if considered necessary.

This must not exceed 5%, but workers in Group C, however, the minimum wage of 14 lire must not fall below that figure.

ART. 11GROUPS

Group 0 (zero)	Individuals or firms as for Group A, who are established through many years in these trades/pro- ductions.
" A	Metalurgists, mechanics, building, (excluding those in Group O). Woodworkers (joinery, carpentry, furniture, upholstery, etc.)
" B	Rubber, chemistry, electricity, tannery - Group A - 5%.
" C	Paper, brush manufacture, manufacturing tailors, button manufacture, buckle manufacture, pottery (excluding arts), sand and gravel - Group B - 5%.
" T	Categories not included in A,B,C to be dealt with later under provincial arrangements. Textile.

ART. 111

TABLES OF PAY - Minimum hourly rates of pay for male workers aged 20 and over.

5213 In relation to the new minimum rates of pay, workers are divided into the following categories:-

- " A Metalurgists, mechanics, building, (excluding those in Group O). Woodworkers (joinery, carpentry, furniture, upholstery, etc.)
- " B Rubber, chemistry, electricity, tannery - Group A - 5%.
- " C Paper, brush manufacture, manufacturing tailors, button manufacture, buckle manufacture, pottery (excluding arts), sand and gravel - Group B - 5%.
- " T Categories not included in A, B, C to be dealt with later under provincial arrangements.
Textile.

ART. 111

TABLES OF PAY - Minimum hourly rates of pay for male workers aged 20 and over.

5213 In relation to the new minimum rates of pay, workers are divided into the following categories:-

Specialised workers, qualified workers, specialised labourers, unskilled labourers.

Firms are divided into groups A, B, & C for different areas 1, 2 & 3.

The rates of pay are as follows:-

Category Area	Specialised Workers	Qualified Workers	Specialised Labourers	Unskilled Labourers
A	1 21,00 2 19,75 3 18,70	19,00 17,85 16,90	17,90 16,85 15,95	16,50 15,50 14,70
B	1 20,00 2 18,80 3 17,80	17,90 16,85 16,00	17,00 16,00 15,15	15,60 14,65 14,00
C	1 19,00 2 17,85 3 16,90	17,00 16,00 15,15	16,15 15,20 14,40	14,80 14,00 14,00

For the branches of industry which do not fall within the above schedule, it has been decided that the National Association for the Confederation of Industry may form a second category of trade for each of those shown in the above schedule or may even alter completely the system of classification to that akin to the trade.

ART IV

WOMEN & JUVENILES

New rate of pay for women over 18 years will be:-

- (a) Qualified workers - Cat. 1 -) Reduction of 30% Groups
- (b) Specialised unskilled-Cat 2-) A, B & C (except where
- (c) Unskilled -Cat 3-) present reduction is less than 30%)

JUVENILES - MALE

Minimum rate of pay for male juvenile under 20 years:-

- | | | |
|---------------------------|-------------|--------------------|
| (a) Specialised unskilled | 18 - 20 yrs | - reduction of 10% |
| (b) " | 16 - 18 " | " 30% |
| (c) Unskilled | 18 - 20 " | " 10% |
| (d) " | 16 - 18 " | " 30% |

JUVENILES - FEMALE

Minimum rate of pay for female juveniles from 16 - 18 yrs and both sexes under 16 yrs will be calculated as for apprentices (ART V).

Females between 16 and 18 yrs and under 16 yrs will be paid on calculations made in Cats. 2 & 3.

Male juveniles under 16 yrs - Cat. 4 (unskilled)

Females undergoing the same conditions of work and/or replacing males, will be paid at the male rate.

Where work is performed and additional gratuity is given for amount and quality produced (costing), male and female will receive the same payment.

.....

ART IX

Minimum rate of pay for male juvenile under 20 years:-

(a) Specialised unskilled	18 - 20 yrs - reduction of 10%
(b) "	16 - 18 " - " 30%
(c) Unskilled	18 - 20 " - " 10%
(d) "	16 - 18 " - " 30%

JUVENILES - FEMALE

Minimum rate of pay for female juveniles from 16 - 18 yrs and both sexes under 16 yrs will be calculated as for apprentices (ART V).

Females between 16 and 18 yrs and under 16 yrs will be paid on calculations made in Cats. 2 & 3.

Male juveniles under 16 yrs - Cat. 4 (unskilled)

Females undergoing the same conditions of work and/or

replacing males, will be paid at the male rate.

Where work is performed and additional gratuity is given for amount and quality produced (cattino), male and female will receive the same payment.

.....

ART IX

5214 CLERKS

Wages for TURIN & VENICE from 1st Oct and in all other localities except those specifically excluded from Art. 1 from 15 Oct, will compare with the rates for MILAN authorised by the contract of 11 Oct 45.

The following scale will be effective from Dec 1st 45 - minimum rates, with exclusion as above:-

Clerks - 1st Class	L. 7,500
" - 2nd Class	L. 6,000
" - 3rd Class	L. 4,400

For women and juveniles, deductions will be calculated from these new minimum rates in the same way as outlined in the contract of 11 Oct 45.

For contingency bonuses, see Art. 10.

ART X

CONTINGENCY BONUS - Women and Juveniles.

For women and men under 20, calculations will be based on the full contingency bonus for males according to the following percentages:-

Men over 20 yrs of age	100%
Men between 18 & 20 years	90%
Men between 16 & 18 years	75%
Men under 16 years	50%
Women over 20 years	87%
Women between 18 & 20 yrs	70%
Women between 16 & 18 yrs	63%
Women under 16 years	50%

ART X

These percentages will take effect from Jan 1st.
Percentages to be calculated to the nearest 50 cents i.e.

73.40 = 73,5 lire
73.60 = 74.0 lire

.....

ART X

These percentages will take effect from Jan 1st.
Percentages to be calculated to the nearest 50 cents i.e.

73.40 = 73,5 lire

73.60 = 74.0 lire

.....

SPECIAL COMPARISON TABLE CIVILIAN LABOUR RATES 1945

MILAN, GENOA, TURIN ("ZONE I" UNDER THE ITALIAN GOVT AGREEMENT FOR CIVIL IND
IN NORTHERN ITALY)

ALLIED FORCE BASIC RATE					ITALIAN INDUSTRY					
			PLUS				P	L	U	S
GRADE	MALE OR FEMALE	BASIC MAX	C. OF L.	TAKE HOME	BASE PAY (1)	PRESENCE INFIRMITY	WIFE	2 CHILDREN	CARO VITA	EMER BONUS
ACCOUNTANT	M	5400	3420	8020	5500			804		3750
DOCK KEEPER	M	5000	3640	8640	6000			804		3750
CLERK	M	3600	3640	7240	6000			804		3750
CASHIER	M	3600	3640	7240	7500			804		3750
COOK (MESS & CLUB)	M	4000	2975	6975	4560			840		4500
WAITER (MESS & CLUB)	M	3700	3075	6775	4200			840		4500
BLACKSMITH	M	125	147	272	160			28		150
BRICKLAYER	M	120	150	270	152			28		150
CARPENTER	M	120	150	270	158			28		150
DRIVER, TRUCK	M	115	150	265	152			28		150
ELECTRICIAN	M	135	142	277	160			28		150
JOINER	M	125	147	272	160			28		150
MASON	M	125	147	272	160			28		150
MECHANIC	M	135	142	277	152			28		150
PAINTER	M	120	150	270	152			28		150
STOREMEN	M	100	150	250	144			28		150
TIMEKEEPER	M	135	142	277	144			28		150
WELDER	M	135	142	277	152			28		150
UNSKILLED	M	85	150	235	136			28		150
UNSKILLED	F	72	135	207	96			28		130
UNSKILLED	JUV	45	69	114	92			-		50

(1) THE DATE OF THE COLLECTIVE AGREEMENT IS 6 DEC 1945

SPECIAL COMPARISON TABLE CIVILIAN LABOUR RATES 1945

APPENDIX "B"

TURIN ("ZONE I" UNDER THE ITALIAN GOVT AGREEMENT FOR CIVIL INDUSTRY
IN NORTHERN ITALY)

ITALIAN INDUSTRY RATES								
TAKE HOME	BASE PAY (1)	PRESENCE INDEMNITY	P L U S				MINUS SOCIAL INS.	TAKE HOME
			WIFE	2 CHILDREN	CARO VITA	EMER BONUS		
8020	3500			894		3750		12134
8640	6000			884		3750		10634
7240	6000			884		3750		10634
7240	7500			884		3750		12134
6975	4560			840		4500		9900
6775	4250			840		4500		9630
272	160			28		150		330
270	152			28		150		330
270	160			28		150		346
265	152			28		150		330
277	160			28		150		330
272	160			28		150		330
272	160			28		150		330
277	152			28		150		330
270	152			28		150		330
250	144			28		150		322
277	144			28		150		322
277	152			28		150		330
235	136			28		150		314
207	96			28		130		254
114	92			-		56		140

THE COLLECTIVE AGREEMENT IS 6 DEC 1945

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SPECIAL COMPARISON TABLE CIVILIAN LABOUR RATES 1945
 PADUA & BOLZANO ("ZONE II" UNDER THE ITALIAN GOVT AGREEMENT FOR CIVIL IN
 IN NORTHERN ITALY)

ALLIED FORCE BASIC RATE					ITALIAN IN			
			PLUS				PLUS	
GRADE	MALE OR FEMALE	BASIC MAX	C. OF L.	TAKE HOME	BASE PAY (1)	PRESENCE INDEMNITY	WIFE	2 CHILD
ACCOUNTANT	M	5400	1470	6870	7050			80
BOOK KEEPER	M	5000	1690	6590	5640			80
CLERK	M	3600	1690	5290	4140			80
CASHIER	M	3600	1690	5290	5640			80
COOK (MESS & CLD)	M	4000	1175	5175	4000			80
WAITER (MESS & CLD)	M	3700	1225	4925	7000 (2)			80
BLACKSMITH	M	125	72	197	143			2
BRICKLAYER	M	120	75	195	143			2
CARPENTER	M	120	75	195	143			2
DRIVER , TRUCK	M	115	75	190	143			2
ELECTRICIAN	M	135	67	202	159			2
JOINER	M	125	72	197	143			2
MAISON	M	125	72	197	143			2
MECHANIC	M	135	67	202	143			2
PAINTER	M	120	75	195	143			2
STOREMAN	M	100	75	175	143			2
TIMEKEEPER	M	135	67	202	159			2
WELDER	M	135	67	202	150			2
UNSKILLED	M	85	75	160	124			2
UNSKILLED	F	72	75	147	117			2
UNSKILLED	JUV	45	29	74	117			2

(1) THE DATE OF THE COLLECTIVE AGREEMENT IS 6 DEC 1945

(2) THIS INCLUDES REPRESENTATIVE AVERAGE MONTHLY SUM RECEIVED IN GRATUITIES.

APPENDIX "C"

SPECIAL COMPARISON TABLE CIVILIAN LABOUR RATES 1945

PADUA & BOLZANO ("ZONE II" UNDER THE ITALIAN GOVT AGREEMENT FOR CIVIL INDUSTRY
IN NORTHERN ITALY)

ITALIAN INDUSTRY RATES									
PLUS					PLUS			MINUS	
C. OF L.	TAKE HOME	BASE PAY (1)	PRESENCE INDEMNITY	WIFE	2 CHILDREN	CARO VITA	EMER BONUS	SOCIAL INS.	TAKE HOME
1470	6870	7050			884		3750		11684
1690	6590	5640			884		3750		10274
1690	5290	4110			884		3750		8774
1690	5290	5640			884		3750		10274
1175	5175	4000			884		3000		7084
1225	4925	7300 (2)			884		-		8684
72	197	143			20		150		321
75	195	143			20		150		321
75	195	143			20		150		321
75	190	143			20		150		321
67	202	159			20		150		336
72	197	143			20		150		321
72	197	143			20		150		321
67	202	143			20		150		321
75	195	143			20		150		321
75	175	143			20		150		321
67	202	159			20		150		337
67	202	150			20		150		336
75	160	124			20		150		302
75	147	87			20		125		247
29	74	87			-		56		143

EMENT IS 6 DEC 1945

AVERAGE MONTHLY SUM RECEIVED IN GRATUITIES.

APPENDIX 'D'

QUESTIONNAIRE

1. REASON FOR MEETING
(i.e. was there evidence of disparity of rates of wages?)
There was evidence of disparity between rates of wages payable by the Allied Forces and those being paid by civilian industry.
2. Source of information for the Italian Industry Rates as on the attached forms.
Uffici and Camere del Lavoro in No 2 District territory. Confirmed by representative (Adv) HQ Allied Commission.
3. Steps taken to verify the information referred to in para 2 above.
Visits by SLCOs to civilian firms, and a study made of "The Agreement for the Equalisation of Wages in respect of Industrial Workers, Northern Italy", dated 6 Dec 1945..
4. Increase/Decrease agreed, with explanation of any variations in proportions of the award as between occupations.
As in minute 23(a) (b) and (c), it was found that Monthly paid workers were on a proportionately higher rate of pay than Daily Paid Workers.
5. Is the Award in the form of a Bonus or of an Augmentation of the Basic Rate.
The Award is in the form of a Bonus to be known as the Emergency Bonus in order to distinguish it from the Cost of Living Bonus on a sliding scale.
6. Effective date and area of award.

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

Visits by SLCOs to civilian firms, and a study made of "The Agreement for the Equalisation of Wages in respect of Industrial workers, Northern Italy", dated 6 Dec 1945..

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

As in minute 23(a) (b) and (c), it was found that Monthly paid workers were on a proportionately higher rate of pay than Daily Paid Workers.

5. Is the Award in the form of a Bonus or of an Augmentation of the Basic Rate.

The Award is in the form of a Bonus to be known as the Emergency Bonus in order to distinguish it from the Cost of Living Bonus on a sliding scale.

6. Effective date and area of award.

1 Dec 1945 throughout No 2 District.

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Chief Co. m. er, HQ ALCOM

DEC 22 1945

COPY No. 84

ALLIED FORCE LABOUR AND WAGES COMMITTEE

A. F. H. Q.

AFWGC/IA

Postal Address:

Civilian Personnel Division,
A.G.D. Section
Pen Base South
A.P.O. No. 782
U.S. ARMY

18 Dec. 45

Allied Force Labour and Wage Committee - Agenda

The first meeting of the Labour and Wages Committee will be held at 09.30 hours on Friday 22 Dec 45 in Room 31, 1st floor, H.Q. Allied Commission, Via Vittorio Veneto, Rome to consider the following Agenda:

1. Minutes of the second meeting of the Allied Force Labour and Wages Committee (A.F.L.R.S.) held on the 21 Nov. 45 - Annexure I refers.
2. Minutes of the fourth meeting of the XVIII Corps Local Sub-Committee held on the 25 Nov. 45 - Annexure II refers.
3. Minutes of the first meeting of the 61 Area Local Sub-Committee held on the 28 Nov. 45 - Annexure III refers.
4. Minutes of the fourth meeting of the Southern District F.T.S. Local Sub-Committee held on the 6th Dec 45 - Annexure IV refers.
5. Minutes of a meeting to be held by 2 District Local Sub-Committee on the 19 Dec 45. Copies will be forwarded to members as soon as possible.
6. To receive a letter addressed to A.F.L.R.S. (Labour and Wages Committee), R.A.A.C. from the Deputy Director of Labour, G.H.Q., C.M.F. (Annexure V refers), containing a proposition relating to the combination of the present Basic Rate of Cost of Living Bonus as paid by the Allied Forces.
7. Any other business.

5244

4032/CC

4032/CC

The first meeting of the Labour and Wages Committee will be held at 09.30 hours on Friday 28 Dec 45 in Room 31, 1st floor, P.O. Allied Commission, Via Vittorio Veneto, Rome, to consider the following Agenda:

1. Minutes of the second meeting of the Allied Force Labour and Wages Committee (A.F.L.R.S.) held on the 21 Nov. 45 - Annexure I refers.
2. Minutes of the fourth meeting of the XIII Corps Local Sub-Committee held on the 25 Nov. 45 - Annexure II refers.
3. Minutes of the first meeting of the 61 Area Local Sub-Committee held on the 28 Nov. 45 - Annexure III refers.
4. Minutes of the fourth meeting of the Southern District F.O.S. Local Sub-Committee held on the 6th Dec 45 - Annexure IV refers.
5. Minutes of a meeting to be held by 2 District Local Sub-Committee on the 19 Dec 45. Copies will be forwarded to members as soon as possible.
6. To receive a letter addressed to A.F.L.R.S. (Labour and Wages Committee), R.A.A.C. from the Deputy Director of Labour, G.H.Q., C.M.F. (Annexure V refers), containing a proposition relating to the combination of the present Basic Rate and Cost of Living Bonus as paid by the Allied Forces.
7. Any other business.
8. To set a date for the next meeting.

52

William D. Davy
(William D. Davy, Major)
Secretary (Sr)

for Joint Secretariate,
A.F. Labour and Wages Committee

SEE DISTRIBUTION

55a

AGENDA
DISTRIBUTION LIST

	AGENDA	MINUTES
<u>A.F.H.Q. GROUP</u>		
C-in-C, MED.	2	2
CAO, AFHQ	1	1
DCAO, AFHQ	1	1
G-5, AFHQ	2	2
<u>MTOWSA GROUP</u>		
CG, MTOWSA	1	1
G-4, MTOWSA	8	8
Engineer Section, MTOWSA	1	1
AG Civ Pers Div, MTOWSA	1	1
Fiscal Director, MTOWSA	1	1
<u>G.H.Q. GROUP</u>		
Q (Maint), GHQ CMF	1	1
Q (AE), GHQ CMF	1	1
D.W., GHQ CMF	1	1
Ord, GHQ CMF	1	1
REME, GHQ CMF	1	1
S & T, GHQ CMF	1	1
Labour, GHQ CMF	2	2
DPIC, GHQ CMF	1	1
F.A., GHQ CMF	1	1
<u>MISCELLANEOUS GROUP I.</u>		
A.O.C., AIR HQ R.F., Italy	1	1
F... & Chief Auditor, HQ R.F.,		
IEDME, Cairo, MED.	1	1
A/F.A., AIR HQ R.F., Italy	1	1
Naples Air Force General Depot	2	2
HQ, 214 Group R.A.F.	2	2
HQ. XIII Corps	2+	2+
D.M.R., Italy	2	2
<u>P.B.S. GROUP</u>		
CG, PBS	2+	2+
CO, PBS (South)	2+	2+
CO, PBS (East)	1	1

REME, CHQ CME	1	1
S & T, GHQ CME	1	1
Labour, GHQ CME	2	2
DPIC, CHQ CME	1	1
F.A., GHQ, CME	1	1

MISCELLANEOUS GROUP I.

A.O.C., AIR HQ R.A.F., Italy	1	1
F.A. & Chief Auditor, HQ R.A.F.,		
MEDIE, Cairo, MEF.	1	1
A/F.A., AIR HQ R.A.F., Italy	1	1
Naples Air Force General Depot	2	2
HQ, 214 Group R.A.F.	2	2
HQ, XIII Corps	2+	2+
D.M.R., Italy	2	2

P.B.S. GROUP

CG, PBS	2+	2+
CO, PBS (South)	2+	2+
CO, PBS (East)	1	1
AG Civ Pers Div. PBS	1	1
AG Civ Pers Div, PBS (South)	1	1

DISTRICTS & AREAS GROUP

HQ, No 2 District	8+	8+
HQ, No 3 District	10+	10+
CG, Rome Area Allied Command	6+	6+

NOTE (+) Includes copy/copies for Local Sub-Committee (s) for information.

	<u>AGENDA</u>	<u>MINUTES</u>
<u>NAVAL GROUP</u>		
FOIL, Rome	1	1
A.N.S.O., FOIL, Rome	1	1
SENALUSNO, ITALY	1	1
Resident Naval Officer, ROME	1	1
CS, TARANTO	1	1
COMNOB, PALERMO	1	1
NOIC, NAPLES AREA	2	2
NOIC, TRIESTE	1	1
SNO, Eastern Sicily	1	1
M.W.T.B.	1	1
W.S.A.	1	1
<u>ALLIED COMMISSION GROUP</u>		
Chief Commissioner, HQ ALCOM	1	1
HQ, ALCOM	1	1
Vice-President Economic Section, HQ ALCOM	1	1
Economic Section, HQ ALCOM	6	6
Finance Sub-Commission, HQ ALCOM	1	1
Labour Sub-Commission, HQ ALCOM	2	2
MTWB & Shipping Sub-Commission	1	1
<u>MISCELLANEOUS GROUP II.</u>		
DSP, UDF, CUF.	1	1
8 Base Command Pay Office	-	1
<u>CHAIRMAN GROUP</u>		
Chairman, Allied Force Labour & Wages Committee	1	1

Vice-President Economic Section, HQ ALCOM	1	1
Economic Section, HQ ALCOM	6	6
Finance Sub-Commission, HQ ALCOM	1	1
Labour Sub-Commission, HQ ALCOM	2	2
MTTB & Shipping Sub-Commission	1	1
<u>MISCELLANEOUS GROUP II.</u>		
DSP, UDF, CUF.	1	1
8 Base Command Pay Office	-	1
<u>CHAIRMAN GROUP</u>		
Chairman, Allied Force Labour & Wages Committee	1	1

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ADMINISTRATIVE

COPY TO: _____

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

LRS/214N/12

Postal Address
A.F.L.P.S.
ROUNT APFA ALLIED COMMAND
C.N.F.

TEL : 66275 : Rome

21st November 1945

ALLIED FORCE LABOUR & WAGES COMMITTEEM I N U T E S

12. The second meeting of the Allied Force Labour & Wages Committee was held on Wednesday, 21 November 1945, in the AFLRS (AFHQ) Conference Room, ROME.

PRESENT:Chairman

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

Representatives of:

Flag Officer Italy & Liaison
A.O.C., Air HQ, RAF, Italy
Labour, GHQ, CME
D.M.R., Italy
C.C., P.B.S.
HQ, No 2 District
HQ, No 3 District
HQ, P.B.S. (Main)
HQ, P.B.S. (East)
CG, Rome Area Allied Command
HQ, VIII Corps
HQ, Allied Commission

IN ATTENDANCE:

Chief of Section (US) AFLRS (AFHQ)
D.A.Q.M.G.
AFLRS (AFHQ)
A/F.A., Air HQ, RAF, Italy

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PRESENT:

Chairman

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

Representatives of:

Flag Officer Italy & Liaison
A.O.C., Air HQ, RAF, Italy
Labour, GHQ, CMF
D.M.R., Italy
C.O., P.B.S.
HQ, No 2 District
HQ, No 3 District
HQ, P.B.S. (Main)
HQ, P.B.S. (East)
CG, Rome Area Allied Command
HQ, VIII Corps
HQ, Allied Commission

IN ATTENDANCE:

Chief of Section (US) AFHQ (AFHQ)
D.A.Q.M.G. AFHQ (AFHQ)
A/P.A., Air HQ, RAF, Italy

and Representatives of:

P.A., GHQ, CMF

13. MINUTES OF THE FIRST MEETING:

The minutes of the first meeting held on 26 October 1945 were approved.

14. 52 AREA LOCAL SUB-COMMITTEE - TARANTO:

The comments of the Financial Adviser GHQ CMF (Annexure I attached) on the justification submitted by the 52 Area Local Sub-Committee for the rates of pay previously established for employees of the Savio Oxygen & Acetylene Factory at Taranto were received by the Committee.

The Committee decided to refer this matter back to 52 Area Local Sub-Committee for reconsideration in the light of the Financial Adviser's observations.

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15. WAGE CHANGES IN NORTHERN ITALY:

HQ Allied Commission representative reported for the information of members that negotiations were in progress for the establishment of new scales of wages in industry in the five northern regions of Italy. Local Sub-Committees in these regions were advised to keep in close touch with the local labour organizations in order that suitable adjustment might be made in the wage scales of Allied Force employees.

16. ALLIED FORCE LABOUR & WAGES SUB-COMMITTEES:

The minutes of the Allied Force Labour & Wages Sub-Committee meetings of 9th and 19th November 1945 were received (Annexure II attached) and the recommendations contained therein are dealt with in minutes 17, 18, 19 and 20 below.

17. CHRISTMAS BONUS 1945:

As the result of representations made by the Italian Government to HQ Allied Commission the Committee had instructed the Sub-Committee to examine the alleged disparity in wages between Allied Force employees and employees of Italian civilian industry.

The Sub-Committee at its meetings held on the 9th and 10th November met with representatives of the Italian Government and of Italian labour (C.G.I.L.) and a proposal for the payment to Allied Force employees of a Christmas Bonus intended to be the equivalent of that to be received by employees of Italian civilian industry was submitted to the Sub-Committee on the 19th November by the Italian representatives. This proposal took into account the Allied Force method of consolidating indemnities and also based on a statement made at the Sub-Committee meeting of 9th November that Allied employing units would not be able to establish the employment history of their employees prior to 1st October 1945.

The Sub-Committee considered the scheme submitted by the Italian representatives and came to the conclusion that it would not be acceptable to the military financial authorities as a payment was proposed which was not directly related to work performed. It was also understood that employment history of workers would be readily available. A different proposal was consequently recommended by the Sub-Committee (minute 7 of Annexure II attached refers).

It was agreed by the Committee that:

- (a) The evidence as submitted by the Italian Government representatives as to the law and custom establishing a Christmas Bonus payable to Italian civilian industrial employees was sufficient, and that no provision had hitherto been taken for such bonus in adjusting Allied Force wage scales.

The Sub-Committee at its meetings held on the 9th and 10th November met with representatives of the Italian Government and of Italian labour (C.G.I.L.) and a proposal for the payment to Allied Force employees of a Christmas Bonus intended to be the equivalent of that to be received by employees of Italian civilian industry was submitted to the Sub-Committee on the 10th November by the Italian representatives. This proposal took into account the Allied Force method of consolidating indemnities and also based on a statement made at the Sub-Committee meeting of 9th November that Allied employing units would not be able to establish the employment history of their employees prior to 1st October 1945.

The Sub-Committee considered the scheme submitted by the Italian representatives and came to the conclusion that it would not be acceptable to the military financial authorities as a payment was proposed which was not directly related to work performed. It was also understood that employment history of workers would be readily available. A different proposal was consequently recommended by the Sub-Committee (minutes 7 of Annexure II attached refers).

It was agreed by the Committee that:

(a) The evidence as submitted by the Italian Government representatives as to the law and custom establishing a Christmas Bonus payable to Italian civilian industrial employees was sufficient, and that no provision had hitherto been taken for such bonus in adjusting Allied Force wage scales.

(b) Following the established policy of keeping the conditions of employment and wage scales for Allied Force employees in step with those prevailing in Italian industry, a Christmas Bonus should be paid to Allied Force employees for Christmas 1945.

It was therefore recommended that all employees in the employ of the Allied Forces on 20 DEC 1945 should receive a Christmas Bonus equivalent to two days current basic pay and cost of living bonus for each month of completed continuous service during the year of 1945 with the unit concerned or the predecessors thereof. These employees in employ as of 20 DEC 45 would be considered for the purpose of this computation as having been employed for the whole month of December.

In making this recommendation the Committee placed on record the following observations:

(a) The maximum bonus payable closely approximates to the maximum payable in Italian industry.

(b) The minimum bonus proposed to be payable, however, namely two days current basic pay and cost-of-living bonus, is considerably less than the minimum expected to be paid by Italian industry, viz: one-third of one month's bonuses and allowances in respect of at least one week's employment from 15th to 22nd December. The Committee decided to submit a recommendation to higher authority maintaining the minimum payment of two days basic pay and bonuses in order to relate payments as nearly as possible to services performed. Nevertheless the Committee realized that unfavourable criticism would undoubtedly be made when comparing the Italian practice with the one recommended above and decided to invite the attention of higher authority to the alternative of following more closely the Italian practice as regards the minimum.

(c) The above recommendation, if adopted, would apply to only some 250,000 workers in comparison with some 750,000 had the consolidated scheme, proposed in minute 19 below, been introduced earlier this year.

(d) Any scheme involving payments to workers discharged from the employ of the Allied Forces during the year was not considered possible due to the administrative difficulty of establishing individual work histories for each such employee.

(e) The recommendations made in minute 19 below, if adopted, would eliminate the need for the consideration of a bonus payment in the above form for Christmas subsequent to Christmas 1945.

18. NATIONAL HOLIDAYS:

The four National holidays with pay were among the items cited by the Italian Government where Allied Force employees were at a disadvantage in comparison with Italian industrial employees.

The Italian representatives' submission to the Sub-Committee that a percentage figure, representing the double pay for work performed on these days, should be included in the "Compensating Indemnity" referred to in minute 19 below, was not recommended by the Sub-Committee and it was considered that a closer approximation to the Italian practice could be achieved.

The Sub-Committee's recommendation (minute 6 of Annexure 2 attached refers) was considered by the Committee. It was agreed that the law and practice of granting four days as National Holidays with pay and of granting double pay for work performed on these days was established. The Committee consequently

250,000 workers in comparison with some 750,000 had the consolidated scheme, proposed in minute 19 below, been introduced earlier this year.

(d) Any scheme involving payments to workers discharged from the employ of the Allied Forces during the year was not considered possible due to the administrative difficulty of establishing individual work histories for each such employee.

(e) The recommendations made in minute 19 below, if adopted, would eliminate the need for the consideration of a bonus payment in the above form for Christmas subsequent to Christmas 1945.

18. NATIONAL HOLIDAYS:

The four National holidays with pay were among the items cited by the Italian Government where Allied Force employees were at a disadvantage in comparison with Italian industrial employees.

The Italian representatives' submission to the Sub-Committee that a percentage figure, representing the double pay for work performed on these days, should be included in the "Compensating Indemnity" referred to in minute 19 below, was not recommended by the Sub-Committee and it was considered that a closer approximation to the Italian practice could be achieved.

The Sub-Committee's recommendation (minute 6 of Annexure 2 attached refers) was considered by the Committee. It was agreed that the law and practice of granting four days as National Holidays with pay and of granting double pay for work performed on these days was established. The Committee consequently recommended that the following amendment be made to para 8 (c) of AFHQ Administrative Memorandum No. 34 of 1945:

"(c) National Holidays

The following days may be granted as holidays with pay:

1st January
1st May
11th November
25th December

When employees are required to work on any of these days no extra pay will be given but such employees will be granted a holiday with pay in lieu thereof as soon as convenient.

Public holidays other than those designated above will not be recognized by any military unit or establishment and there will be no extra pay for work performed on feast days or holidays.

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The Committee decided to specify the above four days in the absence of definite information as to those days which the Italian Government may decide to declare as National Holidays in the future, it being understood that some change from Fascist nominated days is contemplated.

19. COMPENSATING INDEMNITY:

As a result of the representations made by the Italian Government and by representatives of Italian labour to HQ Allied Commission a Sub-Committee of the Allied Force Labour & Wages Committee was established on 26 SEP 1945 to receive representatives of the Italian Government and of Italian labour. This Sub-Committee investigated the allegations that although the take-home wage on pay day for Allied employees is approximately equivalent to that of Italian employees the latter enjoy the following additional benefits:

- (a) One month's wages as a Christmas Bonus
- (b) Dismissal Bonus
- (c) Annual Holidays with Pay
- (d) Pay on National Holidays
- (e) Extra Pay for work performed on Religious, etc. Holidays

These benefits had been taken into account when the original Allied Force Basic Wage Scale was established in FEB 1944 and the Scale having been made commensatingly higher than the Basic Wage in civilian industry. Due to subsequent amendments to the Allied Force Basic Wages and Bonuses and the prevailing practice of Local Sub-Committees in comparing the take-home wage packet of Allied Force employees with that of employees of Italian Industry without taking the above into account, the compensation for the above discrepancies between Allied Force and civilian industrial employment had been lost.

The Italian Government had been asked, in conjunction with representatives of Italian civil labour to submit to the Sub-Committee their proposals for eliminating the above discrepancy in a manner which could be adopted by Allied Force employers. These proposals were submitted to and considered by the Sub-Committee at its meeting on 19th November 1945 (Annexure 2 attached refere).

The Committee considered the Sub-Committee's recommendation on the matter, with the following results:

- (a) Pay on National Holidays is dealt with by the recommendation

(d) Pay on National Holidays

- (e) Extra Pay for work performed on Religious, etc. Holidays

These benefits had been taken into account when the original Allied Force Basic Wage Scale was established in 1931 and the Scale having been made compensatingly higher than the Basic Wage in civilian industry. Due to subsequent amendments to the Allied Force Basic Wages and Bonuses and the prevailing practice of Local Sub-Committees in comparing the take-home wage packet of Allied Force employees with that of employees of Italian industry without taking the above into account, the compensation for the above discrepancies between Allied Force and civilian industrial employment had been lost.

The Italian Government had been asked, in conjunction with representatives of Italian civil labour to submit to the Sub-Committee their proposals for eliminating the above discrepancy in a manner which could be adopted by Allied Force employers. These proposals were submitted to and considered by the Sub-Committee at its meeting on 19th November 1945 (Annexure 2 attached refere).

The Committee considered the Sub-Committee's recommendation on the matter, with the following results:

- (a) Pay on National Holidays is dealt with by the recommendation contained in minute 18 above.
- (b) In respect of extra pay for work performed on Religious, etc., holidays, the Committee did not feel that any additional payments should be made by the Allied Forces for work performed on these days.
- (c) It was agreed by the Committee that:
- (i) Following the established policy of keeping the conditions of employment and wage scales for Allied Force employees in step with those prevailing in Italian industry, a compensating indemnity to remove the present disparity in respect of Christmas Bonus, Annual Holidays with pay and Dismissal indemnity should be paid to Allied Force employees.
- (ii) The evidence as submitted by the Italian Government and representatives of Italian labour of these three items to Italian civilian industrial employees was sufficient.

(d) It was therefore recommended that a Compensating Indemnity based on the items shown in minute 4 of Annexure II should be paid to all employees of the Allied Forces on the following scales w.e.f. 1st JAN 1946:

Clerical & Administrative Grades	25% (1/3)
Hotel, Mess and Club Grades	
(i) Clerical & Administrative Staff	20% (1/5)
(ii) For all employees other than those in sub-para (i) above	16 2/3% (1/6)
Classified Artisan, Skilled & Unskilled Grades	12 1/2% (1/8)
Marine Grades	12 1/2% (1/8)

The above indemnities are to be calculated on the worker's take-home wage at normal rates for work performed during a normal work period, i.e. less any payments for overtime and less all payments for working on the seventh day.

The Committee recognized that the method of computing and manner and time of payment was for the administrative authorities to decide, but it further recommended that such payments should be made not less frequently than every three months save in the case of dismissal when such amount as was accrued up to the date of dismissal could be paid. The recommendation was made notwithstanding the administrative difficulties in effecting a payment in this manner in view of the importance, in the opinion of the Committee, of the over-riding consideration of diversifying this indemnity from normal payments, so that it should in no circumstances be regarded as part of basic pay or earnings.

Should the above recommendation be approved the Committee was of the opinion that the fullest possible publicity both by notices prominently displayed where civilian labour is employed and through the civilian press should be given to the above Compensating Indemnity and the reasons for the payment clearly stated.

The Committee pointed out that the payment of such an Indemnity would eliminate the necessity for a repetition of the proposal made in minute 17 above in respect of Christmas Bonus 1945.

20. LEAVE:

In view of the inclusion in the Compensating Indemnity of an element for annual leave, the Committee considered the Sub-Committee's recommendation and recommended that para 8 (e) of AFHQ Administrative Memorandum No. 34 of 1945 be amended as follows:

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The Committee recognized that the method of computing and manner and time of payment was for the administrative authorities to decide, but it further recommended that such payments should be made not less frequently than every three months save in the case of dismissal when such amounts were accrued up to the date of dismissal could be paid. The recommendation was made notwithstanding the administrative difficulties in effecting a payment in this manner in view of the importance, in the opinion of the Committee, of the over-riding consideration of divorcing this indemnity from normal payments, so that it should in no circumstances be regarded as part of basic pay or earnings.

Should the above recommendation be approved the Committee was of the opinion that the fullest possible publicity both by notices prominently displayed where civilian labour is employed and through the civilian press should be given to the above Compensating Indemnity and the reasons for the payment clearly stated.

The Committee pointed out that the payment of such an indemnity would eliminate the necessity for a repetition of the proposal made in minute 17 above in respect of Christmas Bonus 1945.

20. LEAVE:

In view of the inclusion in the Compensating Indemnity of an element for annual leave, the Committee considered the Sub-Committee's recommendation and recommended that para 8 (a) of AFHQ Administrative Memorandum No. 34 of 1945 be amended as follows:

"Annual Leave with Pay

Leave with pay will no longer accrue to employees of the Allied Forces with effect from 1 JAN 46 but leave with pay which may have accrued prior to this date may be taken."

The Committee further recommended that employing units should be informed of the advisability of granting leave without pay, as authorized in para 8 (b) of AFHQ Administrative Memorandum No. 34 of 1945, now that the reimbursement problem has been covered by the recommendation for the payment of the Compensating Indemnity.

21. OTHER BUSINESS:

The Committee passed a vote of thanks to the Chairman for his services during his tenure of office and to A.F.L.P.S. for the excellent manner in which the secretarial work of the Committee has been performed.

There being no further outstanding business the Committee adjourned sine die.

S.J.B. LOUDEN, Major, DCMG,
Secretary,
ALLIED FORCE LABOUR & WAGES COMMITTEE.

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CHAIRMAN Lieut. Col. G.F. WATSON, M.B.E. - ADL VIII Corps

REPRESENTATIVES

OF

N.O.I.C. THURSTON - Comdr(S) V. HARPER SMITH
 AMG. VIII Corps - 1st Lieut. J.J. CAMPBELL
 1st Rear XIII Corps - Major R.A.R. FITZ-GERALD
 RT(Wks) Rear VIII Corps - Major W.R. CATHROW
 2901 Civil Lab Unit - Major D.G.V. HUGGENT
 2920 Civil Lab Unit - Major J.D. MITCHELL

IN ATTENDANCE

H.Q., D.A.F. - W/Cdr. R. BOWMAN
 88 (U.S.) Division - 1st Lieut. F.W. BARRISSEN
 H.Q. 55 Area - 1st Lieut. S.L. CUNNINGHAM
 ORD Rear XIII Corps - Capt. D.A. GARNIER
 Capt. L. COLBRIDGE

SECRETARY

Major I.M. PAPASCHWICK - D.A.D.L. XIII Corps

3. APPOINTMENT OF CHAIRMAN

Lieut. Col. G.F. WATSON, M.B.E. was appointed Chairman.

4. MINUTES OF THE THIRD MEETING

The Minutes of the Third Meeting, held on 19 Oct. 45, were approved.

5. MATTERS ARISING OUT OF THE MINUTES OF THE THIRD MEETING

The question of rations for Govt. employed roadworkers could not be discussed, as a member of RT Branch XIII Corps competent enough to lay proposals before the meeting was not present.

The Chairman pointed out that returns indicated that a high percentage of employees were now receiving the Mid-Shift Meal.

The issue of supplementary rations to heavy workers was satisfactory, but it was noted from an A.M.G. report that the supplementary rations for EXTRA heavy workers were being issued to the extent of 200 grams only instead of 400 grams. As there have been no reconsiderations it was decided to take no action in the matter.

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6. MINUTES OF THE FIRST AND SECOND MEETINGS - ALLIED FORCE LABOUR AND WAGES CONTROL COMMITTEE

The meeting was informed that:

- (i) Increases in Cost of Living Bonuses agreed by the SECOND Meeting of this Sub-Committee had been approved by the Allied Force Labour and Wages Control Committee.
- (ii) that the recommendation contained in para 10 (b) of the minutes of the local Sub-Committee meeting held on 21 Sept. 45 had been approved and Admin Memo No. 49 had been issued, amending Admin Memo No. 34, whereby all labour may now be paid up to the maximum rates after trade testing. Such trade testing may be effected on engagement.
- (iii) the following indemnities had been considered and recommended by the Allied Forces Labour and Wages Control Committee.
 - Christmas Bonus for 1945
 - National Holidays
 - Compensating Indemnity
- (iv) E.Q. Allied Commission had reported that negotiations were in progress for the establishment of new scales of wages in industry in the five Northern regions of Italy. Local Sub-Committees had been advised to keep in close touch with local Labour organisations in order that suitable adjustments might be made in the Wage Scales of Allied Force employees.

7. DISBANDMENT OF ALLIED FORCE LABOUR AND WAGES CONTROL COMMITTEE

The Chairman pointed out that the Allied Force Labour and Wages Control Committee was due to disband W.E.F. 30 NOV 45. Consequently, a signal had been despatched by Rear HQ XIII Corps to A.F.H.Q. requesting early information as to the procedure to be adopted after that date for effecting adjustments in civilian labour rates of pay, and the co-ordination of employment policy and practices. Furthermore, it was recommended in that signal that a substitute Committee with the terms of reference as before and the continuance of local sub-committees with A.F.H.Q. Admin Memo No. 25 as the terms of reference be formed. A reply to that signal had not yet been received.

As the disbandment date had not yet been reached, local sub-committees were still empowered to make decisions and recommendations.

(Since the meeting has been held

progress for the establishment of new scales of wages in unoccupied areas in the five Northern regions of Italy. Local Sub-Committees had been advised to keep in close touch with local Labour organisations in order that suitable adjustments might be made in the Wage Scales of Allied Force employees.

7. DISBANDEMENT OF ALLIED FORCE LABOUR AND WAGES CONTROL COMMITTEE

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As the disbandment date had not yet been reached, local sub-committees were still empowered to make decisions and recommendations.

(Since the meeting has been held a reply to the signal mentioned above has been received from A.F.H.Q. stating that a directive is now being prepared establishing the Allied Force Labour and Wages Committee to take the place of the former Committee. The new Committee will have substantially the same membership and terms of reference as the former Committee. The Local Sub-Committees will continue as before and report to the new Committee).

8. COST OF LIVING BONUS

The Sub-Committee then proceeded to examine Appendices 'A', 'B', 'C', 'D', 'E', 'F' and 'G' to these Minutes.

The representative of A.M.G. XIII Corps (A Region) confirmed that the Take Home rates for VENEZIA CIVILIA were as shown in Appendices 'A', 'B', and 'C' and were effective from 1 NOV 45 whereas no change had been made in the basic rate it was anticipated that during the month of December the additional Cost of Living bonus of approx 100 lire per day would be transferred to the basic rate. This is not expected to alter materially the actual 'Take Home'.

Further, increases at present under consideration for provinces outside VENEZIA GIULIA are expected. These increases will be similar to those at present being paid in VENEZIA GIULIA. This has been confirmed by the S.I.C.O.s in MESTRE AND UDINE.

No representative from A.M.C. XII Region was present at the meeting and therefore the observations of that organisation were not available.

It was agreed that the differential shown between Allied Forces Wages and those applicable to Civilian Industry in VENEZIA GIULIA called for an increased Cost of Living Bonus, and the following increases were approved w.e.f. 1 NOV 45 under authority A.F.H.Q. Admin Memo No. 25 of 18 April 1945, for VENEZIA GIULIA only: -

DAILY PAID WORKERS

MALES	Lire 75 per day
FEMALES	Lire 60 per day
JUVENILES	Lire 30 per day

ADMIN, OFFICE AND CLERICAL GRADES (MONTHLY PAID WORKERS)

MALES	Lire 1950 per month
FEMALES	Lire 1560 per month
JUVENILES	Lire 780 per month

MESS, CLUB AND HOTEL GRADES (MONTHLY PAID WORKERS)

MALES	Lire 2250 per month
FEMALES	Lire 1800 per month
JUVENILES	Lire 900 per month

As, under Admin Memo 25, these were the maximum increases that could be awarded (except females) and it was apparent that higher increases were warranted, the Sub-Committee recommended: -

- (a) that, in order to bring Allied Force wages further into line with Civilian Industry and to permit further adjustments in the future without delay, immediate authority be given by A.F.H.Q. to the Sub-Committee to grant an additional Cost of Living Bonus up to 100 Lire for Adults and 40 Lire for Juveniles over and above the increases permitted by Admin Memo No. 25.

- (b) that the proposed increase be effective from 1 Nov 45 and applied as and when considered necessary by the Sub-Committee.

ADMIN. OFFICE AND CLERICAL GRADES (MONTHLY PAID WORKERS)

MALES	Lire 1950 per month
FEMALES	Lire 1560 per month
JUVENILES	Lire 780 per month

MESS, CLUB AND HOTEL GRADES (MONTHLY PAID WORKERS)

MALES	Lire 2250 per month
FEMALES	Lire 1800 per month
JUVENILES	Lire 900 per month

As, under Admin Memo 25, these were the maximum increases that could be awarded (except females) and it was apparent that higher increases were warranted, the Sub-Committee recommended: -

(a) that, in order to bring Allied Force wages further into line with Civilian Industry and to permit further adjustments in the future without delay, immediate authority be given by A.T.H.Q. to the Sub-Committee to grant an additional Cost of Living Bonus up to 100 Lire for Adults and 40 lire for Juveniles over and above the increases permitted by Admin Memo No. 25.

(b) that the proposed increase be effective from 1 Nov 45 and applied as and when considered necessary by the Sub-Committee.

See also Appendix "B" to these Minutes.

Subject to the approval of the above proposals by the Allied Force Labour and Wages Control Committee the Sub-Committee agreed: -

(a) that w.e.f. 1 Nov 45 the increased Cost of Living Bonus awarded to VENEZIA CIVILIA be further increased as follows:

DAILY PAID WORKERS

MALE	Lire 25 per day
FEMALE	Lire 20 per day
JUVENILES	Lire 10 per day

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ADMIN. OFFICE AND CLERICAL GRADES (MONTHLY PAID MONIES)

MALES Lire 650 per month
 FEMALES Lire 520 per month
 JUVENILES Lire 260 per month

MESS CLUB AND HOTEL GRADES (MONTHLY PAID MONIES)

MALES Lire 750 per month
 FEMALES Lire 600 per month
 JUVENILES Lire 300 per month

- (b) that as soon as confirmation is received that the new rates are present under consideration for civilians in XIII Corps, excluding VENETIA GIULIA, have been promulgated, the Sub-Committee would authorize an increase in the Cost of Living Bonus. Any such increase would be effective from the same date as that awarded by Civilian Industry, but not earlier than 1 Nov 45.
- (c) that no increases in provinces in XIII Corps, except VENETIA GIULIA, shall be paid without prior reference to this Sub-Committee.

(I. K. PATASCHICK) Major.,
 D.A.D.F.,
 Secretary

VENEZIA GIULIA

SPECIAL COMPARATIVE RATESADMIN. OFFICE AND CLERICAL GRADES(MONTHLY RATES) AS AT 25 NOV 1945

GRADE S	ALLIED FORCES (MAX)			MINIMUM CURRENT RATES - PRIVATE INDUSTRY						AVERAGE ACTUAL	
	BASIC	C.L.B.	TAKE HOME	BASIC	3 DEB'S	GRNT.	GROSS PAY	DEDUCT-IONS	TAKE HOME	TAKE HOME	
ACCOUNTANT	5400	2120	7520	4150	1175	5000	10636	919	9719	10100	
CLERK, OFFICE	3600	2340	5940	2000	1175	5000	9075	779	8297	9540	
JUNIOR ADM ASST.	5400	2120	7520	5550	1175	5000	11725	1017	10709	10600	
TYPIST, MALE	3600	2340	5940	2000	1175	5000	9075	779	8297	8660	
TYPIST, FEMALE	3600	2340	5940	2000	1175	5000	AVERAGE DIFFERENTIAL				8200
							8250	760	7550		

SPECIAL COMPARATIVE RATES

ADMIN. OFFICE AND CLERICAL GRADES

APPENDIX "A"

(MONTHLY RATES) AS AT 25 NOV 1945

MINIMUM CURRENT RATES - PRIVATE INDUSTRY					AVERAGE ACTUAL	DIFFERENTIAL ON MINIMUM		DIFFERENTIAL ON ACTUAL	
DEPS	CONT.	GROSS PAY	DEDUCTIONS	TAKE HOME	TAKE HOME	MONTHLY	DAILY	MONTHLY	DAILY
1176	5000	10636	919	9719	10100	2197	64	3260	126
1176	5000	9076	779	8297	9540	2357	90	2600	100
1176	5000	11726	1017	10709	10000	3169	123	3250	126
1176	5000	9076	779	8297	8660	2357	90	2720	104
AVERAGE DIFFERENTIAL						2525	97	2960	114
1176	5000	7256	700	7556	8290	1746	67	2400	92

VENEZIA GIULIA

Special Comparative Rates
Daily Paid Workers
as at 25 November 1965

Grades	ALLIED FORCES (MAX)			MINIMUM CURRENT RATES PRIVATE INDUSTRY						Average Take Home
	Basic	C.I.B.	Take Home	Basic	3 Dens	Cont.	Gross Pay.	Deductions	MIN TAKE HOME	
<u>ARTISANS</u>										
Baker	120	100	220	92	46	201	339	13	326	
Bricklayer	120	100	220	92	46	201	339	13	326	
Carpenter	120	100	220	92	46	201	339	13	326	
Driver Mech.	125	97	222	92	46	201	339	13	326	
Joiner	125	97	222	92	46	201	339	13	326	
Fitter or Mach (MT)	135	92	227	92	46	201	339	13	326	
Tailor (without machine)	105	100	205	92	46	201	339	13	326	
<u>UNSKILLED</u>										
MALE	85	100	185	72	46	200	314	12	306	
<u>UNSKILLED</u>										
FEMALE	72	95	167	53	46	150	259	9	250	
JUVENILES	45	39	84	61		92	153	6	147	
									<u>AVERAGE DIF</u>	

Special Comparative Rates
Daily Paid Workers
as at 25 November 1945

Appendix 'B'

MINIMUM CURRENT RATES PRIVATE INDUSTRY						Average Actual Take Home Private Industry	Differential	
Basic	3 Dens	Cont.	Gross Pay.	Deduc- tions	MIN TAKE HOME		On Minimum	On Average Actual
92	46	201	339	13	326	326	- 106	- 106
92	46	201	339	13	326	354	- 106	- 134
92	46	201	339	13	326	354	- 106	- 134
92	46	201	339	13	326	346	- 104	- 124
92	46	201	339	13	326	354	- 104	- 132
92	46	201	339	13	326	346	- 99	- 119
92	46	201	339	13	326	336	- 121	- 131
72	46	200	314	12	306	314	- 121	- 129
						<u>AVERAGE DIFFERENTIAL</u>	- 108	- 126
53	46	160	259	9	250	-	- 83	
61		92	153	6	147	-	- 63	

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VENEZIA GIULIA

SPECIAL COMPARATIVE RATES
HOTEL AND MESS GRADES (MONTHLY RATES)

AS AT 25 NOV 45

BASED ON ALL BEING FED

GRADES	ALLIED FORCES (MAX)			MINIMUM CURRENT RATES OF PRIVATE ENTERPRISE					
	BASIC	C.L.P.	TAKE HOME	BASIC	3 DEPS	CONT.	GROSS PAY	DEDUCTIONS	MIN TAKE HOME
MANAGER (HOTEL)	6500	1605	8105	6000	1176	4000	10176	232	11156
MANAGER (MESS OR CLUB)	5600	1605	7205	5500	1176	5000	10176	232	10724
PORTER (HOTEL)	2400	1975	4375	2300	1176	5000	10176	305	8399
COOK (HOTEL)	3800	1925	5725	4500	1176	5000	10176	305	10296
COOK (MESS OR CLUB)	3100	1925	4925	4000	1176	5000	10176	360	9816
WAITER (HOTEL)	3500	1925	5325	4800	1176	5000	10176	392	10584
WAITER (MESS OR CLUB)	2800	1925	4725	4800	1176	5000	10176	392	10584
ELEVATOR OPERATOR	1900	1975	3875	1800	1176	4500	7476	252	7224
MESS ORDERLY	2100	1975	4075	2400	1176	5000	8576	296	8280
<u>FEMALE</u>									<u>AVERAGE</u>
WAITRESS (HOTEL)	2200	1845	4045	2700	1176	3000	6876	232	6644
WAITRESS (MESS OR CLUB)	2200	1845	4045	2700	1176	3000	6876	232	6644
<u>JUVENILES</u>	1200	360	960	1500	-	2700	1260	170	1090

NOTE: - WEST HUNGARIAN GRADES (PEOPLE)
 IN ADDITION A CERTAIN PERCENTAGE

SPECIAL COMPARATIVE RATES
HOTEL AND MESS GRADES (MONTHLY RATES)

AS AT 25 NOV 45

BASED ON ALL BEING FED

APPENDIX "C"

MINIMUM CURRENT RATES OF PRIVATE ENTERPRISE						DIFFERENTIAL	
IC	3 DEPS	CONF.	GROSS PAY	DEDUCT-IONS	NET TAKE HOME	MONTHLY	DAILY
00	1176	5750	1017	289	11150	3081	
00	1176	5250	1017	330	10729	3521	
00	1176	5000	1017	374	8505	4163	
00	1176	5000	1017	308	10298	4974	
20	1176	5000	10176	360	9816	4894	103
300	1176	5000	10976	392	10584	5254	105
20	1176	5000	10976	392	10584	5859	105
00	1176	4500	7470	252	7224	3349	112
00	1176	5000	8576	256	8296	4205	140
						AVERAGE DIFFERENTIAL 1376	
00	1176	3010	6806	232	6554	} 2609	67
00	1176	3010	6806	232	5654		
500	-	2700	1200	170	4000	3100	103

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Special Comparative Rates
Adm. Office and Clerical Grades
(Monthly Rates) as at 25 Nov
1945

Appendix 'D'

Current Rate in Private Industry					New TAKE HOME under consideration	Differential			
3 Dens	Cont.	Gross Pay	Deduc tion	MIN TAKE HOME		Current		New	
						Monthly	= Daily	Monthly	= Daily
1196	3750	8746	724	8022	10622	- 502	- 19	- 3102	- 119
1196	3750	7446	575	6871	9470	- 931	- 36	- 3530	- 136
1196	3750	9446	797	8643	11248	-1127	- 43	- 3728	- 143
1196	3750	7446	575	6871	9470	- 931	- 36	- 3530	- 136
					AVERAGE DIFFERENTIAL	- 873	- 34	- 3473	- 134
780	2500	5280	417	4863	7463	+ 947	+ 36	- 1653	- 64

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13 CORPS (EXCLUDING VENEZIA GIULIA)SPECIAL COMPARATIVE RATESDAILY PAID WORKERSAS AT 25 NOV. 45

GRADE	M OR F	ALLIED FORCES (MAX)			MINIMUM CURRENT RATES PRIVATE INDUSTRY						MINIMUM NEW RATE UNDER COM		
		BASIC	C.L.B. (13 CORPS)	MAX TAKE HOME	BASIC	3 DEPS	CONT.	GROSS PAY	DEDUCT- IONS	MIN TAKE HOME	BASIC	3 DEPS	CONT.
<u>ARTISANS</u>													
BAKER	M	120	100	220	125	40	130	295	16	279	125	40	130
BRICKLAYER	M	120	100	220	80	40	130	250	11	239	150	40	130
CARPENTER	M	120	100	220	80	40	130	250	11	239	150	40	130
DRIVER MECHANIC	M	125	97	222	80	40	130	250	11	239	150	40	130
JOINER	M	125	97	222	80	40	130	250	11	239	150	40	130
FITTER OR MECHANIC (M.T.)	M	135	92	227	80	40	130	250	11	239	150	40	130
TAILOR	M	105	100	205	80	40	130	250	11	239	150	40	130
<u>UNSKILLED</u>	M	85	100	185	60	40	130	230	10	220	135	40	130
<u>UNSKILLED FEMALE</u>		72	95	167	60	40	130	230	10	220	135	40	130
<u>JUVENILE</u>		45	39	84							147		

SPECIAL COMPARATIVE RATESDAILY PAID WORKERSAS AT 25 NOV. 45APPENDIX "E"

RATES PRIVATE INDUSTRY				MINIMUM NEW RATE UNDER CONSIDERATION PRIVATE INDUSTRY						DIFFERENTIAL ON	
CONT.	GROSS PAY	DEDUCT-IONS	MIN TAKE HOME	BASIC	3 DEPS	CONT.	GROSS PAY	DEDUCT-IONS	MIN TAKE HOME	CURRENT	NEW
130	295	16	279	125	40	130	295	16	279	59	59
130	250	11	239	150	40	130	320	17	303	19	83
130	250	11	239	150	40	130	320	17	303	19	83
130	250	11	239	150	40	130	320	17	303	17	81
130	250	11	239	150	40	130	320	17	303	17	81
130	250	11	239	150	40	130	320	17	303	12	76
130	250	11	239	150	40	130	320	17	303	34	98
130	230	10	220	135	40	130	305	16	289	35	104
							AVERAGE DIFFERENTIAL			26.5	83
130	230	10	220	135	40	130	305	16	289	53	122
				147							63

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Special Comparative Rates
Hotel and Mess Grades
(Monthly Rates)
as at 25 Nov 1945
Based on all being fed

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Special Comparative Rates
Hotel and Mess Grades
(Monthly Rates)
as at 25 Nov 1945
Based on all being fed

Appendix 'F'

Minimum Current rates of Private Enterprise							New Rates under consideration	Differential			
Basic	3 Deps	Cont	Gross Pay	Deductions	MIN TAKE HOME	Current Monthly		Daily	New Monthly	Daily	
4000	1196	3750	8946	742	8204	11200	- 99	- 3	-3095	- 104	
3500	1196	3750	8446	686	7760	10760	- 555	-18	-3555	- 118	
3200	1040	3750	7990	375	7615	10615	-2290	-76	-5290	- 176	
1300	1040	3750	6090	241	5849	8849	-1974	-66	-1974	- 166	
1300	1040	3750	6090	241	5849	8849	-1744	-59	-1774	- 159	
AVERAGE DIFFERENTIAL							-1338	-44	-4338	- 145	

Appendix 'G'AVERAGE DIFFERENTIALS

	VENEZIA GIULIA		OTHER PROVINCES	
	MINIMUM	ACTUAL	Present (Based on MIN	New
<u>MALE</u>				
ARTISANS and UNSKILLED	- 108	- 126	- 26	- 83
ADM, OFFICE & CLERICAL	- 97	- 114	- 36	- 64
HOTEL	- 146		- 44	- 145
Average	- 117	- 120	- 35	- 97
<u>FEMALE</u>				
UNSKILLED	- 83	-	- 53	- 122
ADM, OFFICE & CLERICAL	- 67	- 92	+ 36	- 64
HOTEL	- 87	-		
Average	- 79	- 92	-	- 93
<u>JUVENILE</u>				
UNSKILLED	- 63			- 63
HOTEL	- 103			

HOTEL	Average			- 146	- 44	-145
				- 117 - 120	- 35	- 97
<u>FEMALE</u>				- 83 -	- 53	-122
	UNSKILLED			- 67 - 92	+ 36	- 64
	ADM, OFFICE & CLERICAL			- 87 -		
	HOTEL			- 79 - 92	-	- 93
<u>JUVENILE</u>	Average			- 63		- 63
	UNSKILLED			- 103		
	HOTEL			- 83		- 63
	Average					

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Appendix 'H'QUESTIONNAIRE

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

Difficulty in recruiting all grades at existing W.D.
Rates compared with Civilian Rates.
2. Source of information for the Italian Industry Rates as on the attached form

UFFICI DEL LAVORO, TRIESTE (confirmed by AMG Officer XIII
UDINE, TRIESTE Corps),
3. Steps taken to verify the information referred to in para 2 above

S.L.C.O.s interviews with civilian firms and employees
with examination of wage agreements.
4. Increase/Decrease agreed, with explanation of any variations in proportions of the award as between occupations

As in para 8 of these Minutes.
5. Is the award in the form of a bonus or of an augmentation of the Basic Rate

Bonus .
6. Effective date and area of award

As in para 8 of these Minutes.

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3. Steps taken to verify the information referred to in para 2 above
S.L.C.O.s interviews with civilian firms and employees
with examination of wage agreements.
4. Increase/Decrease agreed, with explanation of any variations in
proportions of the award as between occupations
As in para 8 of these Minutes.
5. Is the award in the form of a bonus or of an augmentation of
the Basic Rate
Bonus .
6. Effective date and area of award
As in para 8 of these Minutes.

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ANNEXURE IIIHQ No. 3 DISTRICT
LABOUR AND WAGES CONTROL COMMITTEE A.F.L.R.S.61 AREA LOCAL SUB-COMMITTEE

1. The FIRST Meeting of the 61 Area Local Sub-Committee was held on Wednesday 28 Nov. '45 at HQ 61 Area ANCONA under authority 61 Area Routine Order 705/45.

Present:

Major I. DUNLOP FERGUSON Chairman
(DAQMG 61 Area) (For AA&QMG absent on duty).

A.C. Liaison Officer, ANCONA
(Capt. J.W. GUTHRIE SQUAIR)

D.A.D.L. 2906 C.L.U.
(Major J.V. HIND) (Secretary)

Representative 2911 C.L.U.
(Lieut. A.R.J. BEDFORD)

In Attendance : Staff Captain 'Q' HQ 61 Area
Reps 35 A.O.D.

D.A.D.O.S. 61 Area

A.D.M.S. 61 Area

D.A.D.M.E. 61 Area

29 G.T. Col. RASC.

HQ. 2 Pol Corps

16 L. of C. Signals

D.A.D.A.W.S. 61 Area

2906 C.L.U.

2. The Chairman stated that the reason for the meeting was the disparity (which had been brought to their notice by the moving units and by the Provincial Labour Offices) between

In Attendance :

(Capt. J.W. GUTHRIE SQUAIR)

D.A.D.L. 2906 C.L.U.

(Major J.V. HIND) (Secretary)

Representative 2911 C.L.U.

(Lieut. A.R.J. BEDFORD)

Staff Captain 'Q' HQ 61 Area

Reps 35 A.O.D.

D.A.D.O.S. 61 Area

A.D.M.S. 61 Area

D.A.D.M.E. 61 Area

29 G.T. Col. RASC.

HQ. 2 Pol Corps

16 L. of C. Signals

D.A.D.A.W.S. 61 Area

2906 C.L.U.

2. The Chairman stated that the reason for the meeting was the disparity (which had been brought to their notice by 519 employing units and by the Provincial Labour Offices) between WD Wage rates and these paid by local industry within the territory of 61 Area.

D.A.D.L. 2906 C.L.U. explained that the policy was to pay WD workers at rates which compared favourably with those paid by civil undertakings. The WD wished to be good employers and not to force civilians to work at a lower rate because there was no competition for employment at the moment.

He explained that in provinces other than ANCONA and MACERATA there was a considerable difference between WD rates and local civil rates whereas in the provinces of ANCONA and MACERATA rates compared more favourably and there had been no complaints from the workers or from employing units. He suggested that the adjustment of the disparity in the other provinces should be made by bringing the Cost of Living Bonus to that paid in ANCONA and MACERATA. It was stated that this course would accord with the

to sheet 2

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views recently expressed by Major P.B.H. BURTON DADL (Civil) 2911 C.L.U. (FLORENCE Command).

3. Pro-formae showing the disparity between wages paid by WD and those paid by Civil Industry in the provinces of ASCOLI PICENO, PERUGIA, FLORENCE, AREZZO and SIENA (See Appendices 'A', 'C', 'G', 'H', 'I') were then examined. It was generally agreed that there was a considerable difference.

4. Further points were elicited as follows:-

- (a) Representative from 2906 CLU said that complaints had been received from Polish units in the Province of ASCOLI PICENO regarding the Cost of Living Bonus.
- (b) Representative 2911 CLU, spoke of Civilian complaints at FOLLIGNO.
- (c) Representative ORD, mentioned discontent at the Vehicle Park at FOLLIGNO.
- (d) Representative AC, quoted figures showing the increasing Cost of Living in the area. Suggested raising the cost of Living Bonus seasonally. Staff Capt. 'Q' 61 Area however considered that it was not advisable to reduce wages once an increase had been authorized.
- (e) DADL 2906 C.L.U. advised that the province of TERNI be excluded from any recommendations that the meeting might make. WD rates in that province were already high owing to its proximity to ROME. They had been arrived at after lengthy negotiation with local labour authorities and as there had been no complaints recently, it was advisable to make no change.

5. The Sub-Committee, after consideration, recommended that wef 15 December 1945 the Cost of Living Bonus throughout 61 Area (less the province of TERNI) should be standardized at the rates laid down in Appendix 'A' to 61 Area Routine Order n° 438 dated 12 Aug. 45 and 61 Area Routine Order 493/45 dated 4 Sep. 45.

Park at FOLIGNO.

- (d) Representative AC. quoted figures showing the increasing Cost of Living in the area. Suggested raising the cost of Living Bonus seasonally. Staff Capt. 'Q' 61 Area however considered that it was not advisable to reduce wages once an increase had been authorized.
- (e) DADL 2906 C.L.U. advised that the province of TERNI be excluded from any recommendations that the meeting might make. WD rates in that province were already high owing to its proximity to ROME. They had been arrived at after lengthy negotiation with local labour authorities and as there had been no complaints recently, it was advisable to make no change.

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Signed Chairman
61 Area Local Sub-Committee.

DISTRIBUTION :-

CAC. AFHQ
D.LAB. AFHQ
ALCOM ROME
A.F.L.R.S. ROME (3)
HQ 3 District (2) I for D.D.L.
A.C. Liaison Officer : ANCONA
A.C. Liaison Officer : LIVORNO
8 Command Pay Office
HQ 61 Area (15)

Forwarded in accordance with
AFHQ Adm Memo 25/45.

QUESTIONNAIRE1. Reason for Meeting.

To recommend an increase in the Cost of Living Bonus payable to WD employees in former 211 Sub-Area and 71 Sub-Area (exclusive of TERNI province) making a standard Cost of Living Bonus for all grades as laid down in ARO 438/45 and 493/45. See Appendix 'J'.

2. Source of information for the Italian Industry Rates as in the Attached form.

Ufficio del Lavoro.
Camera del Lavoro.

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

By interview by
Officers of 2906
CLU and 2911 CLU.

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

A standard Cost of Living Bonus as per Appendix 'A' to ARO 438/45 and ARO 493/45
See Appendix 'J' to this report.

2. Source of information for the Italian Industry Rates as in the Attached form.

Ufficio del Lavoro.
Camera del Lavoro.

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

By interview by
Officers of 2906
CLU and 2911 CLU.

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

A standard Cost of
Living Bonus as per
Appendix 'A' to ARO
438/45 and ARO 493/45
See Appendix 'J' to
this report.

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

Cost of Living Bonus.

6. Effective date and area of the award.

(1) 15 Dec. 45
(2) 61 Area exclusive
of TERNI Province.

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Allied Forces Local Resources Section
 Labour and Wages Control Committee
61 Area Local Sub Committee.

28 Nov. 1945.

1. Intention of Meeting. The establishment of necessary local wage scale or bonus adjustments for Civilian employees of the Allied Forces within 61 Area, having regard to the local Civilian rates paid in private industry.
2. Proposal. To standardize the Cost of Living Bonus throughout 61 Area at the rates laid down in Appendix 'A' to 61 Area Routine Order No. 438 dated 12 Aug. 45, and Appendix 'B' to 61 Area Routine Order 493/45 dated 4 Sep. 45.
3. Areas to be examined:
 - (a) Province of ASCOLI PICENO : See Appendices "A" and "B" CLU representative : 2906 C.L.U.
 - (b) Province of PERUGIA : See Appendices 'C', 'D' & 'E' CLU representative : 2911 C.L.U.
 - (c) Province of FLORENCE : See Appendices 'F' and 'G' 2911 C.L.U.
 - (d) Province of AREZZO : See Appendix 'H' 2911 C.L.U.
 - (e) Province of SIENA : See Appendix "I". 2911 C.L.U.

2906 C.L.U. - 61 Area

SPECIAL COMPARISON TABLE: CIVILIAN LABOUR: Province of ASCOLI PICENO a

BUFF BOOK Grade under considerat.	M or F	BUFF BOOK Rates			TALUST equivalent of BUFF B. Grade	Basic Max.D.	ITALIAN INDUSTRY			
		Basic Max	CofL	Take Home			Wife	2 Chln	C.Vito	Ind. c.za
		F	L	U	S		F	L	U	S
Electrician Max	M	135	67	202	Elettricista (1' classe)	105	14	26	30	70
Electrician Min	M	95	75	170	Elettricista	98	14	26	30	52
Bricklayer Max	M	120	75	195	Muratore 1' cl.	130	14	26	30	70
Bricklayer Min	M	90	75	165	Muratore	98	14	26	30	52
Labourer	M	85	75	160	Manovale	85	14	26	30	45

REMARKS: There is a little discontent among the W.D. Workers in this Area due to the Allied War paid by civilian organisations' the Cost of Living Bonus north of this Area is 135 lire and 150 lire. It is a relatively small area covering some 40 miles on the coast and stretch

At present there are sixteen units in the Area employing 275 workers, of which, in addition to the above civilian "Take Home" Wage, the worker is given 12% of this total (X.mas) each year.

These rates of pay and allowances were obtained from the Regional Director of the Area and were actually copied from the documents in his possession by an officer of 2906 C.L.U.

Appendix

2906 C.L.U. - 61 Area

TABLE: CIVILIAN LABOUR: Province of ASCOLI PICENO as at 22 Nov. 1945

TALUST equivalent of BUFF B. Grade	Basic Mex.D.	ITALIAN INDUSTRY (3 TALUST") Grade							TAKE HOME
		Wife	2 Chln	C.Vita	Ind. c.za	Ass.Soc. Obbl.	Asst.Ass. Malattia	Ricch. Mobile	
			P L	U	3		A I N U S		
Elettricista (1' classe)	105	14	26	30	70	1-3	2-5	4/2	237
Elettricista	98	14	26	30	52	1-3	2-2	3-9	212.6
Muratore 1' cl.	130	14	26	30	70	1-3	3	5-4	260.3
Muratore	98	14	26	30	52	1-3	2-2	3-9	212.6
Manovale	85	14	26	30	45	1-3	2	3	193.7

g the W.D. Workers in this Area due to the Allied wage being below the equivalent rate
 the Cost of Living Bonus north of this Area is 135 lire for daily rates and south is
 all are covering some 40 miles on the coast and stretching 30 odd Miles Inland.

units in the Area employing 275 workers, of which, the majority are unskilled. In
 the Home" Wage, the worker is given 12% of this total earnings for the year at Natale

ances were obtained from the Regional Director of the "Ufficio del Lavoro" and were
 in his possession by an officer of 2906 C.L.U.

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Appendix

C O P Y

Subject: Adequate Pay for Labourers employed by Allied
Forces in the Area PEDASO - PORTO S. GIORGIO

Ref: 10526 EC/ec.

Allied Military HQ ANCONA

Ref our letter No. 10450 dated 1 Sep 45 and further
to your request received by us from the labourers concerned
at PEDASO.

Herewith included find a list of the wages payed
in this province (Ascoli Piceno) during last August.

It is pointed out that, owing to the meagre rations
allowed by the rationing authorities and at the controlled
prices, the majority of the food must be purchased by the
labourers at black market prices.

These prices are reported in the last two columns of
the attached list, which has been compiled by the Statistic
Section of this labourers Office.

According to the calculations that have been worked
out by our Statistic office the minimum cost of food alone
for a normal size family amounts to lire 9276 monthly, to
meet this expenditure it would be necessary for a daily wage of
lire 371 for 25 working days.

It is therefore easily understood that even increas-
ing their wages to the amount of Lire 225 a day the labourers
will have to subject themselves to the strictest economies
and sacrifices.

It is therefore sincerely hoped that your HQ will
consider this matter and increase the wages to the amount of
lire 225 a day.

The Director
(Signed) AVV. DURO-CLEMENTI.

labourers at black market prices.

These prices are reported in the last two columns of the attached list, which has been compiled by the Statistic Section of this labourers Office.

According to the calculations that have been worked out by our Statistic office the minimum cost of food alone for a normal size family amounts to lire 9276 monthly, to meet this expenditure it would be necessary for a daily wage of lire 371 for 25 working days.

It is therefore easily understood that even increasing their wages to the amount of Lire 225 a day the labourers will have to subject themselves to the strictest economies and sacrifices.

It is therefore sincerely hoped that your HQ will consider this matter and increase the wages to the amount of Lire 225 a day.

The Director
(Signed) AVV. EURO-CLEMENTI.

AREA PERUGIA AND FOLIGNO

SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES DISTHREE as

BUFF BOOK Grade Under consideration	M or F	BUFF BOOK Rates			TAKE HOME	TALUST equivalent of B.BOOK Grade	Basic Max	ITALIA	
		Basic Max	P L U S					Ind- enza	Wife
			G.of L.	Caro Pane					
Carpenter	M	120	60	15	195	Carpentiere	170	18	14
Bricklayer	M	125	57	15	197	Muratore	152	18	14
Electrician	M	135	52	15	202	Elettricista	152	18	14
Mechanic	M	135	52	15	202	Meccanico	135	18	14
Joiner	M	125	57	15	197	Falegname	135	18	14
U/S Labour	M	85	60	15	160	Manovale	117	18	14

Appendix _____

COMPARISON TABLE : CIVILIAN LABOUR RATES DISTHREE as at 17 Nov.45

U S	TAKE HOME	TALUST equivalent of B.BOOK Grade	Basic Max	ITALIAN INDUSTRY (TALUST) Rates					TAKE HOME
				Ind-enza	Wife	2 Chln	Caro Vita	Total Ritenute	
Caro Pane									
15	195	Carpentiere	170	18	14	26	130	11.65	346.35
15	197	Muratore	152	18	14	26	130	10.95	329.05
15	202	Elettricista	152	18	14	26	130	10.95	329.05
15	202	Meccanico	135	18	14	26	130	10.30	312.70
15	197	Falegname	135	18	14	26	130	10.30	312.70
15	160	Manovale	117	18	14	26	130	9.65	295.35

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Appendix : _____

HEADQUARTERS
2911 CIVIL LABOUR UNIT
FLORENCE COMMAND
CLB.

Tel. 1346

Subject: CIVILIAN LANCER
RATES OF PAY AND COST OF LIVING BONUS.

M/L/11

To:- Commanding Officer
55 Group, Pioneer Corps. (2)

Reference telephone conversation (Major Howell - Major
Burton)

1. Attached as Appendix "A" to this letter is Special Comparison Table for PERUGIA and FOLIGNO.
2. It is suggested that there is a strong case for bringing the CLB of PERUGIA and FOLIGNO into line with CLB paid in ANCONA.
3. It is hoped that the resultant raise will be authorised without the necessity for calling a local sub-committee to deal with the matter.
4. With regard to TERNI, a local sub-committee was called by No. 1 District and the result of their proposals subsequently authorised is shown at attached Appendix "B". It will be noted that not all grades employed and listed in the "Buff Book" received a raise in CLB.
5. It is suggested that in order to make the area uniform throughout CLB in TERNI should be brought into line with ANCONA. The result will make but a small difference in the

Burton)
1. Attached as Appendix "A" to this letter is Special Comparison Table for PERUGIA and FOLIGNO.

2. It is suggested that there is a strong case for bringing the CLB of PERUGIA and FOLIGNO into line with CLB paid in ANCONA.

3. It is hoped that the resultant raise will be authorised without the necessity for calling a local sub-committee to deal with the matter.

4. With regard to TERNI, a local sub-committee was called by No. 1 District and the result of their proposals subsequently authorised is shown at attached Appendix "B". It will be noted that not all grades employed and listed in the "Buff Book" received a raise in CLB.

5. It is suggested that in order to make the area uniform throughout CLB in TERNI should be brought into line with ANCONA. The result will make but a small difference in the actual rate of pay paid, but there will be simplification in administration and the elimination of inequality referred to in para. 4 above.

In the Field
5th September 1945
PBHB/CJB

Signed P.M.H. Burton Major,
2911 Civil Labour Unit.

APPENDIX

Subject :- CIVILIAN LABOUR

Ref.:- 13VP/RO/86/24

To:- Staff Captain 'A'
Headquarters, 61 Area
C.M.F.

Could this unit please be informed whether there is likely to be an increase in the cost of living bonus for civilian employees in the Perugia Province.

It appears, from investigation, that in the majority of the surrounding Provinces there has been an increase, while here still operating on A.F.H.Q. Adm Instructions No 18 of 25 Mar 45, which laid down the basic rates of cost of living bonus as 75 lire for persons earning up to 120 lire daily in respect of employees paid by the day, and 1950 lire for persons earning up to 3000 lire monthly in respect of those paid by the month.

Your early reply would be appreciated as I have received a deputation from my Civilian employees in connection with this matter.

FIELD

1 Nov 45

Captain R.A.,
Regimental Officer,
13 Vehicle Park R.A.O.C.

operating on A.F.H.Q. Adm Instructions No 18 of 29 May 45, which laid down the basic rates of cost of living bonus as 75 lire for persons earning up to 120 lire daily in respect of employees paid by the day, and 1950 lire for persons earning up to 3000 lire monthly in respect of those paid by the month.

Your early reply would be appreciated as I have received a deputation from my Civilian employees in connection with this matter.

FIELD

1 Nov 45

Captain R.A.,
Regimental Officer,
13 Vehicle Park R.A.O.C.

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HEADQUARTERS
2911 CIVIL LABOUR UNIT
FLORENCE COMLAND
CMF

Tel. 1346

M/L/9

Subject:- INCREASE OF PAY CIVILIAN

To:- Wages Board Commission,
C.M.F.

Below is reproduced the letter received from Military
Manager, Excelsior Hotel, FLORENCE.

T.H./2

Tel. No. Florence 1414/1450

To: Lieut. Lawton,
L.C.O. (Labour Control)
2911 C.L.U.,
FLORENCE

Subject:- Payment of Civilian Manager.

The Civilian Manager of the a/n Hotel, who is an employee
of the Proprietor, is at present in receipt of a salary of 7400 li.
per month.

In view of the responsibility of his position and also of
the size and importance of this hotel, I feel that this sum is a
totally inadequate payment for his efforts, and that the amount
of money he receives is too close to the payment made to lower
grades of hotel employees.

Under these circumstances would you please ascertain
whether it would be possible for special authority to be granted,
so that this position could be rectified.

This Hotel is the only de luxe Hotel in Florence, and it
is suggested that the application for the increase be made to

To: Lieut. Lawton,
L.C.O. (Labour Control)
2911 C.L.U.,
FLORENCE

Subject:- Payment of Civilian Manager.

The Civilian Manager of the a/n Hotel, who is an employee of the Proprietor, is at present in receipt of a salary of 7400 li. per month.

In view of the responsibility of his position and also of the size and importance of this hotel, I feel that this sum is a totally inadequate payment for his efforts, and that the amount of money he receives is too close to the payment made to lower grades of hotel employees.

Under these circumstances would you please ascertain whether it would be possible for special authority to be granted, so that this position could be rectified.

This Hotel is the only de luxe Hotel in Florence, and it is suggested that the application for this increase be made to augment the present payment by the addition of 1600 lire per month to his present salary.

(Signed) ?????????
(W.E. COLLINGE, Captain)

Military Manager, Excelsior Hotel

November 1st, 1945

Remarks:- Major P.B.H. Burton D.A.D.L. 2911 Civil Labour Unit, as at 14th November 1945 suggested that a 100 lire per day (3000 lire per month be granted.

In the Field

26th November 1945

EH/OP

Capt,
for D/AL,
2911 Civil Labor Unit.

AREA: FLORENCE

SPECIAL COMPARISON TABLE CIVI

BUFF BOOK Grade under consideration	BUFF BOOK Rates				TAKE HOME	TALUST equivalent of BUFF BOOK Grade	ITALIAN INDUSTRY			
	M or B	BASIC Max	PLUS				Basic Max	P L		o
			C.of L.	Caro Pane				Presence Allow.	Wife	
Mason	D	125	72	40	237	Muratore	43.60	17.00	13.45	25
Turner	D	135	67	40	242	Tornitore	36.40	17.00	13.45	25
Carpenter	D	120	75	40	235	Carpentiere	46.83	17.00	13.45	25
Joiner	D	125	72	40	237	Falegname	45.80	17.00	13.45	25
Painter	D	120	75	40	235	Pittore	52.46	17.00	13.45	25
M/T Fitter	D	135	67	40	242	Aggiust. tore	44.40	17.00	13.45	25
M/T Mechanic	D	135	67	40	242	Meccanico	44.40	17.00	13.45	25
Electrician	D	120	75	40	235	Elettricista	36.40	17.00	13.45	25
U/S Labour	D	85	75	40	200	Manovale	33.00	17.00	13.45	25

AL COMPARISON TABLE CIVILIAN LABOUR RATES

TAKE HOME	TALUST equivalent of BUFF BOOK Grade	ITALIAN INDUSTRY (TALUST) Rates						TAKE HOME
		Basic Max	P L U S				MINUS	
			Presence Allow.	Wife	2 chln	Caro Vita		
237	Muratore	43.60	17.00	13.45	25.91	190.24	11.05	279.10
242	Tornitore	36.40	17.00	13.45	25.91	183.43	10.30	265.90
235	Carpentiere	46.83	17.00	13.45	25.91	190.31	11.26	282.25
237	Falegname	45.80	17.00	13.45	25.91	186.35	11.06	278.06
235	Pittore	52.46	17.00	13.45	25.91	190.42	12.66	286.60
242	Aggiust. tore	44.40	17.00	13.45	25.91	183.66	11.06	276.70
242	Meccanico	44.40	17.00	13.45	25.91	183.66	11.06	276.70
235	Elettricista	36.40	17.00	13.45	25.91	183.43	10.30	265.90
200	Manovale	33.00	17.00	13.45	25.91	183.36	10.08	261.15

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AREA: AREZZO

SPECIAL COMPARISON TABLE CIVILIAN

BUFF BOOK Grade Under Consideration	BUFF BOOK Grades				TAKE HOME	TALUST equivalent of BUFF BOOK Grade	ITA		
	M or D	Basic Max	PLUS				Basic Pay	Grades Allowance	P W
			C.of L.	Caro Pene					
MAISON	D	125	57	15	197	Muratore	49.52	18.00	
TURNER	D	135	52	15	202	Tornitore	57.42	18	
CARPENTER	D	120	60	15	195	Carpentiere	54.16	18	
JOINER	D	125	57	15	197	Falegname	47.17	18	
PAINTER	D	120	60	15	195	Pittore	52.70	18	
M/T FITTER	D	135	52	15	202	Aggiustatore Meccanico	48.40	18	
M/T MECHANIC	D	135	52	15	202	Meccanico Motorista	57.42	18	
Electrician	D	120	60	15	195	Elettricista	49.52	18	
U/S Labour	D	85	60	15	160	Manovale	35.92	18	

COMPARISON TABLE CIVILIAN LABOUR RATES

TAKE HOME	TALUST equivalent of BUFF BOOK Grade	ITALIAN INDUSTRY (TALUST) Rates						TAKE HOME
		Basic Pay	P L U S				TOTAL REDUCTION	
			Travel Allowance	Wife	2 chln	Caro Vita		
197	Maratore	49.52	18.00	14	26	214.60	14.20	307.95
202	Tornitore	57.42	18	14	26	210.60	14.30	312.25
195	Carpentiere	54.16	18	14	26	214.60	14.25	312.50
197	Falegname	47.17	18	14	26	198.60	13.10	290.65
195	Pittore	52.70	18	14	26	214.60	14.25	311.05
202	Aggiustatore Meccanico	48.40	18	14	26	210.60	13.70	303.30
202	Meccanico Motorista	57.42	18	14	26	210.60	14.30	312.25
195	Elettricista	49.52	18	14	26	198.60	13.20	292.95
160	Manovale	35.92	18	14	26	182.60	11.50	265.00

AREA: SIENA SPECIAL COMPARISON TABLE CIVILIAN

AREA: SIENA

SPECIAL

BUFT BOOK Grade under consideration	BUFT BOOK Rates				TAKE HOME	TALUST equivalent of BUFT BOOK Grade	Basic Max	ITALIAN INDU		
	M or D	Basic Max	PLUS					Presence Allowance	Wife	U
			C.of	L. C/RO PANE						
Mason	D	125	57	15	197	Muratore	72.00	15	14	
Turner	D	135	52	15	202	Tornitore	54.56	15	14	
Carpenter	D	120	60	15	195	Carpentiere	50.32	15	14	
Joiner	D	125	57	15	197	Falegname	46.08	15	14	
Painter	D	120	60	15	195	Pittore	46.08	15	14	
M/T Fitter	D	135	52	15	202	Aggiustatore Meccanico	54.56	15	14	
M/T Mechanic	D	135	52	15	202	Meccanico Motorista	64.22	15	14	
Electrician	D	120	60	15	195	Elettricista	54.56	15	14	
M/S Labour	D	85	60	15	160	Manovale	60.00	15	14	

COMPARISON TABLE CIVILIAN LABOUR RATES

C R E	TAKE HOME	TALUST equivalent of DUFF BOOK Grade	ITALIAN INDUSTRY (TALUST) Rates					TAKE HOME	
			Basic Max	P L U S MINUS					
				Presence Allowance	Wife	2 ch'n	Caro Vita		TOTAL DEDUCTIONS
	197	Muratore	72.00	15	14	26	154	35.40	245.60
	202	Tornitore	54.56	15	14	26	134	35.40	208.16
	195	Carpentiere	50.32	15	14	26	140	35.40	200.00
	197	Falegname	46.08	15	14	26	142	35.40	207.70
	195	Fittore	46.08	15	14	26	142	35.40	207.70
	202	Aggiustatore Meccanico	54.56	15	14	26	134	35.40	208.16
	202	Meccanico	64.22	15	14	26	126	35.40	209.82
	195	Motorista Elettricista	54.56	15	14	26	134	35.40	208.16
	160	Manovale	60.00	15	14	26	154	35.40	233.60

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Appx 'J'

APPX 'A' to 61 area
Routine Order No.
438 dated 12 Aug. 45

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

1. Daily Wage Group

(a) Adult Groups (Male and Female)

Basic Wage	Maximum Permissible Bonus
Up to and including 120 Lire	135 Lire
From 121 to 125 Lire	132 Lire
From 126 to 130 Lire	130 Lire
From 131 to 135 Lire	127 Lire
From 136 to 145 Lire	125 Lire
From 146 to 170 Lire	122 Lire
From 171 to 175 Lire	120 Lire
From 176 to 180 Lire	117 Lire
From 181 and above	115 Lire

(b) Juveniles will be paid a Cost of Living Bonus up to 56 per day.

2. Monthly Wage Group

(a) Adult Groups (Male and Female)

Basic Wage	Maximum Permissible Bonus
Up to and including 3000 Lire	3510 Lire
From 3001 to 3100 Lire	3480 Lire
From 3101 to 3200 Lire	3430 Lire
From 3201 to 3300 Lire	3380 Lire
From 3301 to 3400 Lire	3330 Lire
From 3401 to 3500 Lire	3280 Lire
From 3501 to 5000 Lire	3250 Lire
From 5001 to 5100 Lire	3180 Lire
From 5101 to 5200 Lire	3130 Lire
From 5201 to 5300 Lire	3080 Lire
From 5301 to 5400 Lire	3030 Lire
From 5401 and above	2990 Lire

(b) Juveniles will be paid a Cost of Living Bonus up to 1454 Lire per month.

(b) Juveniles will be paid a Cost of Living Bonus up to 56 per day.

2. Monthly Wage Group

(a) Adult Groups (Male and Female)

Basic Wage	Permissible Bonus	Maximum
Up to and including 3000 Lire		3510 Lire
From 3001 to 3100 Lire		3480 Lire
From 3101 to 3200 Lire		3430 Lire
From 3201 to 3300 Lire		3380 Lire
From 3301 to 3400 Lire		3330 Lire
From 3401 to 3500 Lire		3280 Lire
From 3501 to 5000 Lire		3250 Lire
From 5001 to 5100 Lire		3180 Lire
From 5101 to 5200 Lire		3130 Lire
From 5201 to 5300 Lire		3080 Lire
From 5301 to 5400 Lire		3030 Lire
From 5401 and above		2990 Lire

(b) Juveniles will be paid a Cost of Living Bonus up to 1454 Lire per month.

ARO 493.

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

1. Adult Group (Male and Female)

Basic Wage	Maximum Permissible Bonus
Up to and including 3600 Lire	2225 Lire
From 3601 to 3700	2175
From 3701 to 3800	2125
From 3801 to 4900	2075
From 4901 to 5000	2025
From 5001 to 5100	1975
From 5101 to 5200	1925
From 5201 and above	1855

2. Juveniles will be paid a Cost of Living Bonus up to 250 Lire per month.

ANNEXURE IV

The minutes of the fourth meeting of the Southern District P.E.S. Local Sub Committee have been unavoidably delayed. Copies will be distributed to members at the meeting.

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

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ANNEXURE VSUBJECT: Civilian Labour - Rates of PayTO : ALIAS (Labour & Wages Committee)

13 Dec 45

COPY TO: G(Maint)
CHQ CHZ

DL/57

1. Since the level of basic wages plus cost of living bonus of civilian workers employed by the Allied Forces has remained, for a considerable time, above the original level of basic wages authorised for CHZ, and judging from reports, is likely to reach an even higher level in this near future, it is suggested to the Labour & Wages Committee that the time has now arrived for consideration of the raising of the level of basic wages in preference to further raises in the cost of living bonus.

2. While it is realised that the raising of basic wages is an acknowledgment that inflation throughout ITALY is likely to remain for, at least, a very considerable time, it would place wages upon a more rational and realistic level than they are on at present.

3. There would seem to be one obvious argument against the raising of the level of basic wages, i.e. that such a course does not accord with Italian practice, which appears to sanction a low basic wage in comparison with the total "take home" wage, the balance consisting of allowances and indemnities. This practice, however, is not considered economical of manpower since it is clear that a great deal more work is required, not only in making out acquittance rolls by units, but in their being checked by accounting departments, when bonuses have to be worked out than when a simple rate of pay has to be recorded. This consideration alone is felt to constitute an argument sound and reasonable enough for the establishment of a higher level of basic pay in preference to further raises in cost of living bonus in view of the necessity of relieving very depleted military staffs of as much work as possible.

4. It will be appreciated, therefore, if the above suggestions are discussed by the Labour and Wages Committee in the normal way,

2. While it is realised that the raising of basic wages is an acknowledgement that inflation throughout Italy is likely to remain for, at least, a very considerable time, it would place wages upon a more rational and realistic level than they are on at present.

3. There would seem to be one obvious argument against the raising of the level of basic wages, i.e. that such a course does not accord with Italian practice, which appears to sanction a low basic wage in comparison with the total "take home" wage, the balance consisting of allowances and indemnities. This practice, however, is not considered economical of manpower since it is clear that a great deal more work is required, not only in making out acquittance rolls by units, but in their being checked by accounting departments, when bonuses have to be worked out than when a simple rate of pay has to be recorded. This consideration alone is felt to constitute an argument sound and reasonable enough for the establishment of a higher level of basic pay in preference to further raising in cost of living bonus in view of the necessity of relieving very depleted military staffs of as much work as possible.

4. It will be appreciated, therefore, if the above suggestions are discussed by the Labour and Wages Committee in the normal way,

(Signed) C.R.B. KNIGHT

(C.R.B. KNIGHT) Colonel,
Deputy Director of Labour,

REF : LSC/206

18 December 1945

SUBJECT: Allied Force Labour & Wages Committee

TO : Allied Forces Local Resources Section,
Rome Area Allied Command, C.M.F.

1. This is in reply to your LRS/214D/470 of 11 December 1945.

2. This will advise that in order to insure continuity in the functioning of this Committee it is quite agreeable that Mr. W. H. Braine, at present Director of the Labour Sub-Commission, serve as Chairman of this Committee.

4044/cx
[Signature] Elery W. Stone

ELERY W. STONE
Rear Admiral, USNR
Chief Commissioner

5 5183

(55)

ALLIED FORCE LOCAL RESOURCES SECTION
A.F.R.S.

COPY NO: 79

NOV 26 RECD 244

Postal Address
A.F.R.S.
ROME AREA ALLIED COMMAND
C.M.F.

TEL: 66275 : ROME

21st November 1945

ALLIED FORCE LABOUR & WAGES COMMITTEE

MINUTES

12. The second meeting of the Allied Force Labour & Wages Committee was held on Wednesday, 21 November 1945, in the AFERS (AFRS) Conference Room, Room.

AGENDA:

Chairman

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

Representatives of:

Flag Officer Italy & Liaison
A.O.C., Air HQ, RHP, Italy
Labour, GHQ, CEF
D.M.R., Italy
C.S., P.B.S.
HQ, No 2 District
HQ, No 3 District
HQ, P.B.S. (Main)
HQ, P.B.S. (East)
CG, Rome Area Allied Command
HQ, XIII Corps
HQ, Allied Commission

IN ATTENDANCE:

Chief of Section (HS) AFERS (AFRS)
D.A. Q.A.S.
AFERS (AFRS)
A/F.A., Air HQ, RHP, Italy

and Representative of:

P.A., GHQ, CEF.

4832/CC

4832/EC

Chairman
Mr. W. H. BRAINE, Labour Sub-Commission, ALCC

Representatives of:

Flag Officer Italy & Liaison
A.O.C., Air HQ, RAF, Italy
Labour, CHQ, CAP.
D.A.R., Italy
C.G., F.B.S.
HQ, No 2 District
HQ, No 3 District
HQ, P.B.S. (Main)
HQ, P.B.S. (East)
CG, Rome Area Allied Command
HQ, XIII Corps
HQ, Allied Commission

IN ATTENDANCE:

Chief of Section (US) - PLANS (ATTN)
D.A.O.M.G.
A/S.A., Air HQ, RAF, Italy

and Representative of:

F.A., CHQ, CAP.

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13. MINUTES OF THE FIRST MEETING:

The minutes of the first meeting held on 26 October 1945 were approved.

14. 52 AREA LOCAL SUB-COMMITTEE - ITALY:

The comments of the Financial Adviser (CHQ CAP (Annexure I attached)) on the justification submitted by the 52 Area Local Sub-Committee for the rates of pay previously established for employees of the Super Oxygen & Acetylene Factory at Taranto were received by the Committee.

The Committee decided to refer this matter back to 52 Area Local Sub-Committee for reconsideration in the light of the Financial Adviser's observations.

15. BASE COMMISSION IN NORTHERN ITALY:

HQ Allied Commission representative reported on the information of

/continued...




- 2 -

members that negotiations were in progress for the establishment of new scales of wages in industry in the five northern regions of Italy. Local Sub-Committees in these regions were advised to keep in close touch with the local labour organizations in order that suitable adjustments might be made in the wage scales of Allied Force employees.

16. ALLIED FORCE LABOUR & WAGES SUB-COMMITTEES:

The minutes of the Allied Force Labour & Wages Sub-Committee meetings of 9th and 19th November 1945 were received (Annexure II Attached) and the recommendations contained therein are dealt with in minutes 17, 18, 19 and 20 below.

17. CHRISTMAS BONUS 1945:

As the result of representations made by the Italian Government to the Allied Commission the Committee had instructed the Sub-Committee to examine the alleged disparity in wages between Allied Force employees and employees of Italian civilian industry.

The Sub-Committee at its meetings held on the 9th and 19th November met with representatives of the Italian Government and of Italian Labour (C.G.I.L.) and a proposal for the payment to Allied Force employees of a Christmas Bonus intended to be the equivalent of that to be received by employees of Italian civilian industry was submitted to the Sub-Committee on the 19th November by the Italian representatives. This proposal took into account the Allied Force method of consolidating increments and also based on a statement made at the Sub-Committee meeting of 9th November that Allied employing units would not be able to establish the employment history of their employees prior to 1st October 1945.

The Sub-Committee considered the scheme submitted by the Italian representatives and came to the conclusion that it would not be acceptable to the military financial authorities as a payment was proposed which was not directly related to work performed. It was also understood that employment history of workers would be readily available. A different proposal was consequently recommended by the Sub-Committee (minute 7 of Annexure II attached reports).

It was agreed by the Committee that:-

(a) The evidence as submitted by the Italian Government representatives as to the law and custom establishing a Christmas Bonus payable to Italian civilian industrial employees was sufficient, and that no provision had hitherto been taken for such bonus in adjusting Allied Force wage scales.

(b) Following the established policy of keeping the conditions of

The Sub-Committee at its meeting held on the 9th and 10th November met with representatives of the Italian Government and of Italian Labour (C.G.I.L.) and a proposal for the payment to Allied Forces employees of a Christmas Bonus intended to be the equivalent of that to be received by employees of Italian civilian industry was submitted to the Sub-Committee on the 10th November by the Italian representatives. This proposal took into account the Allied Force method of consolidating indemnities and also based on a statement made at the Sub-Committee meeting of 9th November that Allied employing units would not be able to establish the employment history of their employees prior to 1st October 1945.

The Sub-Committee considered the scheme submitted by the Italian representatives and came to the conclusion that it would not be acceptable to the military financial authorities as a payment was proposed which was not directly related to work performed. It was also understood that employment history of workers would be readily available. A different proposal was consequently recommended by the Sub-Committee (minutes 7 of annexure II attached hereto).

It was agreed by the Committee that:-

(a) The evidence as submitted by the Italian Government representatives as to the law and custom establishing a Christmas Bonus payable to Italian civilian industrial employees was sufficiently clear that no provision had hitherto been taken for such bonus in adjusting Allied Force wage scales.

(b) Following the established policy of keeping the conditions of employment and wage scales for Allied Force employees in step with those prevailing in Italian industry, a Christmas Bonus should be paid to Allied Force employees for Christmas 1945.

It was therefore recommended that all employees in the employ of the Allied Forces on 20.12.1945 should receive a Christmas Bonus equivalent to two days current basic pay and cost of living bonus for each month of completed continuous service during the year of 1945 with the unit concerned or the predecessor thereof. 20,000 employees in employ as of 20.12.45 would be considered for the purpose of this computation as having been employed for the whole month of December.

In making this recommendation the Committee placed on record the following observations:-

(a) The maximum bonus payable closely approximates to the maximum payable in Italian industry.

(b) The maximum bonus payable

- 3 -

(b) The minimum bonus proposed to be payable however, namely two days current basic pay and cost-of-living bonus, is considerably less than the minimum expected to be paid by Italian industry, viz: one-third of one month's bonuses and allowances in respect of at least one week's employment from 15th to 22nd December. The Committee decided to submit a recommendation to higher authority maintaining the minimum payment of two days basic pay and bonuses in order to relate payments as nearly as possible to services performed. Nevertheless the Committee realized that unfavourable criticism would undoubtedly be made when comparing the Italian practice with the one recommended above and decided to invite the attention of higher authority to the alternative of following more closely the Italian practice as regards the minimum.

(c) The above recommendation, if adopted, would apply to only some 250,000 workers in comparison with some 750,000 in the consolidated scheme, proposed in minute 19 below, been introduced earlier this year.

(1) Any scheme involving payments to workers discharged from the employ of the Allied Forces during the year was not considered possible due to the administrative difficulty of establishing individual work histories for each such employee.

(c) The recommendations made in minute 19 below, if adopted, would eliminate the need for the consideration of a bonus payment in the above form for Christmas subsequent to Christmas 1945.

10. NATIONAL HOLIDAYS:

The four national holidays with pay were among the items cited by the Italian Government where Allied Forces employees were at a disadvantage in comparison with Italian industrial employees.

The Italian representatives' submission to the Sub-Committee that a percentage figure, representing the double pay for work performed on these days, should be included in the "Compensating Indemnity" referred to in minute 19 below, was not recommended by the Sub-Committee and it was considered that a closer approximation to the Italian practice could be achieved.

The Sub-Committee's recommendation (minute 6 of Annex 2 attached refers) was considered by the Committee. It was agreed that the law and practice of granting four days as National Holidays with pay and of granting double pay for work performed on these days was established. The Committee consequently recommended that the following amendment be made to para 8 (c) of ABHQ Administrative Memorandum No 24 of 1945 :-

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(u) The recommendations made in minute 19 below, if adopted, would eliminate the matter for consideration of a bonus payment in the above form for Christmas subsequent to Christmas 1945.

16. NATIONAL HOLIDAYS:

The four National holidays with pay were given; the items cited by the Italian Government where Allied Forces employees were at a disadvantage in comparison with Italian industrial employees.

The Italian representatives' submission to the Sub-Committee that a percentage figure, representing the double pay for work performed on these days, should be included in the "Compensation/Immunity" referred to in minute 19 below, was not recommended by the Sub-Committee and it was considered that a closer approximation to the Italian practice could be achieved.

The Sub-Committee's recommendation (minute 6 of Annexure 2 attached refers) was considered by the Committee. It was agreed that the law and practice for granting four days of National Holidays with pay and of granting double pay for work performed on these days was established. The Committee consequently recommended that the following amendment be made to para 8 (c) of AMG administrative Memorandum No 24 of 1945 :-

518

"(c) National Holidays

The following days may be granted as holidays with pay:

1st January
1st May
11th November
25th December.

When employees are required to work on any of these days no extra pay will be given but such employees will be granted a holiday with pay in lieu thereof as soon as convenient.

Public holidays other than those designated above will not be recognized by any military unit or establishment and there will be no extra pay for work performed on feast days or holidays."

/The Committee.....

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The Committee decided to specify the above four days in the absence of definite information as to those days which the Italian Government may decide to declare as National Holidays in the future, it being understood that some change from Fascist nominated days is contemplated.

19. COMPENSATING LIABILITY:

As a result of the representations made by the Italian Government and by representatives of Italian labour to the Allied Commission & Sub-Committee of the Allied Force Labour & Wages Committee was established on 26 SEP 1945 to receive representatives of the Italian Government and of Italian labour. This Sub-Committee investigated the allegations that although the take-home wage on pay day for Allied employees is approximately equivalent to that of Italian employees the latter enjoy the following additional benefits :-

- (a) One month's wages as a Christmas Bonus.
- (b) Dismissal Bonus.
- (c) Annual Holidays with Pay.
- (d) Pay on National Holidays.
- (e) Extra Pay for work performed on Religious, etc. Holidays.

These benefits had been taken into account when the original Allied Force Basic Wage Scale was established in FEB 1944 and the Scale having been made compensatingly higher than the Basic Wage in civilian industry. Due to subsequent amendments to the Allied Force Basic Rates and Bonuses and the prevailing practice of Local Sub-Committees in comparing the take-home wage packet of Allied Force employees with that of employees of Italian Industry without taking the above into account, the compensation for the above discrepancies between Allied Force and civilian industrial employment had been lost.

The Italian Government had been asked, in conjunction with representatives of Italian civil labour to submit to the Sub-Committee their proposals for elimination of the above discrepancy in a manner which could be adopted by Allied Force employers. These proposals were submitted to and considered by the Sub-Committee at its meeting on 19th November 1945 (Annexure 2 attached papers).

The Committee considered the Sub-Committee's recommendation on the matter, with the following results :-

(1) Annual National Holidays in accord with the recommendation

(c) Pay on National Holidays.

- (e) Extra Pay for work performed on holidays,
etc. Holidays.

These benefits had been taken into account when the original Allied Force Basic Wage Scale was established in FEB 1944 and the Scale having been made compensatively higher than the Basic Wage in civilian industry. Due to subsequent amendments to the Allied Force Basic Wages and Bonuses and the corresponding practice of Local Sub-Committees in comparing time & the home wage packet of Allied Force employees with that of employees of Italian Industry without taking the above into account, the compensation for the above discrepancies between Allied Forces and civilian industrial employment had been lost.

The Italian Government had been asked, in conjunction with representatives of Italian civil labour to submit to the Sub-Committee their proposals for eliminating the above discrepancy in a manner which could be adopted by Allied Force employers. These proposals were submitted to and considered by the Sub-Committee at its meeting on 19th November 1945 (Annexure 2 attached refers).

The Committee considered the Sub-Committee's recommendation on the matter, with the following results :-

- (a) Pay on National Holidays is dealt with by the recommendation contained in minute 13 above.

(b) In respect of extra pay for work performed on holidays, etc., the Committee did not feel that any additional payments should be made by the Allied Forces for work performed on these days.

- (c) It was agreed by the Committee that :-

- (i) Following the established policy of keeping the conditions of employment and wage scales for Allied Force employees in step with those prevailing in Italian Industry, a Compensation Indemnity to remove the present disparity in respect of Christmas Bonus, Annual Holidays with pay and Dismissal Indemnity should be paid to Allied Force employees.

- (ii) The evidence as submitted by the Italian Government and representatives of Italian labour of these three items to Italian civilian industrial employees was sufficient

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(1) It was therefore recommended that in compensating indemnity based on the items shown in minute 4 of structure II should be paid to all employees of the Allied Forces on the following scales from 1st Jan 1945 :-

Clerical & Administrative Grades	25% (a)
Hotel, Mess and Club Grades	20% (1/5)
(i) Clerical & Administrative Staff	
(ii) For all employees other than those in sub-grade (i) above	16 2/3% (1/6)
Classified Artisans, Skilled & Unskilled Grades	12% (b)
Marine Grades	12 1/2% (b)

The above indemnities are to be calculated on the worker's take-home wage at normal rates for work performed during a normal work period, i.e., less any payments for overtime and less all payments for working in the seventh day.

The Committee recognized that the method of computing and manner and time of payment was for the administrative authorities to decide, but it further recommended that such payments should be made not less frequently than every three months save in the case of dismissal when such amount was accrued up to the date of dismissal could be paid. The recommendation was made notwithstanding the administrative difficulties in affording a payment in this manner in view of the importance, in the opinion of the Committee, of the over-riding contribution of diverting this indemnity from normal payments, so that it should be no circumstance be regarded as part of basic pay or earnings.

Should the above recommendation be approved the Committee was of the opinion that the fullest possible publicity both by notice or report should be given where civilian labour is employed and through the civilian press should be given to the above compensating indemnity on the reasons for the payment clearly stated.

The Committee pointed out that the payment of such an indemnity will eliminate the necessity for a repetition of the proposed scale in minutes 17 above in respect of Christmas Bonus 1945.

20. Leave:

In view of the inclusion in the Compensating Indemnity of an element for annual leave, the Committee considered the Sub-Committee's recommendation and recommended that para. 8 (a) of administrative Memorandum No. 24 of 1945 be

The Committee recognized that the method of allocating and awarding and time of payment was for the Administrative authorization to decide, but it further recommended that such payments should be made not less frequently than every three months save in the case of dismissal when such payment was accrued up to the date of dismissal could be paid. The recommendation was made notwithstanding the administrative difficulties in effecting a payment in this manner in view of the importance, in the opinion of the Committee, of the overriding consideration of divorcing this indemnity from normal payments, so that it should in no circumstances be regarded as part of basic pay or benefits.

Should the above recommendation be approved the Committee was of the opinion that the fullest possible publicity both by reference to publicly displayed where civilian labour is employed and through the civilian press should be given to the above Compensation Indemnity and the reasons for the payment clearly stated.

The Committee pointed out that the payment of such an Indemnity would eliminate the necessity for a repetition of the proposal made in minutes 10 and 11 in respect of Christmas Bonus 1945.

20. LEAVE:

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In view of the inclusion in the Compensation Indemnity of an element for annual leave, the Committee considered the Sub-Committee's recommendation and recommended that para 8 (a) of Administrative Memorandum No. 34 of 1945 be amended as follows:-

"Annual Leave with Pay"

Leave with pay will no longer accrue to employees of the Allied Forces with effect from 1 JAN 46 but leave with pay which may have accrued prior to this date may be taken."

The Committee further recommended that employing units should be informed of the advisability of granting leave without pay, as authorized in para 8 (b) of Administrative Memorandum No. 34 of 1945, now that the reimbursement problem has been covered by the recommendation for the payment of the Compensation Indemnity.

/Sgt. 21.....

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24. OTHER BUSINESS:

The Committee passed a vote of thanks to the Chairman for his services during his tenure of office and to A.F.I.R.S. for the excellent manner in which the secretarial work of the Committee has been performed.

There being no further outstanding business the Committee adjourned sine die.



S.J.B. LOVETT, Major, RAQM,
Secretary,
ALLIED FORCE LABOUR & WAGES COMMITTEE.

SJBL/23.

DISCONTINUATION

See page 7

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SECRET-0710W

Copy No:

1/2 C-in-3, Med.
 1 CAO, AMHQ
 2 D/CAO, AMHQ
 3 C-5, AMHQ
 4 C-6, AMHQ
 5 C-4, AMHQ
 6 At Civ Eng Div, MTOUSA
 7 Engineer Section, MTOUSA
 8 Fiscal Director, MTOUSA
 9 (Admin), MTO, CAP.
 10 (AS), MTO, CAP.
 11 D.W., MTO, CAP.
 12 Ord, MTO, CAP.
 13 MTO, CAP.
 14 S & T, MTO, CAP.
 15 MTO, CAP.
 16 Labour, MTO, CAP.
 17 F.A., MTO, CAP.
 18 A.O.C., AIR HQ, RAF, Italy
 19 A/P.A., AIR HQ, RAF, Italy
 20 Naples Air Force General Depot
 21 HQ, 294 Group, RAF
 22 HQ XIII Corps (Includes one copy for Local Sub-Committee for information)
 23 D.M.S., ITALY
 24 CC, FRS (Includes one copy for Local Sub-Committee for information)
 25 CC, FRS (South) (Includes one copy as above)
 26 CC, FRS (East)
 27 At Civ Eng Div PMS
 28 At Civ Eng Div PMS (South)
 29 HQ, No 2 District (Includes two copies for Local Sub-Committee for info)
 30 HQ, No 3 District (Includes two copies for Local Sub-Committee for info)
 31 CC, Rome Area Allied Command (Includes copy for Local Sub-Committee ")
 32 POL, Rome
 33 A.M.S.E., POL, Rome
 34 OS, TAMMO
 35 COMOPS, TAMMO
 36 NOIC, Naples area
 37 NOIC, Trieste
 38 SNO, Eastern Sicily
 39 AMHQ
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49 4.0.0. AIR HQ, RAF, Italy
 50 A/R.A., AIR HQ, RAF, Italy
 51/24 Naples Air Force General Depot
 52/35 HQ, 214 Group, RAF
 53/58 HQ, XIII Corps (Includes copy for Local Sub-Committee for Information)
 54/43 D.E.R., Italy
 55/42 CC, PMS (Includes one copy for Local Sub-Committee for Information)
 56/44 CC, PMS (South) (Includes one copy as above)
 57/45 CC, PMS (East)
 58/46 HQ, XIV Corps Div PMS
 59/47 HQ, XIV Corps Div PMS (South)
 60/51 HQ, No 2 District (Includes two copies for Local Sub-Committee for Inform)
 61/52 HQ, No 3 District (Includes two copies for Local Sub-Committee for Inform)
 62/53 CC, Home Area Allied Command (Includes copy for Local Sub-Committee " ")
 63/54 POLH, Rome
 64/55 A.N.S.O., POLH, Rome
 65/56 CC, TRANSITO
 66/57 CC/MOB, AIRHQ
 67/58 NOIC, Naples Area
 68/59 NOIC, Trieste
 69/60 SMO, Eastern Italy
 70/61 MWIS
 71/62 HQ
 72/63 Resident Naval Officer, Rome
 73/64 Chief Commissioner, HQ, ALMA
 74/65 HQ, ALMA
 75/66 Vice-President, Economic Section, HQ, ALMA
 76/67 Rooms and Section, HQ, ALMA
 77/68 Finance Sub-Commission, HQ, ALMA
 78/69 Labour Sub-Commission, HQ, ALMA
 79/70 IWWF & Shipping Sub-Commission
 80/71 ASH, HQ, ALMA
 81/72 HQ & Command Bay Office
 82/73 Committee, Allied Forces Labour & Welfare Committee
 83/74 War Diary
 84/75 File
 85/76 Spare.

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ATTACHED I.

Subject:- 52 Area Local Sub-Committee.CH/53/1(5).Financial Advisor,
General Headquarters,
C.M.F.16 November, 1945.Chief of Section,
A.F.L.R.S.
Rome Area Allied Command,
C.M.F.

Reference your LRG/2145/10/17 dated 30th October, 1945.

From the comparison tables in respect of other plants in Italy, it would appear that the rates of pay previously established by 52 Area Local Sub-Committee for the employees at the Sapi Oxygen & Acetylene Factory, Taranto, are relatively high and before further consideration is given to the acceptance of the rates, it is suggested that the sub-committee be asked to examine the practicability of their reduction to a more appropriate level.

If such a course is impracticable then it is considered that:

- (i) the present rates should only apply to those workers now employed;
- (ii) the rates and grades should be regarded as "special" and not published for general information;
- (iii) the fact that these workers are now overpaid should be borne in mind by the sub-committee in the event of consideration being given to any further increase in C.L.B. to employees in the area, at a later date.

(Signed)

Major,
For Brigadier,
Financial Advisor.

5180

Copy to:- Assistant Financial Advisor,
Air Headquarters, R.A.F., Italy.Fiscal Director,
M.T.O.U.S.A.

ANNEXURE "II"

ALLIED FORCE LOCAL RESOURCES SECTION
A.F.L.R.S.

Postal Address
A.F.L.R.S.
ROME AREA ALLIED COMMAND
C.M.F.

TEL : 66275 : ROME

19 November 1945

ALLIED FORCE LABOUR & WAGES COMMITTEE

SUB-COMMITTEE - MINUTES

1. In accordance with the instructions of the Allied Force Labour & Wages Committee at its meeting held on 26 October 1945 (minute 8 refers), meetings of the Sub-Committee were held on the 9th and 19th November 1945 in the AFARS (AFHQ) Conference Room, ROME.

PRESENT:

Chairman

Mr. David G. SACHS
Labour Sub-Commission, ALOCM

Representatives of:

A.F.L.R.S., A.F.M.Q.
C.G., AFHQ
Labour, AFHQ, GAF.
Labour Sub-Commission,
HQ Allied Commission

Italian Delegation

Representatives of:

Italian Government, Ministry of Labour
Comm. SILEONE
Lett. FESTUCCIO
Sig. FURBERA

Managing Committee of the C.G.I.L.
Sig. FIDUCIARI

PRESENT:Chairman

Mr. David C. SAGHS
Labour Sub-Commission, ALCOM

Representatives of:

A.F.L.R.B., A.F.H.Q.
C.C., ATOMSA
Labour, 440, G.R.
Labour Sub-Commission,
HQ Allied Commission

Italian DelegationRepresentatives of:

Italian Government, Ministry of Labour
Comm. SILEONE
Dett. FESTILIO
Sig. FURBER

Managing Committee of the O.G.I.L.
Sig. BEROSSI

2. MEETING OF 9TH NOVEMBER:

The Italian delegation stated that the traditional Christmas Bonus has been in direct proportion to the number of days an employee worked during a year, the maximum possible payment for 12 months employment being 192 hours at the basic rate of pay. A decree covering payment for the year 1944 provided for a supplementary bonus computed on the basis of all indemnities then in force and the family allowance, in addition to the basic rate.

Negotiations are on foot between the O.G.I.L., employers and the Italian Government for the payment of a Christmas Bonus in 1945 similar in many respects to the one paid in 1944. Such a bonus to be payable in proportion to the period of employment during the year and all employees will be deemed to have worked a minimum of 4 months. The maximum possible payment for 12 months employment is proposed to be 200 hours at the basic rate of pay, plus all current indemnities, allowances, and bonuses.

/The Italian.....

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- 2 -

The Italian delegation stated it was hoped to reach agreement on the above negotiations within 10 days.

No suggestions were submitted by the Italian delegation as to the method by which the Allied Forces could make available a similar bonus to their employees nor as to the steps which the Italian Government considered desirable to overcome the present apparent disparity between the benefits enjoyed by employees of Italian Industry in comparison with those enjoyed by employees of the Allied Forces.

The Italian delegation agreed to submit to the Sub-Committee at its next meeting to be held on the 19th November 1945 their advice on the steps considered desirable for the Allied Forces to take in respect of the following points :-

(a) Christmas Bonus:

(i) The payment of a Christmas Bonus to Allied Force employees for Christmas 1945 bearing in mind the impossibility of the Allied Forces to effect any payment which is not related to work performed.

(ii) Whether any additional payment, and if so, the amount of such payment, should be made to Allied Force employees in future to bring their conditions of employment in respect of Christmas Bonus payments more in line with those applicable to employees of Italian Industry.

(b) All other Indemnities:

The steps that should be taken to overcome the present apparent disparity between the benefits (excluding the Christmas Bonus) enjoyed by employees of Italian Industry in comparison with those enjoyed by employees of the Allied Forces, viz: summer holidays with pay, pay on National holidays, etc.

(c) Consolidated Bonus:

The consolidation of the proposals in paragraphs (a) (i) and (b) above.

3. MEETING OF 19TH NOVEMBER:

The Italian delegation which consisted of:

Representatives of the Italian Government:

Comm. Giaccone

Sig. Restello

(b) All Other Insecurities:

The steps that should be taken to overcome the present apparent disparity between the benefits (excluding the Christmas Bonus) enjoyed by employees of Italian Industry in comparison with those enjoyed by employees of the Allied Forces, viz: summer holidays with pay, pay on National holidays, etc.

(c) Consolidated Bonus:

The consolidation of the proposals in paragraphs (a) (1) and (b) above.

3. MEETING OF 10TH NOVEMBER:

The Italian delegation which consisted of:

Representatives of the Italian Government:

Comm. Simone
Sig. Pestillo
Sig. Purpura

Representatives of the U.G.I.L.:

Sig. Ferrell
Sig. Contigliozzi

presented the proposals as requested in minute 2 above (Appendix "A" attached).

4. COMPENSATING INDEMNITY:

The proposals submitted by the Italian delegation in the steps that should be taken by the Allied Forces to overcome the present disparity between the benefits enjoyed by employees of Italian Industry in comparison with employees of the Armed Forces were considered.

The Sub-Committee recommends that a compensating indemnity be paid to all employees of the Allied Forces on the following scales ~~Y.C.F.~~ 1 JUL 46 :-

/Clerical & Administ.....

- 3 -

Clerical & Administrative GradesHotel, Mess & Club Grades:-

- (a) Clerical & Administrative Staff
(i) For all employees other than those in sub-para (a) above

25%
20%
10 2/3%
12 1/2%
12 1/2%

- Classified Artisan, Skilled & Unskilled Grades

Marine Grades

This indemnity is calculated to remove the present disparity in respect of Christmas Bonus, Annual Holidays with pay and Dismissal Indemnity. According to the presentation of the Italian Government, these items have the following approximate percentage equivalent on the take-home wages of the worker :-

Clerical & Administrative GradesChristmas Bonus

Annual Holidays with pay
Dismissal Indemnity

8.3%
4.2%
3.8%
24.9%

Hotel, Mess & Club Grades

- (a) Clerical & Administrative Staff

Christmas Bonus

Annual Holidays with pay
Dismissal Indemnity

8.3%
4.2%
3.8%
20.7%

- (b) All employees other than those in sub-para (a) above

Christmas Bonus

Annual Holidays with pay
Dismissal Indemnity

8.3%
4.2%
3.8%
15.5%

Classified Artisan, Skilled & Unskilled GradesChristmas Bonus

Annual Holidays with pay
Dismissal Bonus

8.3%
4.2%
3.8%
13.0%

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CHRISTIAN ROMANCE

Annual Roll-Ins with pay
Dismissal Indemnity

21.0	21.0
------	------

Hotel, Inns & Club Grades

(a) Clerical & Administrative Staff

Plattig et al.

Annual Policies with 1997
Disposal Technology

(b) All employees other than those in sub-para. (a) above;

Christiane Horne

Annual Holidays with Pay Displaced Indemnity

[illegible]

Classroom Artisan, Skilled & Polished Design

Christina Hoff

Annual Holidays with pay
Dismissal Bonus

$$\begin{array}{r} 3.25 \\ 4.05 \\ 0.75 \\ \hline 8.05 \end{array}$$

Wendy Rothman

Christians: Jones

Annual Holiday with pro-
Dismissal Bonus
$$\begin{array}{r} 1500 \\ 1500 \\ \hline 3000 \end{array}$$

The above identities are to be understood in the property $\text{take}(\infty, \text{do})$ as in [Theorem 1](#). For overtime or night work duration formulas,

The Sub-Committee recognized the advantage of the above proposed basis, not at a time other than the regular pay day, "such as on a quarterly basis, but in view of the possible administrative difficulties were of the opinion that the method of payment should be dealt with by the Allied Force Liaison & Supply Committee. It was strongly recommended that the fullest possible publicity both by notices personally displayed where civilian labour is employed and through the civilian press be given to the above compensating indemnity, if approved, and the reason for the payment clearly stated.

Alfred, Lord Tennyson

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5. LEAVE:

In view of the inclusion in the Comparative Indemnity of an element of annual leave the Sub-Committee recommends that AFHQ Administrative Memorandum No. 34 of 1945, para 8 (c) be amended as follows :-

"Annual Leave with Pay

No leave with pay will be granted to employees of the Allied Forces W.E.F. 1 Jan 1946.

This does not preclude the individual from obtaining, any leave with pay accrued under the provisions of para 8 (c) of AFHQ Administrative Memorandum No 34 up to and including 31 Dec 1945."

6. NATIONAL HOLIDAYS:

The Sub-Committee rejected the Italian delegation's recommendations for the inclusion of a compensating percentage in the Compensating Indemnity for work performed on National Holidays. It recommends that the following amendment be made to para 8 (c) of AFHQ Admin Memorandum No 34 of 1945 :-

"(c) National Holidays

The following days may be granted as holidays with pay :-

1st January
1st May
11th November
25th December

When employees are required to work on any of these days an extra pay will be given but such employees will be granted a holiday with pay in lieu thereof as soon as convenient.

Public holidays other than those mentioned above will also be recognized by any military unit or establishment and there will be no extra pay for work performed on feast days or holidays."

7. CHRISTMAS BONUS 1945:

The Sub-Committee received the Italian delegation's proposals for the payment of a Christmas Bonus to Allied Forces employees for work performed during the year 1945.

$w(e)$ National holidays

1st January
1st May
11th November
25th December

When employees are required to work on any of these days in extra pay will be given but such employees will be granted a holiday with pay in lieu thereof as soon as convenient.

public holidays other than those hereafter more fully defined by resolution of the Board of Directors shall be determined by the Board of Directors.

"Section 107. The Board of Directors may determine that there shall be no business transacted on any day or days which are public holidays or feast days or holidays."

CHRISTIANAS HOMER, CLF

The Sub-Committee received the Italian delegation proposals for the 1942-43 year of the payment of a Christmas Bonus to Allied Forces employees for work performed during the year 1942.

It was decided to recommend that all employees in the employ of the Allied Forces on 20 Dec 45 will receive a Christmas Bonus equivalent to two (2) current basic pay in cost of living bonus for each month of completed continuous service with the unit concerned during the year 1945. Those employees in Europe as of 20 Dec 45 will be considered for the purpose of this computation as having been in Europe on the above month of December.

A.A.B. LOUGHEE, 10 Ave. North
80-446-255
ALLIED FORCE LABOR UNION, 1000 W. 10th St.
SURREY, BRIT. COLUMBIA

SUTIS

Dissemination

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7/14 HQ ALBANY, LABOUR SUBCOMMITTEE
(Including session for Evaluation
on movement labor relations)

15/17 per diary
16/30 Sp. spec.

ATTACHED MAPWAGE COSTING ON ALLIED ARMED FORCES EMPLOYERSBackground

Reference is made to the decisions reached in the meetings held on 12 October and 9 November 1945 for the consideration of the wage position of Allied Armed Forces employees, as well as to the Agenda of the next meeting to be held on 19 November 1945.

WAGE ADJUSTMENT

1. Acknowledgement is made of the assurance given by Allied Armed Forces representatives in the meeting held on 9 November 45 to submit to the appropriate provincial Allied and Italian Authorities the requests for an adjustment between the Allied basic wages and salaries and those paid by the Italian employers.

2. The C.O.I.L. has given assurance to instruct the local Commune and Towns, to ascertain eventual differential situations between the two above wage scales, and to forward - if there are any - detailed requests to the Allied Commands of the various provinces.

3. The comparison between the two wage scales could be made on the following line:

<u>Allied Wage Scale</u>	<u>Italian Wage Scale</u>
a) Present wage	a) Basic wage + 70% increase Presence Indemnity Family Allowances (3 dependants)
b) Carevita Indemnity	b) Carevita Indemnity
c) Continuity Indemnity	c) Continuity Indemnity

4. The Allied Military Government should instruct the depending provincial Commands to examine from a favourable point of view the requests which will be presented by the local Commune and Towns.

PRESENT ITALIAN WAGE SITUATION

1. We are showing hereunder the present Italian situation for the local economy and for each of the three essential branches

2. The U.S.I.L. has given assurance to instruct the local Commanding Officers, to ascertain eventual differential situations between the two wage scales, and to forward - if there are any - detailed requests to the Allied Commands or the various provinces.

3. The comparison between the two wage scales could be made on the following line:

Allied Wage Scale

Italian Wage Scale

a) Present wage

a) Basic wage + 70% increase
Presence Indemnity
Family allowances
(3 dependants)

b) Gratuity Indemnity
c) Compulsory Indemnity

b) Gratuity Indemnity
c) Compulsory Indemnity

4. The Allied Military Government should instruct the dependent Provincial Commands to examine from a favourable point of view the requests which will be presented by the local Commanding Officers.

PRESENT ITALIAN WAGE SITUATION.

1. We are showing hereunder the present Italian situation for each professional category and for each of the three essential branches of industrial activity - metallurgical, building, machine tooling - insofar as Christmas Bonus, holidays, national festivities and awarded bonus are concerned.

2. Christmas Bonus.

a) We are pointing out firstly that the U.S.I.L. has requested for Italian undertakings' employees the payment of a 15th month of pay (including basic wage increased by 70%, presence indemnity, gratuity, compulsory and other indemnities, as well as family allowances). Direct actions are in process between the employers' and workers' syndicates.

b) For office workers, on the basis of an average monthly salary of 11,000 lire, the Christmas Bonus is :-

- if paid at the end of the year	11,000 lire
- if computed on a monthly basis	915 "
- % in respect of one month of salary	8.5 %

(c) 1

-2-

2) For retail-mechanical workers the Christmas bonus would be as follows:

	Specialized Workers (Monthly pay: 320 L.)	Qualified Workers (Monthly pay: 295 L.)	Common Workers (Monthly pay: 275 L.)
per year	6,000	7,375	6,875
per month	500	614.58	573
per day	26.70	24.60	22.90
per week	8.5%	8.5%	8.5%

3) For skilled workers in the building industry the Christmas bonus would be as follows:

	Masons (Monthly pay 300 L.)	Common Laborers (Monthly pay 260 L.)
per year	12,500	7,000
per month	625	583.33
per day	25	23.33
per week	8.5%	8.5%

4) For carpenters and other workers the Christmas bonus would be as follows:

	Workers (Monthly pay 6,000 L.)	Helpers (Monthly pay 6,500 L.)	Office Workers (Monthly Salary 6,000)
per year	6,000	6,500	6,000
per month	500	525	500
per week	8.5%	8.5%	8.5%

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per year 7,500
 per month 625
 per day 25
 per month 8.3%

7,000
 583.33
 25.25
 8.3%

a) For security and safety, workers the Commission Board would be

Workers (monthly pay 6,000 L) (only pay 6,500 L) Office
 (monthly pay 6,000 L)

per year 6,000
 per month 500
 per month 8.3%

6,500
 51.60
 8.3%

3. Paid yearly holidays

As regards paid yearly holidays, it is understood that
 office workers will be normally entitled to 1 month per year, while
 manual workers will normally receive 12 days.

Now, monthly:

a) For office workers the amount of the yearly holidays
 will be, on the basis of an average monthly salary of 11,000 lire,

- If computed on a yearly basis 11,000 lire
 - If computed on a monthly basis 915 "
 - If in respect of one month of salary 8.3 %

b) For manual workers differences must be made as shown
 above - but in professional categories and branches of industrial
 activity. Therefore :-

-3-

c) For the workers of the metal-mechanical industry the amount of the vacation wage would be:

	Special workers (pay rate per day) L. 320	Qualif. workers (pay rate per day) L. 295	Common workers (pay rate per day) L. 275
computed on 1 year basis	3,840	3,540	3,300
" " " month "	320	295	275
" " " per day "	12,80	11,80	11
percentage of 1 month	4,0%	4,0%	4,0%

d) For the building construction workers the amount of the vacation wage would be

	Masons (pay rate per day) L. 300	Labourers (pay rate per day) L. 280
computed on 1 year basis	3,600	3,360
" " " month "	300	280
" " " per day "	12	11,20
percentage of 1 month	4,0%	4,0%

e) For the hotel employees the amount of the vacation wage would be

	Hotel workers (rate per month) L. 6,000	Waiters (rate p.m. (a day m.)) L. 6,300	Office personnel (a day m.) L. 6,500
computed on 1 year basis	5,000	5,130	5,250
" " " month "	250	260,50	270,80
percentage of 1 month	4,1%	4,1%	4,1%

f. National holidays (4 per year)

Persons	Day rate per day	Labors (Day rate per day)
computed on 1 year basis	3,600	3,360
" " " month	300	280
" " " day	12	11.20
percentage per month	4.0%	4.0%

if for the hotel and mine workers the amount of the vacation wage should be

Manual workers (rate per month)	Miners (rate per month)	Miners (rate per month)
L. 6,000	L. 6,000	L. 6,000
computed on 1 year basis	3,600	3,360
" " " month	300	280
percentage per month	4.1%	4.1%

4. National holidays (4 per year)

Workers in the employ of Italian Mines are enjoying 4 paid holidays per year. If on paid holidays they are working the wage or salary is paid.

(1) For the office employees, viz a per month basis salary of 11,000 lire the amount of the National holidays is:

if computed on one year basis
" " " month
" " " day
percentage per month with respect to the per month salary 1.1%

(2) For skilled-mechanical workers the National holidays are computed as:

	Specialized workers (daily pay 320 L)	Qualified workers (daily pay 295 L)	Common workers (daily pay 275 L)
per year	1,280	1,180	1,100
per month	106.66	98.33	91.66
per day	4.20	3.90	3.60
percentage per month	1.5%	1.3%	1.3%

- 4 -

(a) For building workers the national holidays are equivalent to:-

	Masons (Daily pay 300 L.)	Common Labourers (Daily pay 200 L.)
per year	1,200	1,120
per month	100	93.35
per day	4	3.79
per month	1.5%	1.5%

(b) For common and hotels' workers the national holidays are equivalent to:-

	Manual Workers (Monthly pay 5,000 L.)	Waiters (Monthly pay 5,300 L.)	Office Workers (Salary 6,500 L.)
per year	806	847	865
per month	66.70	70	72
per day	2.20	2.30	2.40
per month	1.1%	1.1%	1.1%

5. Disposal Indemnity - The office workers entitled to one month's salary indemnity for each year of service; the metal-mechanical and building industry workers are entitled to two days wage indemnity per year, and the masons and hotels' workers and waiters to a fortnight wage indemnity for each year of service.

(c) Therefore the amount of the said indemnity is, for office workers, twenty, in other words monthly salary of 11,000 Lira:

per year	11,000	110
per month	915	9
per month	8.3%	

(d) For metal-mechanical workers it is equivalent to:-

	Specialized	Qualified	Unskilled
per year	640	590	550
per month	53.35	49.10	45.80
per month	0.6%	0.6%	0.6%

(e) For building workers it is equivalent to:-

Common Labourers

Masons

5. Diminished Indemnity - The office workers entitled to one month's salary indemnity for each year of service; the metal-mechanical and building industry workers are entitled to two days wage indemnity per year, and the messengers and hotel workers and waiters to a fortnight wage indemnity for each year of service.

(a) Therefore the amount of the said indemnity is, for office workers, receiving an average monthly salary of 11,000 lire:

per year		11,000	lire
per month		915	"
percentage per month		8.3%	

(b) For metal-mechanical workers it is equivalent to :-

	Specialized	Unskilled	Others
per year	640	590	550
per month	53.35	49.10	45.80
per month	0.6%	0.6%	0.6%

(c) For building workers it is equivalent to :-

	Katona	Common Labourers
per year	600	560
per month	50	46.70
per month	0.6%	0.6%

(d) For messengers and hotel workers it is equivalent to :-

	General Workers	Waiters	Office Workers
	(Monthly pay 4000 L.)	(Monthly pay 5300 L.)	(Salary 6500 L.)
per year	3,000	3,150	6,500
per month	250	262.50	541.60
per month	4.1%	4.1%	4.1%

CONCLUSIONS:

1. From the detailed examination of the figures regarding the various items of the requests made by the Italian Government and the U.S.I.L., on behalf of the Allied Forces' employees, it appears that the result of such item, considered both on a monthly and percentage basis, is fairly the same.

/inspfr.....

- 5 -

improvement in the average wages and salaries received by the various categories of workers are concerned.

2. For this reason, and in order to furnish a simple and practical system for making the improvements suggested on behalf of the workers, we are proposing the following increases specified for the three categories: office workers, metal-mechanical and building workers, messes and hotel workers - as well as for items for monthly and percentage results.

3. For office workers:

Average monthly basic salary	L. 11,000	100%
a) Christmas Bonus (1 month)	945	8.3%
b) Summer holidays (1 month)	945	8.3%
c) National Festivities (4 days)	422	1.1%
d) Dismissal Bonus (1 month)	945	8.3%
Total:	2,857	24.8%

4. For metal-mechanical and building workers:

Average monthly basic wage (1)	L. 7,500	100%
a) Christmas Bonus (1 month)	625	8.3%
b) Summer holidays (12 days)	300	4.0%
c) Festivities (4 days)	100	1.2%
d) Dismissal Bonus (2 days)	50	0.7%
Total:	1,075	14.5%

(1) For rounding the above figures from a monthly to a daily basis it is necessary to divide them by 25.

5. For hotel and mess workers:

Average monthly basic wage	L. 6,500	100%
a) Christmas Bonus (1 month)	542	8.3%
b) Summer holidays (12 days)	271	4.0%
c) National Festivities (4 days)	72	1.1%
d) Dismissal Bonus (1 month)	542	8.3%
Total:	1,427	21.8%

5175

Average monthly basic wage (1)		
	L.	7,500
		100%
a) Christmas Bonus (1 month)	625	8.3%
b) Holidays (12 days)	300	4.0%
c) Festival (4 days)	100	1.3%
d) Dismissal Bonus (2 days)	50	0.7%

Total: L. 1,075 14.3%

(1) For rounding the above figures from a monthly to a daily basis it is necessary to divide them by 25.

5. Per Total and Mess Workers:

Average monthly basic wage		
	L.	6,500
		100%
	workers	clerical staff
a) Christmas Bonus (1 month)	542	8.3%
b) Holidays (12 days)	271	4.2%
c) National holidays (4 days)	72	1.1%
d) Dismissal Bonus		
Clerical workers (1 month)	542	8.3%
Dismissal Bonus		
Manual workers (15 days)	271	4.1%
Total L.	1,156	17.8%
		21.8%

6. General Observations on Proposals

The above-mentioned proposals should be made effective immediately said increases should be paid on the next pay-day of the current month in items such as early holidays, national holidays and dismissal bonus.

On the question of the Christmas Bonus, however, the above proposals should be applied as from 1 January 1945. Clerical workers and manual workers who are in the employ of the Allied Forces on 20th December 1945 should be paid as follows :-

1 month's wages if in service from at least 1 October 1945				
2 2	"	"	"	"
2 2	"	"	"	"
2 2	"	"	"	"
2 2	"	"	"	"
2 2	"	"	"	"

From 1 January 1945

(34)

7. PAY on Holidays. For Overtime and Night Work

Workers in Italian Industry who work on holidays (letter a) of attachment to note sent on 6 November last by Labour Sub-Commission to Ministry of Labour, or work over 8 hours daily, or at night, generally receive wages augmented by 50% of their daily wage.

The Ministry of Labour and the CGLI ask for the same treatment for workers of the Allied Forces.

ROME 18 November 1945.

NOV 14 1945

78

COPY NO: _____

ALLIED FORCE LOCAL REPRESENTATION
A.P.L.R.S.

Postal Address
A.P.L.R.S.

WOOD AVE. ALLIED COMBAT
C.M.D.

TELE: 66275 : ROME

13 November 1945

ALLIED FORCE LABOUR & WAGES COMMITTEE

A.C.W.B.A.

LRG/2142V/11.

The second meeting of the Allied Force Labour & Wages Committee will be held at 0930 hours on Wednesday 21st November 1945 in the AFWS (AFHQ) Conference Room, 2nd floor, 66 Piazza dell'Esedra, Rome, to consider the following Agenda:-

1. To receive the minutes of the first meeting of the Committee held on 24th October 1945.
2. To receive the findings of the Sub-Committee established at the last meeting of the Committee (minutes 3 refers), resulting from the meetings of the 2nd and 19th November 1945.
3. To complete any outstanding business with a view to the disbandment of this Committee by 30 November 1945.
4. Any other business.

517

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The second meeting of the Allied Force Labour & Wages Committee will be held at 0930 hours on Wednesday 21st November 1945 in the AIRS (AFHQ) Conference Room, 2nd Floor, 38 Piazza della Esedra, 3303, to consider the following Agenda :-

1. To receive the minutes of the first meeting of the Committee held on 26th October 1945.
2. To receive the findings of the Sub-Committee established at the last meeting of the Committee (minutes & report), resulting from the meetings of the 24th and 19th November 1945.
3. To complete any outstanding business with a view to the disbandment of this Committee by 30 November 1945.
4. Any other business.

5172

SJEL/ga.

S. J. B. HOUTEN, Major, D.O.C.
Secretary,
ALLIED FORCE LABOUR & WAGES COMMITTEE.

DISTRIBUTION

1500 PAVEMENT

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13	Ad Civ Pers Div, MTOUSA	
17	Fiscal Director, MTOUSA	
18	9(Maint), GAO, CAF	
19	9(Ad), GAO, CAF	
20	D.M., GAO, CAF	
21	Ord, GAO, CAF	
22	Adm, GAO, CAF	
23	5 & 1, HQ, CAF	
24/25	Labour, GAO, CAF	
26	DRIC, GAO, CAF	
27	PA, HQ, CAF	
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66	FOIL, Rome	
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68	SENALPENO	
69	US, Tarento	
70	COBOS, PALERMO	
71/72	NOIC, BARLIN AREA	
73	NOIC, TRIESTE	
74	NOIC, Eastern Sicily	
75	NOIC	

29/32 Naples Air Force Command
 33 A/1, Air HQ, RAB, Italy
 34/35 HQ, 214 Group, RAF
 36/37 HQ, 214 Group, RAF
 38/39 HQ, 214 Group, RAF
 40/41 HQ, 214 Group, RAF
 42/43 HQ, 214 Group, RAF
 44 HQ, 214 Group, RAF
 45 HQ, 214 Group, RAF
 46 HQ, 214 Group, RAF
 47/49 HQ, No 2 District (Includes copy for Local Sub-Committee)
 50/59 HQ, No 3 District (Includes copy for Local Sub-Committee)
 60/65 HQ, Rome Area Allied Command (Includes copy for Local Sub-Committee)
 66 HQ, Rome
 67 HQ, Rome
 68 HQ, Rome
 69 HQ, Rome
 70 HQ, Rome
 71/72 HQ, Rome
 73 HQ, Rome
 74 HQ, Rome
 75 HQ, Rome
 76 HQ, Rome
 77 HQ, Rome
 78 HQ, Rome
 79 HQ, Rome
 80 HQ, Rome
 81/86 HQ, Rome
 87 HQ, Rome
 88/89 HQ, Rome
 90 HQ, Rome
 91 HQ, Rome
 92 HQ, Rome
 93 HQ, Rome
 94/96 HQ, Rome
 97 HQ, Rome
 98/125 HQ, Rome

RFP : LSC/306

5 November 1945

SUBJECT: Pay on Engagement of Italian Civilians
Employed by the Allied Forces.TO : Allied Forces Local Resources Section
Rome Area Allied Command
C.M.F.

1. Reference is made to your memorandum LMB/114D/414 of 30 October 1945, regarding the proposal to modify Para 4 (d) (1) of AFM Administrative Memorandum No. 34, 1943, to permit of labor being trade-tested on engagement, and thereafter being paid at rates commensurate with skill and ability within the scales prescribed in the Appendices to Administrative Memorandum No. 34.

2. It is agreed that the conditions existing when Para 4 (d) (1) of Memorandum No. 34 was originally drafted no longer apply. It was at one time advisable to require all skilled labor to be engaged and paid at the minimum of the scale for at least seven days, in order to avoid competition and possible poaching of labor between employing units. Now, however, the position has changed in that Allied Force Units are dispersed over a wider area and are not engaging large numbers of workers in competition with one another. There is now no reason why a worker should not be engaged and paid forthwith at the rate of wages commensurate with his skill and ability.

3. The proposed modification as outlined in your memorandum is approved.

5173

/s/ Ellery V. Stone

ELLEERY V. STONE
Rear Admiral, USNR
Chief Commissioner

CC: C.A.O., AFHQ

(52)

C.C.
NOV 1 1945ALLIED FORCE LOCAL RESOURCES SECTION
A.F.L.R.S.

IRS/2144/5

Postal Address:-

AFRLRS, Rome Area Allied
Command, C.M.F.

Tel: ROME 66275

31 OCT 45

ALLIED FORCE LABOUR & WAGES COMMITTEE

Reference this office IRS/2144/4, dated 26 OCT 45.

Annexure I was inadvertently omitted and is forwarded
herewith.S.J.B. LOUDEN, Major, D.M.G.,
Secretary,

Allied Force Labour & Wages Committee.

WGMDISTRIBUTION

As per Minutes

5172

1/10/32/20

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CART WASTE

Rg

ANNEXURE I

Copy No.

Page No.
 XIII Corps

20 Oct 45

ATTENDED NURSE LAXAL PERSONNEL SECTIONLABOUR AND WAGES CONTROL COMMITTEEXIII CORPS LOCAL SUP COMMITTEE

1. The THIRD meeting of the XIII Corps Local Sup Committee of the Labour and Wages Control Committee was held at Room 11 XIII Corps on 19 Oct 45.

PRESENTCHAIRMAN

Major J. D. MONTGOMERY - 3220 2920 Caval Recon Unit

REPRESENTATIVES OF

U.O.I.C. WINDSAR - Lieut - Mr. MURPHY-CHAPMAN L.
 U.O.I.C. XIII CORPS - Capt. R. J. DUNN
 101st REAR XIII CORPS - Major S. A. D. HINE/CRAIG
 2904 CIV LAB UNIT - Lt. Col. J. A. F. FOTHER
 - Major D. C. H. HUGHES

IN ATTENDANCE

AS (US) DIVISION - Lieut. Col. JAMES L.
 MONTGOMERY
 1st Lieut. MONTGOMERY
 101st REAR XIII CORPS - Capt. R. J. DUNN
 2904 CIV LAB UNIT - Capt. J. A. F. FOTHER
 - Major D. C. H. HUGHES

SECRETARY

Major F. W. P. FOTHER

ATTENDANCE OF CHAIRMAN AND SECRETARY

5171

2000-2001

[illegible]

US (US) DIVISION
- Lieut. Col. James I.
DISTRICT
1st Lieut. LESTER
- Capt. J. B. CRISP
EARL WILLIAMS - Capt. J. B. CRISP
060 EARL WILLIAMS - Capt. J. B. CRISP

Editor: R. W. P. M. van den Broek

REPORT OF THE CHIEF OF BUREAU OF THE

In the absence of the A.C.F. and P.A.N.I., ALL CORPS leaders (A.P. MONTAGNA and Major W.P. THOM) were appointed Central and Secondary respectively.

STRUCTURES OF THE SECOND SECTOR

The Minister of the STROV Section, held on the 21st September, 1939.

RECOVERING MISSING OUT OF 20 MINUTES OF THE 30 MINUTE

and Chairman stated that, as a result of the publication of 473/40, the additional cost of living forms waived at the February meeting had been eliminated. The procedure for the issue of ration and mid-suffrage tickets in conformity with A. F. S. O. Admin. Mem. No. 43/40 was in process of implementation throughout the Corps area.

.....STUDY UNIT 10.....

- 2 -

D.A.S.M.C. XIII Corps stated that the issue of full scale rationing to civilian employees was being very strictly limited, in accordance with the instructions of the A.F.H.Q. Admin. Memo.

The question of rations for Govt. employed roadworkers was raised by S.O.R.L. (1) and it was decided that he would investigate the position and report at the next meeting.

6. MINUTES ARISING OUT OF THE JANUARY-MARCH MEETING OF THE LABOUR AND WAGES CONTROL COMMITTEE (A.F.H.Q.S.)

The Chairman stated that the minutes of the SECOND meeting of the XIII Corps Sub Committee would be considered by the Labour and Wages Control Committee (A.F.H.Q.S.) on the 26 Oct, when the reconstituted Committee held its FIRST Meeting.

7. RATES OF PAY - TRANSMER

Appendix 'A' to these Minutes was examined.

It was pointed out that the differentials shown for skilled grades were the minimum, which, in many cases were exceeded, and that in addition many skilled tradesmen received food free of charge from their civilian employers.

The resultant favourable position of civilian employed skilled workers had an adverse effect upon recruiting and Civil Labour Units were unable to satisfy the demands of employing services in respect of certain important grades.

It was also stated that the increases in the cost of living; Bonus had so reduced the proportionate differential between the rates for skilled and unskilled grades that there was little inducement to obtain employment as skilled workers at Allied Force rates.

It was agreed that an adjustment of the Wage Scales was desirable.

The Sub-Committee accordingly recommended:

- (a) that the minimum and maximum rates quoted in Appendix 'D' to 'Regulations for the Employment of Civilian Labour (Italy, Sicily and Sardinia) 1943' be increased by 25 Lire for all

7. RATES OF PAY - TRADESMEN

Appendix 'A' to these Minutes was examined.

It was pointed out that the differential shown for skilled grades were the minimum, which, in many cases were exceeded, and that in addition many skilled tradesmen received food free of charge from their civilian employers.

The resultant favourable position of civilian employed skilled workers had an adverse effect upon recruiting and Civil Labour Units were unable to satisfy the demands of employing services in respect of certain important grades.

It was also stated that the increases in the Cost of Living Bonus had so reduced the proportionate differential between the rates for skilled and unskilled grades that there was little inducement to obtain employment as skilled workers at skilled home rates.

It was agreed that an adjustment of the Wage Scales was desirable. 148

The Sub-Committee accordingly recommended:

- (a) That the minimum and maximum rates quoted in Appendix 'B' to 'Regulations for the Employment of Civilian Labour (Italy, Sicily and Sardinia) 1945' be increased by 25 Lire for all skilled grades with the exception of female artisan and Artisan's Mate (helper).
- (b) That the above increases be effective from 1 NOV 1945 subject to the prior approval of the Labour and Wages Control Committee (A.F.L.R.S.).

See also Appendix 'B' attached.

8. RATES OF PAY - HOTEL, WESS AND CLUB EMPLOYEES

The Sub-Committee then proceeded to examine the case of Hotel, Wess and Club grades (See Appendix 'A').

It was stated that difficulty was being experienced in supplying suitable employees in such grades at the present 4.0. commanding rates, compared with recognised civilian rates, despite the attraction of an Army ration which is of more value than the 900 Lire per month which is deducted.

...../it was agreed.....

It was agreed that it was preferable to increase these rates rather than to award a further Cost of Living Bonus.

The Sub-Committee accordingly recommended:

- (a) That the minimum and maximum rates for all Mess, Club and Hotel grades shown in Appendices 'A' and 'B' to Regulations for the Employment of Civilian Labour (Italy, Sicily and Sardinia) 1945 be increased by 50.
- (b) That the above increases be effective from 1 NOV 1945 subject to the prior approval of the Labour and Wages Control Committee (A.N.I.R.E.).

See also Appendix 'D' attached.

NOTES:

- (1) A percentage increase is recommended to maintain the existing balance between grades.
- (2) Only a small number of Hotels are affected, the majority of which are controlled by the U.S. Military Authorities.
- (3) The proposed ungraded basic rates are shown in Appendices 'C' and 'D'.

2. RATES OF PAY - ADMINISTRATIVE GRADES

A.M.S. XIII Corps representative stressed the differences which existed between Civil and Allied Force Rates for Administrative Grades.

It was decided that all available information should be laid before the next meeting, when the position would be examined.

NEXT MEETING

It was agreed that H.Q. XIII Corps would call the next meeting of this Sub-Committee when warranted by circumstances.

5170
10.

- (1) A percentage increase is recommended to maintain the existing balance between grades.
- (2) Only a small number of hotels are affected, the majority of which are controlled by the U.S. Military Authorities.
- (3) The proposed amended basic rates are shown in Appendices 'C' and 'D'.

2. RATES OF PAY - ADMINISTRATIVE GRADES

A.M.S. XIII Corps representative stressed the differences which existed between Civil and Allied Force Rates for Administrative Grades.

It was decided that all available information should be laid before the next meeting, when the position would be examined.

NEXT MEETING

It was agreed that H.Q. XIII Corps would call the next meeting of this Sub Committee when warranted by circumstances.

R.W. THORNE
Major,
D.A.D.L.
Secretary

(51)

SPECIAL COMPARISON

Grade	Male or Female,	Allied Forces Basic Rate			BASE PAY.	PLUS	PLUS	
		Basic	Plus G of L	Rate		Presence Indemnity	5 Dependents.	
<u>VENICE</u>								
Blacksmith	Male	90-125	100-97	190-222	76	} Included in base Pay	28	
Carpenter	"	90-120	100-100	190-220	76		28	
Fitter H.T.	"	100-135	100- 92	200-227	76		28	
Turner	"	90-135	100- 92	190-227	76		28	
Welder, etc	"	95-135	100- 92	190-227	76		28	
<u>TRIESTE Z</u>								
Bricklayer	"	90-120	100-100	190-220	120	} Nothing	16.4	
Carpenter	"	90-120	100-100	190-220	120		Office-	16.4
Fitter H.T. etc.	"	100-135	100- 92	200-227	120		ially.	16.4
<u>VENICE</u>								
Cook	"	2700- 4000 (Less 900)	1975- 1825	3775- 4925	Hotel workers are paid a plus a percentage of serv Commercial Worker's Union of Hotel Proprietors stat Cook and Waiter earns 650 (Less 200 Hire Social Ins per month)			
Waiter	"	2700- 3700 (Less 900)	1975- 1925	3775- 4725				
<u>TRIESTE</u>								
Cook	"	2700- 4000 (Less 900)	1975- 1825	3775- 4925	Free meals and accommodat			
Waiter	"	2700- 3700 (Less 900)	1975- 1825	3775- 4725				

X Italian rates are those recognized as paid by civilian firms in TRIESTE.

In proceed

SPECIAL COMPENSATION

Basic Rate		BASE		SPECIAL PAYS			TOTAL		DIFFERENTIAL
Rate	Rate	PAY.	Presence Indemnity	Dependents	Caro-vita.	Contingency	Social Ins etc	BASE	
97-100	190-222	76	Included	28	30	120	3	251	-29
92-100	190-220	76	in	28	30	120	3	251	-31
92-100	200-227	76	Base	28	30	120	3	251	-24
92-100	190-227	76	Pay	28	30	120	3	251	-24
92-100	190-227	76		28	30	120	3	251	-24
92-100	190-220	120	Nothing	16.4	-	115	5.4	216	-26
92-100	190-220	120	Office-	16.4	-	115	5.4	216	-26
92-100	200-227	120	daily.	16.4	-	115	5.4	216	-21
975-1825	3775-4925		Hotel workers are paid a small nominal wage, plus a percentage of service charges. The Commercial Worker's Union and the Association of Hotel Proprietors state that an average Cook and Waiter earns 6500 Lira per month (Less 200 Lira Social Insurance = 6300 Lira per month)					6300	-1375
975-1925	3775-4725							6300	-1575
975-1825	3775-4925		Free meals and accommodation are provided.					6300	-1375
975-1825	3775-4725							6300	-1575

Paid by civilian firms in TRIPOLI.

In practice civilian firms, as elsewhere, pay more.

Appendix 'B'QUESTIONNAIRE.

1. Reason for meeting.
(i.e. Was there evidence of disparity of rates of wages)

Difficulty in recruiting Mens Grades and Skilled Grades at existing W.D. rates compared with Civilian Rates.
2. Source of information for the Italian Industry Rates as on the attached form.

UFFICIO DEL LAVORO, confirmed by A.M.C. Officers XIII Corps and Region III.
3. Steps taken to verify the information referred to in para 2 above

A.M.C. and C.I.U. interviews with civilian firms and employees with examination of wage agreements.
4. Increase/Decrease agreed, with explanation of any variations in proportions of the award or between occupations.

As in paras 7 and 8 of these minutes
5. Is the award in the form of a bonus or of an augmentation of the Basic Rate.

Augmentation of the Basic Rate.
6. Effective date and area of award.

1 NOVEMBER 1945. Whole of XIII Corps.

3. Steps taken to verify the information referred to in para 2 above
A.M.G. and C.L.U. interviews with civilian firms and employees with examination of wage agreements.

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

As in paras 7 and 8 of these minutes

5. Is the award in the form of a bonus or of an augmentation of the Basic Rate.

Augmentation of the Basic Rate.

6. Effective date and area of award.

1 NOVEMBER 1945. Whole of XIII Corps.

- : : : : : -

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(51)

Appendix

PROPOSED BASIC WAGE SCALES
MESS AND CLUB GRADERS
 (Monthly Rates)

GRADE	Basic Monthly	
	Min	Max
Assistant Cook	5650	5640
Assistant Manager	5900	6500
Assistant Waiter	5250	5640
Barman	4550	5350
Cashier	5250	4680
Cook	5500	5200
Dish Washer	3500	3640
Handyman	3250	3640
Head Cook	3770	7150
Head Waiter	5500	6500
Housekeeper (Female)	5420	4420
Laundry Hand (Male)	5510	4550
Linen Keeper Linen hand (Female)	2750	4420
Manager	5670	8450
Orderly (British Mess)	5250	5300
Waiter	3510	4310
Waitress	2560	4030
Juveniles (Male and Female under 18 years of age) all grades	-	1950

Linen Keeper Linen hand (Female)	4420	1950
Manager	8450	
Orderly (British Mess)	5900	
Driver	4410	
Wardress	4030	
Females (Male and Female under 18 years of age) all grades		

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(51)

Appendix 'D'

PROPOSED BASIC WAGE SCALE

HOTEL GRADES

(Monthly Rates)

GRADES	L I N E M O N T H L Y	
	Min	Max
Manager	5070	9620
Assistant Manager, Head Receptionist or Personal Controller	4550	7670
Chief Cashier	3250	5720
Book-keeper	2600	5200
Mail Porter	3900	7670
Porter	3250	4290
Hotel Watchman	3510	5070
Telephone Operator (English Speaking) (Male or Female)	2730	4680
Telephone Operator (Non English Speaking) (Male or Female)	2145	3250
Elevator Operator	3250	3640
Bell Boy	3250	3640
Bell Boy (under 18 years of age)	1950	4290
Head Waiter	4420	8450
Waiter, Second Head	4420	7150
Waiter	3510	5720
Waitress	2850	4050
Assistant Waiter	3250	5640
Barman	4550	5850
Head Cook or Chef	3770	9100
Chef, Second	3770	7800
Cook	3510	5720
Assistant Cook	3250	3640
Pot or Utensil Washer	3250	3900
Dish Washer	3250	3640
Steward, Pantryman	3250	4680
Still Room Hand	3250	3900
Housekeeper (Female)	3120	4420
Linen Keeper, Linen Hand (Female), Chambermaid	2730	4420
Laundry Hand (Male)	2730	3900
Laundry Hand (Female) or Ironing Women	3510	4550
Hotel Plumber	2730	3770
Hotel Electrician	3120	4095
Hotel Painter	3315	4680
	3315	4095

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Bell Boy	3250	3640
Bell Boy (under 18 years of age)	3250	1950
Handyman	3250	4290
Head Waiter	4420	6450
Waiter, Second Hand	4420	7150
Waiter	5510	5720
Waitress	2860	4030
Assistant Waiter	3250	3640
Barman	4550	5050
Head Cook or Chef	3770	9100
Chef, Second	3770	7800
Cook	3510	5720
Assistant Cook	3250	3640
Foot or Utensil Washer	3250	3640
Dish Washer	3250	3900
Storeman, Pantryman	3250	4420
Still Room Hand	3250	4420
Housekeeper (Female)	3120	4420
Linen Keeper, Linen Hand (Female)	2730	4420
Chambermaid	2730	3900
Laundry Hand (Male)	3510	4550
Laundry Hand (Female) or Ironing Woman	2730	3770
Hotel Plumber	3120	4095
Hotel Electrician	3315	4600
Hotel Painter	3315	4095
Hotel Boilerman	3120	4095
Hotel Mason	3120	4290
Hotel Carpenter	3120	4095
Juveniles (Male and Female under 15 years of age) all grades		1950

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(51)

OCT 31 RECD

COPY NO: _____

ALLIED FORCE LOCAL RESOURCES SECTION
A.F.L.S.

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

TEL : 66275 ROME

26 October 1945

LRS/2143/4.

ALLIED FORCE LABOUR & WAGES COMMITTEEMINUTES

1. The first meeting of the Allied Force Labour & Wages Committee was held on Friday, 26 October 1945, in the AFRS (AFHQ) Conference Room, ROME.

PRESENT:

Chairman
Mr. W. H. BRADY, Labour Sub-Commission, AFHQ

REPRESENTATIVES OF:

Flag Officer ITALY and LIAISON
A.O.C., AIR HQ, RAF, ITALY
Labour, GHQ, CAF
D.M.R., ITALY
AFSC/AFV
C.G., F.B.S.
HQ, 2 District
HQ, 3 District
HQ, F.B.S. (South)
HQ, F.B.S. (East)
C.G., Rome Area Allied Command

IN ATTENDANCE:

DAQG, AFRS, AFHQ
F.A., AIR HQ, RAF, ITALY

5163

AND REPRESENTATIVES OF:

F.A., GHQ, CAF
Chief of Section (US), AFRS, AFHQ

4/032/00

/Minute 4.....

RS

(40)

1. The first meeting of the Allied Force Labour & Wages Committee was held on Friday, 26 October 1945, in the AFHS (AFHQ) Conference Room, Rome.

PRESENT:

Chairman
Mr. W. H. BRAINE, Labour Sub-Commission, AFHQ

REPRESENTATIVES OF:

Flag Officer ITALY and LIAISON
A.O.C., AIR HQ, RAF, ITALY
Labour, GHQ, CAF
D.A.R., ITALY
AFSC/AFV
C.G., P.B.S.
HQ, 2 District
HQ, 3 District
HQ, P.B.S. (South)
HQ, P.B.S. (East)
C.G., Rome Area Allied Command

IN ATTENDANCE:

DAQNG, AFHS, AFHQ
F.A., AIR HQ, RAF, ITALY

5163

AND REPRESENTATIVES OF:

F.A., GHQ, CAF
Chief of Section (US), AFHS, AFHQ

2. ESTABLISHMENT OF THE COMMITTEE:

The Chairman reported to the meeting that the recommendations made at the thirty-ninth meeting of the Labour & Wages Control Committee, (Minute 231 refers) on the continuation of its functions when the Allied Force Local Resource (Italian) Board is dissolved, have been approved by the CAO, AFHQ and the Chief Commissioner, Allied Commission, in their capacity as Joint Chairmen of the Board.

The Allied Force Labour & Wages Committee was therefore duly constituted with chairmanship, membership, terms of reference and procedure as detailed in Minute 231 of the 39th meeting of the Labour & Wages Control Committee.

3. MINUTES OF 39TH MEETING OF THE LABOUR & WAGES CONTROL COMMITTEE:

The minutes of the 39th meeting of the Labour & Wages Control Committee were received.

4. HQ. 3 DISTRICT LOCAL SUB-COMMITTEE - BARI:

The representative of HQ 3 District reported to the meeting that there were no special reasons for the divergence of the 3 District Local Sub-Committee - Bari at its meeting on 23 May 45 from the general policy of paying female labour less than male labour. (Minute 226 of the minutes of the 39th meeting of the Labour & Wages Control Committee refers).

HQ 3 District representative agreed to take the necessary action to bring future payments to female labour at Bari in line with general policy.

5. 52-42000 LOCAL SUB-COMMITTEE - TARANTO:

It was reported that a reply to the queries raised by the Labour & Wages Control Committee at its 39th meeting (minute 223 refers) was in course of preparation by HQ 3 District for submission to AFHS (AFHQ).

6. ALLIED CORPS LOCAL SUB-COMMITTEE - TRIESTE:

(a) Meeting of 21 September 1945

The increases granted by XIII Corps Local Sub-Committee in the form of a Cost of Living Bonus w.c.f. 1 October 1945 were accepted and recommended to the C.O. AFHQ and the Chief Commissioner, Allied Commission, for approval.

The recommendation in respect of the raising of the minimum rate of the Allied Force Basic Wage Scale was received and is dealt with in minute 7 below.

The recommendations submitted in respect of rates of pay - tradesmen (minutes 10) were considered and the Committee decided as follows:-

Recommendation (a) was not approved as the current difference in Italian industry between the gross pay of skilled and unskilled labour does not, on the figures submitted, support the proposal of a 30% differential. The question of the adjustment of the differential between skilled and unskilled labour is for consideration by the representatives of Italian Industry and any changes would be reflected in Allied Force's wage scales in accord with the policy of keeping the rates of pay of Allied Force employees in line with those of employees of Italian Industry.

Recommendation (b) was accepted, see minute 7 below.

Recommendation (c) was not approved. It was pointed out that the

The increases granted by XIII Corps Local Sub-Committee in the form of a Cost of Living Bonus w.e.f. 1 October 1945 were accepted and recommended to the C.O., AFHQ and the Chief Commissioner, Allied Commission, for approval.

The recommendation in respect of the raising of the minimum rate of the Allied Force Basic Wage Scale was received and is dealt with in minute 7 below.

The recommendations submitted in respect of rates of pay - tradesmen (minutes 10) were considered and the Committee decided as follows:-

Recommendation (a) was not approved as the current difference in Italian industry between the gross pay of skilled and unskilled labour does not, on the figures submitted, support the proposed of a 50% differential. The question of the adjustment of the differential between skilled and unskilled labour is for consideration by the representatives of Italian industry and any charges would be reflected in Allied Force's wage scales in accord with the policy of keeping the rates of pay of Allied Force employees in line with those of employees of Italian industry.

Recommendation (b) was accepted, see minute 7 below.

Recommendation (c) was not approved. It was pointed out that the question of a payment to those workers who supplied their own tools had been previously considered by the Labour & Wages Control Committee on several occasions. It was agreed that the cost of the hire of tools or equipment should not be included in wage payments but should be dealt with as a separate hiring agreement in view of the difficulty in establishing a procedure which would maintain the policy of uniformity of payments to workers of the Allied Forces.

(b) Meeting of 12 October 1945 (Annex 1 attached)

The recommendations on the increase of the minimum and maximum rates for skilled grades and hotel, mess and club employees were received. In view of the Committee's recommendation in minute 7 below it was decided to request the Local Sub-Committee to reconsider its recommended increases and to take such action as was deemed necessary in accordance with AFHQ Administrative Memorandum No 25, 1945 if, after further study, it was discovered that Allied Force take-home wages in XIII Corps were not comparable with those of civilian industry. If the Local Sub-Committee decides to recommend an increase through the scale for hotel, mess and club employees the Committee requires further comparison rates than the two submitted, namely Cooks and Waiters.

/Minute 7.....

- 3 -

7. PAY ON ENGAGEMENT:

The Committee considered the situation which had arisen in respect of the pay on engagement of Allied Force employees. The present regulations stipulate that all labour will be engaged at or below the minimum rate of pay and will be paid at this rate for at least seven days. This stipulation was originally instituted to avoid competition between employing agencies of the Allied Forces when large quantities of labour were being engaged. Since the institution of the regulation the Allied Forces had developed a system for the engagement of civilian personnel which overcame the danger of competition. The Committee therefore considered that this regulation should be abolished as it was proving a bar to obtaining suitable employees for the Allied Forces on account of the low commensurate rates of wages.

The Committee consequently recommended to the CMO, AFHQ and to the Chief Commissioner, Allied Commission, that paragraph 4 (d) (i) of AFHQ Administrative Memorandum No 34, 1945, be amended to permit of labour being bread-tested on engagement and thereafter receive a rate of pay commensurate with their skill and ability below or within the wages set out in Appendices "A", "B", "C", "D", "E", "F" and "G" to AFHQ Administrative Memorandum No 34 of 1945.

8. LIBERATION BONUS SUB-COMMITTEE:

The minutes of the meeting of the Liberation Bonus Sub-Committee meeting held on 26 SEPT 1945 were received.

The Committee accepted the Sub-Committee's recommendation on the non-payment of a Liberation Bonus, as such, to employees of the Allied Forces.

The statements made by the Italian delegation to the above mentioned Sub-Committee in respect of the additional benefits enjoyed by employees of the Italian industry in comparison with Allied Forces employees were noted by the Committee. It was decided that the Italian Government should be invited to study these additional benefits and to advise the Committee of the steps which it considered advisable to overcome the present apparent disparity. A Sub-Committee consisting of representatives of :-

A.F.L.A.S., A.F.H.Q.
Labour, CMO, C.I.P.
C.C., MATOUK
HQ, ALLOC.

5162

was sent up to :-

the Italian Government,

8. LIBERATION BONUS SUB-COMMITTEE:

The minutes of the meeting of the Liberation Bonus Sub-Committee meeting held on 26 Sept 1945 were received.

The Committee accepted the Sub-Committee's recommendation on the non-payment of a Liberation Bonus, as such, to employees of the Allied Forces.

The statements made by the Italian delegation to the above mentioned Sub-Committee in respect of the additional benefits enjoyed by employees of the Italian industry in comparison with Allied Force employees were noted by the Committee. It was decided that the Italian Government should be invited to study these additional benefits and to advise the Committee of the steps which it considered desirable to overcome the present apparent disparity. A Sub-Committee consisting of representatives of :-

A.P.L.R.S., A.F.H.Q.
Labour, 222, C.S.P.
C.G., MOUNTAIN
HQ, MOUNTAIN.

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WAS set up to :-

- (a) receive and to study such advice given by the Italian Government, and to submit its recommendations to the Committee;
- (b) study and to recommend to the Committee what action, if any, should be taken by the Allied Forces in respect to a Christmas Bonus payment to Allied Force employees for Christmas 1945.

9. CORTINA REST CENTRE:

A request was received from HQ No 2 District for the establishment of certain new rates of pay in respect of civilian personnel employed at the Cortina Rest Centre in connection with winter sports.

The Committee, on the understanding that such personnel are not paid from Public Funds, expressed no objection to the proposed rates. The attention of the operating authorities was however invited to the instability of the present civilian wage structure in Northern Italy and the advisability of employing such specialist personnel as a group on a contractual basis through the appropriate associations. The rates submitted would provide a basis of calculation for such a contract.

/Minute 10.....

90

- 4 -

10. LOCAL SUB-COMMITTEES:

The Committee, at the request of ALLRS, AFHQ, considered the advisability of continuing the existence of Local Sub-Committees in the event of the activities of the Allied Force Labour & Wages Committee being terminated.

It was unanimously agreed that considerable advantages had accrued from the decentralization of authority for effecting variations at short notice in the "take-home" wages of Allied Force employees and that a reversion to the former practices of centralization was to be deprecated. It was strongly recommended that decentralization be continued and that, in the event of authority being delegated in future through command channels, the principle of Local Committees meeting to study and discuss difficulties, thus permitting members to consider jointly local labour problems, be maintained.

11. NEXT MEETING:

The next meeting of the Committee will be held at 0930 hours on Wednesday 21st November 1945.

S.J.H./js.

[Signature]
M.J.B. LOUIEN, Major, DQAG,
Secretary,
ALLIED FORCE LABOUR & WAGES COMMITTEE.

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A.F.L.C.

Chief Comm.

Postal Address:
ALLIED Force Area Allied Command
C. H. F.
Telephone 46275 Rome

15th October 1945

ALLIED FORCE LABOUR & WAGES SUB-Committee

A G E N D A

The first meeting of the Allied Force Labour & Wages Committee will be held at 0930 hours on Friday, 26th October 1945 in the AFIRS (AFHQ) Conference Room, 2nd Floor, 68 Piazza dell' Bandiera, Rome, to consider the following Agenda :-

1. To receive the minutes of the thirty-ninth meeting of the Labour & Wages Control Committee held on 26 SEP 45.
2. To receive the minutes of the meeting of the following Local Sub-Committees :-
 - (a) XIII Corps Local Sub-Committee - TRIESTE (Annexure 1)
meeting of 21 SEP 45.
3. To receive the findings of the Sub-Committee established at the last meeting of the Labour & Wages Control Committee (minute 229 refers) to receive a delegation from the Italian Government on the payment of a Liberation Bonus. (Findings are attached at Annexure 2)
4. To receive a request from HQ 2 District for approval of the following new grades and rates of pay :-

Ski Run Maintainer	100 - 350 daily
Ski Leap Maintainer	350 - 400 "
Ski Instructor	500 - 350 "
Ski Leader (Track)	350 - 400 "
Bob run Driver	200 - 250 "
Bob run Breakman	200 - 250 "
Bob run Maintainer	200 - 250 "
Bob run Attendant	500 - 350 "

LRS/214N/1.

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21 OCT 1945

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1. To receive the minutes of the thirty-ninth meeting of the Labour & Wages Control Committee held on 26 SEP 45.
2. To receive the minutes of the meeting of the following Local Sub-Committees :-
 - (a) XIII Corps Local Sub-Committee - TRIESTE (Annexure 1) meeting of 21 SEP 45.
3. To receive the findings of the Sub-Committee established at the last meeting of the Labour & Wages Control Committee (minute 229 refers) to receive a delegation from the Italian Government on the payment of a Liberation bonus. Findings are attached at Annexure 2).
4. To receive a request from HQ 2 District for approval of the following new grades and rates of pay :-

Ski Run Maintainer	300	-	350	daily
Ski Loop Maintainer	350	-	400	"
Ski Instructor	300	-	350	"
Ski Leader (Trails)	350	-	600	"
Bob run Driver	200	-	250	"
Bob run Breakman	230	-	250	"
Bob run Maintainer	230	-	250	"
Ice Rink Attendant	300	-	350	"
Ice Rink Sweeper	300	-	350	"
Ice Rink Electrician	400	-	450	"
Ice Rink Instructor	300	-	350	"

All the above are full rates and include cost of living bonus.

5. Any other business.
6. To set a date for the next meeting.

S. J. B. LOSTON, Major, R.A.M.C.,
 SCOTLAND.
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ANNEXURE 1.13th XII Corps, CEF.Date:- 24 September 1945ARMED FORCES OF ITALY (AFI) BOARDLABOUR AND WAGES CONTROL COMMITTEEXIII CORPS LOCAL SUB COMMITTEE

1. The Second Meeting of the XIII Corps Local Sub Committee of the Labour & Wages Control Committee was held at near HQ XIII Corps on 24 Sept 45.

2. PRESENT

CHAIRMAN Lieut. Col. F. OTTEWILL A.D.C. XIII Corps

REPRESENTATIVES OF:

<u>N.O.I.C. Trieste</u>	<u>Lt. Col.</u>	<u>HARPER SMITH</u>	<u>R.</u>
<u>A.M.C. Idine Province</u>	<u>Supt.</u>	<u>CLYDE HALL</u>	<u>W.</u>
<u>201 Sub Area</u>	<u>Major</u>	<u>BEWARS</u>	<u>J.</u>
<u>C Branch XIII Corps</u>	<u>Major</u>	<u>WILLIAMSON</u>	<u>B.A.E.</u>
<u>9 (Mov) XIII Corps</u>	<u>Major</u>	<u>WILSON</u>	<u>D.C.F.</u>
<u>RE (Wks) XIII Corps</u>	<u>M. Col.</u>	<u>WINTER</u>	<u>H.W.</u>
<u>847 XIII Corps</u>	<u>Major</u>	<u>KEHOSE</u>	<u>J.O.</u>
<u>2901 Civil Lab Unit</u>	<u>Major</u>	<u>HUGHES</u>	<u>D.C.H.</u>
<u>2920 Civil Lab Unit</u>	<u>Major</u>	<u>MICHAEL</u>	<u>J.D.</u>

ALL ATTENDANCE R.E. (Wks) XIII Corps Major MATTHEW W.R.

SECRETARY: Major I.M. PATTERSON A.D.C. XIII Corps

3. APPOINTMENT OF CHAIRMAN AND SECRETARY

It was agreed that permanent Chairman and Secretary of XIII Corps Local Sub-Committee should be A.D.C. and O.A.D.C. respectively.

4. MINUTES OF THE FIRST MEETING

The Minutes of the first meeting, held on 26 July 45, were approved.

5. MATTERS ARISING OUT OF MINUTES OF THE FIRST MEETING

For the benefit of newly joined members, the Chairman amplified the implementation of Minutes 7, 8 and 9 of the first meeting.

5101

6. COST OF LIVING BONUS

Q Branch XIII Corps Major MITCHELL B.A.P.
Q (Mov) XIII Corps Major WILSON D.C.R.
RA (Wks) XIII Corps Maj. Col. H.W.
SAP XIII Corps Major HUGHES J.O.
2901 Civil Lab Unit Major BURKE E.C.L.
2920 Civil Lab Unit Major MITCHELL J.D.

IN ATTENDANCE R.D. (Wks) XIII Corps Major GATHERON W.R.

SECRETARY : Major I.K. ESTABROOK - 1 A.D.L. XIII Corps

3. APPOINTMENT OF CHAIRMAN AND SECRETARY

It was agreed that permanent Chairman and Secretary of XIII Corps Local Sub-Committee should be A.D.L. and S.A.D.L. respectively.

4. MINUTES OF THE FIRST MEETING

The Minutes of the first meeting held on 26 July 45, were approved.

5. MATTERS ARISING OUT OF MINUTES OF THE FIRST MEETING

For the benefit of newly joined members, the Chairman amplified the implementation of Minutes 7, 8 and 9 of the first meeting.

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6. COST OF LIVING BONUS

Appendix 'A' to these minutes was examined, and it was agreed that the differential shown between Allied Force Wages and those of Civilian Industry, plus representations which have been made by all of our workers, call for an increase in pay in the form of a Cost of Living Bonus.

It was agreed that this Sub-Committee should satisfy minimum requirements by the award of an overall Cost of Living Bonus, under authority AFM Admin. Memo No. 25 of 18 Apr 45, applicable throughout XIII Corps W.C.F. 1 Oct 45, as follows :-

DAILY PAID WORKERS

MALES have 25 per day
FEMALES have 20 per day
JUVENILES have 10 per day

MONTHLY PAID WORKERS

MALES have 850 per month
FEMALES have 620 per month
JUVENILES have 260 per month

See also Appendix 'B' attached.

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- 2 -

7. EXTRA FOOD FOR CIVILIAN EMPLOYEES OF THE ALLIED FORCES

This Sub Committee views with concern that A.M.C. XIII Corps and A.M.C. Region XII did not, in response to HQ XIII Corps signal Q1253 of 17 Sept 45, send representatives competent to discuss the projected discontinuance of Supplementary Rations and the substitution of a Midshift Meal.

The Chairman explained that a Heavy Workers' Supplementary Ration, arranged between Eighth Army HQ and A.M.C., was in issue throughout XIII Corps Command to ALL Civilian Employees of the Allied Forces. Workers in TRIESTE ONLY receive, in addition, a Midshift Meal.

In view of Draft AMHQ Admin. Memo, attached to Agenda of Labour & Wages Control Committee Meeting to be held on 26 Sept 45, which will have the effect of cancelling Admin. Memo No. 50 and thereby instituting a Midshift Meal with entitlement to additional Civilian Rations for heavy workers only, the position in XIII Corps requires immediate adjustment.

The absence of an authoritative A.M.C. spokesman made it impossible for this Meeting to make recommendations to HQ XIII Corps as to the procedure to be adopted to comply with the new Admin. Memo on 1 Oct 45.

'Q' Branch, XIII Corps, undertook to write to A.M.C. requesting immediate clarification of their position regarding policy in VENETIA, GULI, and VENETIA REGION and a declaration of their supply position. The latter would also state that if, as a result of no decision being possible at this meeting, it was found impossible to comply with the new Admin Memo in XIII Corps on 1 Oct 45, A.M.C. would be requested to continue the present system until the supply position is assured and final arrangements are made, in order to prevent any hiatus and minimize the possibilities of labour disturbances.

8. PACTS OF MESS GRADES

It was agreed that the Labour & Wages Control Committee be requested to examine wages received by Mess Staffs after deduction of Lire 900 per month for rations. Such employees are penalised a second time by the lower cost of Living Bonus, and the net cash payment to lower grade employees in these categories is less than unemployment benefit now received by an unemployed man with wife and two children :-

ALLIED FORCE SCALE

Cook (Lire 2700 per month, Basic)	 Lire 90 per day
" (Lire 1525 per month, C of L)	 Lire 44 per day

Do not	Lire 134 per day
Rations	30 per day

'Q' Branch, XIII Corps, undertook to write to A.M.C. requesting immediate clarification of their position regarding policy in VENEZIA CIUDA and VENEZIA REGION and a declaration of their supply position. The letter would also state that if, as a result of no decision being possible at this meeting, it was found impossible to comply with the new Admin Memo in XIII Corps on 1 Oct 45, A.M.C. would be requested to continue the present system until the supply position is assured and final arrangements are made, in order to prevent any hiatus and minimize the possibilities of labour disturbances.

8. VALUES OF LESS GRADES

It was agreed that the Labour & Wages Control Committee be requested to examine wages received by Mess Staffs after deduction of Lira 900 per month for rations. Such employees are penalised a second time by the lower cost of Living Bonus, and the net cash payment to lower grade employees in these categories is less than unemployment benefit now received by an unemployed man with wife and two children :-

ARMED FORCE SCALE

Cook (Lira 2700 per month, basic) Lira 90 per day
 " (Lira 1525 per month, " of L) Lira 44 per day

 Lira 134 per day
 Rations 30 per day

 Lira 104 per day

UNEMPLOYED MALE (WIFE and TWO CHILDREN)

UNEMPLOYMENT BENEFIT

Lira 120 per day
 =====

It is becoming impossible in this Command to engage Cooks at the minimum rate under item 4 (d) (1) of AFHQ Admin Memo No. 34 and it is recommended that minimum Basic Rates be raised.

9. 'T' CRAFT - VENEZIA

Crews of 'T' Craft in VENEZIA harbour are paid at 'HARBOR CRAFT' rates under Appendix 'B' to Admin Memo 34. They will shortly be required to go to sea on ferry duties to Southern Italy.

Level representative confirmed that the type of work to be carried out would be comparable with that at present being done by Schooners.

...../Sheet 3

9. (Contd)

It was agreed that, while in port, 'A' Craft crews should continue to be paid at Harbour Craft Rates and for all other at sea they should be paid at Sea-Going Rates (Schooners) under Appendix 'B' to Admiralty Form 34.

10. RATES OF PAY - TRADESMEN

C.O.D. (SOME 1, XIII Corps) stated that he was unable to obtain better class tradesmen for the reason that reductions of Cost of Living Bonuses have reduced the proportionate differential between the 'Take-home wages of Unskilled and Skilled workers to such a small margin that highly skilled workers are not attracted by Allied Force Rates and obtain employment at 'Black Market' rates in Civilian Industry or with Contractors.

It was agreed that the Labour & Wages Control Committee be requested to consider the following recommendations :-

- (a) Wage Scales should be re-adjusted to produce a minimum difference on gross pay of 30% between Unskilled and Skilled Labour.
- (b) That the provisions of paragraph (d) (1) of Admiralty No. 34 be relaxed in order to make it possible to engage highly skilled workers at rates above the minimum as the highly skilled workers which exist in this Command refuse to commence work at Allied Force minimum rates. E.E. Officers are capable of assessing a man's skill within a few hours of commencing work.

- (c) Tradesmen supplying their own tools should be paid a bonus of from 10% to 25% on the Basic Wage at the discretion of the Employer and in relation to the quantity and value of the tools supplied.

11. PEAKED RATES - UNSKILLED A HOUR

Certain Units ex Eighth Army are paying 65 Lire whereas the authorized rate is 85 - 15% = Lire 72. It was agreed that Warle Unskilled Labour should be paid the authorized rate of Lire 72 per day throughout XIII Corps.

12. NEXT MEETING

It was agreed that HQ XIII Corps would call the next meeting of this Sub-Committee when warranted by circumstances.

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1 - 2
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L.H. PARASHNICK, Major.
D.A.D.L. Secretary.

as the highly skilled workers which exist in this Command refuse to commence work at Allied Force minimum rates. 101. Officers are capable of assessing a man's skill within a few hours of commencing work.

(c) Tradesmen supplying their own tools should be paid a bonus of free 10% to 25% on the Basic Wage at the discretion of the Employer and in relation to the quantity and value of the tools supplied.

11. PEOPLE RATES - UNSKILLED LABOUR

Certain Units ex Eighth Army are paying 65 Lire whereas the authorized rate is 65 - 15% = Lire 72. It was agreed that people Unskilled Labour should be paid the authorized rate of Lire 72 per day throughout XIII Corps.

12. NEXT MEETING

It was agreed that HQ XIII Corps would call the next meeting of this Subcommittee when warranted by circumstances.

L.M. PARSONS, Major.
D.A.D.L. Secretary.

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SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES

Grade	Male or Female	Allied Force Basic Rate			BASE PAY	PLUS		PARTIAL
		Basic Pay	Plus C of L.	TAKE HOME		Presence Indemnity	3 Dep endents	
<u>UNSKILLED</u>								
TRIPSTE	M	65	75	160	76	- -	16.40	
VENICE	"	"	"	"	67	- -	16.40	
UDINE	"	"	"	"	94	- -	16.40	
<u>COOPERATIVE</u>								
TRIPSTE	"	120	72	155	52	- -	16.40	
VENICE	"	"	"	"	103	- -	16.40	
UDINE	"	"	"	"	110	- -	16.40	
<u>MECHANIC</u>								
TRIPSTE	M	135	67	202	100	- -	16.40	
VENICE	"	"	"	"	106	- -	16.40	
UDINE	"	"	"	"	113	- -	16.40	
<u>COOK</u>								
TRIPSTE	M	4000	1175	5175	2000	- -	492.00	
VENICE	"	"	"	"	2000	- -	492.00	
UDINE	"	"	"	"	2100	- -	492.00	
<u>CLERK, OFFICE</u>								
TRIPSTE	M	3600	1690	5290	3000	- -	492.00	
VENICE	"	"	"	"	3000	- -	492.00	
UDINE	"	"	"	"	3000	- -	492.00	
<u>JUN. ADM. ASS.</u>								
TRIPSTE	M	5400	1470	6870	-	-	-	5159
VENICE	"	"	"	"				
UDINE	"	"	"	"				

CIVILIAN LABOUR RATES

Appendix 'A'

Force Basic Rate Plus of L.	TAKE HOME	BASIC PAY	PLUS Presence Indemnity	CIVILIAN RATES 3 Dep- endents	Care- vita	Contingency & Caropane	PLUS Social ins, etc.	TAKE HOME	DIFFERENTIAL
75	160	76	--	16.40		115	3.68	203.72	43.72
"	"	87	--	16.40		120	4.12	219.28	59.28
"	"	94	--	16.40		120	4.40	226.00	66.00
75	195	92	--	16.40		115	4.33	219.07	44.07
"	"	103	--	16.40		120	4.77	234.63	59.63
"	"	110	--	16.40		120	5.05	241.35	66.35
61	202	100	--	16.40		115	4.65	226.75	51.75
"	"	106	--	16.40		120	4.89	237.64	52.64
"	"	113	--	16.40		120	5.17	244.23	59.23
175	5175	2000	--	492.00		3450	200.00	5742.00	567.00
"	"	2000	--	492.00		3600	200.00	5892.00	717.00
"	"	2100	--	492.00		3600	200.00	5986.00	811.00
690	5290	3000	--	492.00		2575	279.00	6088.00	798.00
"	"	3000	--	492.00		3075	279.00	6286.00	996.00
"	"	3000	--	492.00		3075	279.00	6288.00	998.00
470	6870	-	--	-		-	-	8000.00	1130.00
"	"	-	--	-		-	-	8000.00	
"	"	-	--	-		-	-	8000.00	

5159

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Summary 'B'

1. Reason for meeting

(i.e. was there evidence of disparity of rates of wages)

Difficulty in filling vacancies in these grades at W.D. rates and general complaint of disparity between W.D. rates for unskilled labour and local civilian industry.

2. Source of information for the Italian industry rates as on attached form

UFFICIO DEL LAVERO, confirmed by A.M.C. Offices XIII Corps and Region XII.

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

A.M.C. and C.I.U. interviews with civilian firms and employees with scrutiny of agreements.

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

As per paragraph No. 6 to these minutes

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

Bonus.

6. Effective date and area of award

1 Oct 45.
whole of XIII Corps.

5158

A.M.G. and C.I.U. interviews with civilian citizens and employees with security clearances.

4. Increase/decrease award, with explanation of any variations in proportions of the award as between occasions.

As per paragraph No. 6 to these minutes

5. Is the award in the form of Bonus or of an augmentation of the basic pay

Bonus.

6. Effective date and amount of award

1 Oct 45.
whole of XIII Corps.

5158

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HOW TO FIND THE RIGHT LOCATION FOR YOUR BUSINESS

[illegible]

posed above :
 1. Home first, limited commu-

Polymers : NO. : 66275

12 October 1995

LABOUR & THE STATE IN CHINA

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1. In accordance with the instructions on the second wage control letter at its meeting held on 26 September 1945 (Lark 29 above), a meeting of the Sub-Committee was held on Friday, 12 October 1945 at the Ministry of Labour Road.

Present: —

Discussion

CONCLUSIONS

Fluorescentivities of 1:

2011-2012
 C. J. Wilson
 Labour, C. J.

Italy's Delinquency

Rep. sum-tive of : -

Indoor Secretary as Liaison to the Indian Government.
Director General of Labor.
Malta has Command of the C.C.I.F.

liberation from

The representative of the C.I.L. reported to the sub-committee that the Liberation Doms he began paid to workers in Northern Italy on a contract basis their services to Italy during the German occupation. The committee had previously been expanded to Central Europe and then extended to all countries affected.

5156

A possible interpretation of these results is that the component of the total movement is attributed

Committee of its meeting held on 25 September 1943 (see also 29 November) a meeting of the Sub-Committee was held on Friday, 13 October 1943 at the Ministry of Labour Rome.

Present :-

Chairman

Mr. David M. Byrne,
Labour Sub-Commission ALAME

Representatives of :-

1. Mr. Byrne,
C.O. (ALAME).
Labour, B.I.P. 27.

Italian Delegation

Representatives of :-

Under Secretary of Labour to the Italian Government.
Director General of Labour.
Labour Sub-Committee of the C.C.I.L.

2. Liberation Zone

The representative of the C.C.I.L. reported to the Sub-Committee that the Liberation Zones have been said to workers in Northern Italy as a reward for their services to Italy during the German occupation. The report had been extended to Central & Southern Italy to all districts in difficult economic situation of the workers. A copy of the report is attached as Appendix "A". He pointed out that at the time employees of the Allied Forces enjoyed a preferential position in comparison with employees in Italian industry but the preference has now been lost and that in respect of both wages and food supplies, employees of the Allied Forces are no longer on a level with employees in civilian industry. The latter however enjoyed certain advantages over those available to employees of the Allied Forces (see annex below) and that the non-payment of a liberation bonus to employees of the Allied Forces placed them at a still further disadvantage in comparison with employees of Italian industry.

The Chairman explained to the Italian delegation that in view of the above report it appeared that the Italian Government had to become a guarantor to allow in part the economic difficulties of the workers and that the military financial structure did not seem itself to a sufficient guarantee not related to work performed.

The Sub-Committee agreed to recommend to the Labour Sub-Commission that a Liberation Bonus as much as not paid to employees of the Allied Forces on account of

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- (c) the probable objection from financial and fiscal authorities;
- (d) the inadvisability of authorizing gratuitous services which were not related to work performed;
- (e) the administrative difficulty which employing units would experience in establishing the work day of each employee for the six month period prior to August 1st 1944.

5. Comparison of Conditions of Employment.

When the Allied Force Basic Wage Scale was originally established on 1 February 1944, consideration had been taken of

- (a) paid National Holidays;
- (b) paid annual holidays;
- (c) 13th month payment (Christmas Bonus);
- (d) extra pay for work performed during religious festivities.

and the Basic Wage was made compensatively higher than the Basic Wage in Italian industry. Due to subsequent amendments to the Allied Force Basic Wage and Bonus, and the prevailing practice of local sub-committees in administering the "take-home" wage packet of Allied Force employees with that of employees of Italian industry without paying the above rate of benefit, the comparison for the above discrepancies between Allied Force and civilian industrial employees had been lost.

According to the statements of the Italian Government the present "take-home" wage for Allied employees is approximately equivalent to that of Italian industrial employees. The latter employees however enjoy the following additional benefits:

- (a) One month's wages as a Christmas bonus.
This is calculated in proportion to the time of employment during the preceding year for clerical workers the rate is calculated on the basis of one month's Italian salary and bonus for twelve months' employment as for manual workers on the basis of 270 hours' pay and bonus for twelve months' employment.

- (b) Dismissal Bonus.
This is calculated in proportion to the length of the worker's service. It is not related to any payment made in lieu of notice.

(a) Extra pay for work performed during periods of overtime.

and (2) Basic Wage was made comparatively higher than the Basic Wage in the Italian industry. Due to subsequent amendments to the Italian Basic Wage and Bonus, and the prevailing practice of local subcontractors in computing the "take-home" wage packet of Allied Forces employees with that of employees of Italian industry without taking the home into account, the comparison for the above discrepancies between Allied Forces and civilian industrial employees had been lost.

According to the statements of the Italian delegation the present "take-home" pay for Allied employees is approximately equivalent to that of Italian industrial employees. The latter employees however enjoy the following additional benefits:

- (a) One month's wage as a Christmas bonus :
This is calculated in proportion to the time of employment during the preceding year for clerical workers. The bonus is calculated on the basis of one month's salary for each year of employment. For manual workers, the bonus is calculated on the basis of 200 hours' pay and bonus for twelve months' employment.
- (b) Biennial Bonus :
This is calculated in proportion to the length of the worker's service. It is not related to any particular time in lieu of salary for office workers as to the worker's holiday with pay and for manual workers up to 15 days' holiday with pay is provided. The extent of the holiday varies but the above may be in proportion to the length of service.
- (c) Summer Holiday with pay :
The following ratios of holidays with pay are recognized:

(i)	1 day.
(ii)	3 days.
(iii)	4 days.
- (d) Pay on National Holidays recognized in Italian Contracts :
The following ratios of holidays with pay are recognized:

(i)	1 day.
(ii)	3 days.
(iii)	4 days.

Workers employed on these provisions shall

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- 3 -

(a) Pay on National Holidays
Recognized in Labour
Contracts (Cont'd):

In the above cases days at present recognized will be added in the course of further national holidays.

(c) Religious and National
Holidays:

The following religious and national holidays are recognized:-

- | | |
|--------|---|
| (i) | All employees. |
| (ii) | The first day of the New Year. |
| (iii) | 6 January, Epiphany. |
| (iv) | 14 February, Anniversary of Treaty with Holy See. |
| (v) | 19 March, St Joseph's Day. |
| (vi) | Easter. |
| (vii) | Ascension Day. |
| (viii) | Corpus Christi. |
| (ix) | 25 June St Peter & St Paul's Day. |
| (x) | 15 August, Virgin Mary's Day. |
| (xi) | 15 September, Birthday of the B. Consul of the Realm. |
| (xii) | 17 October, Anniversary of the discovery of America. |
| (xiii) | 1 December, All Saint's Day. |
| (xiv) | 8 December, Virgin Mary's Day. |
| (xv) | 25 December, Christmas Day. |
| (xvi) | The local small town or village saint's day. |

Employees employed on the above days shall be paid full wages. No payment in lieu of wages is to be made.

(x) Pay to clerical workers
during sickness:

Pay for clerical workers during periods of sickness is not covered by the State Social Insurance Scheme. Employees are responsible for their full wages for up to 90 days' sick leave and have to pay for a further three months.

(z) Family Allowance:

This is calculated according to the number of persons dependent on the worker.

- 4 -

(1) Factory Cartoons:

Italian workers have the benefit of a factory cartoon with meals comprising a fair quantity of pasta and vegetables.

The non payment to Allied Force employees of the Liberation Bonus, which in Central and Southern Italy has been granted solely to assist workers in the present difficult economic conditions, will make their position even more unfavourable in comparison with that of employees in Italian industry.

It would therefore appear advisable that a review should be made of the present level of the "take-home" wages of Allied Force employees.



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

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W. J. B. Louden
 W. J. B. LOUDEN, Major, DAQMG.,
 Secretary.

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Appendix "A"LIBERATION BONUSI n d u s t r y

On 4th August in Rome, between the Confederation of Italian Industry, and the General Confederation of Labour:

HAVING CONSIDERED:

(1) that the General Italian Confederation of Labour, in order to solemnize the total liberation of the national territory in an atmosphere of concord and harmony among the different production factories, and having considered the several circumstances in which it is necessary to alleviate, even provisionally, the difficult economic situation of the workers, has asked for the concession of a Liberation Bonus to be paid also in the territories already liberated before the inscription of the end of April;

(2) that it is the opinion of the above Confederation that such request will not be out of keeping with the recent statement of the Management that a general increase in salaries would not be opportune, and that it was necessary to proceed with the efforts to reach an adjustment between prices and the actual standard of remuneration;

(3) that the General Confederation of Italian Industry has taken note of the above statement;

(4) that the General Confederation of Italian Industry has accepted the expense as per the present agreement with the reservation that the burden will be accepted by public administration in the necessary calculation of costs for contracts and commissions;

the following has been agreed and will be effective for industrial establishments south of the Gothic Line.

Art. I. AMOUNT OF THE BONUS.

The workers (office and manual workers) employed in industrial establishments at the date of the present agreement, and who have been working at least for six months, will receive a liberation bonus in the following amounts:

I. - Men and women over 24 years who are entitled to family allowances
Lire 3,000 (three thousand).

II. - Men and women between 18 and twenty-one years entitled to family allowances
Lire 2,500 (two thousand five hundred).

with the efforts to reach an adjustment between prices and the actual standard of remuneration;

(5) that the General Confederation of Italian Industry has taken note of the above statement;

(4) that the General Confederation of Italian Industry has accepted the expense as per the present agreement with the reservation that the burden will be accepted by public Administration in the necessary calculation of costs for contracts and commissions;

the following has been agreed and will be effective for industrial establishments south of the Gothic Line.

Art. I. AMOUNT OF THE BONUS.

The workers (office and manual workers) employed in industrial establishments at the date of the present agreement, and who have been working at least for six months, will receive a liberation bonus in the following amounts:

I. - Men and women over 24 years who are entitled to family allowances
Lire 3,000 (three thousand).

II. - Men and women between 18 and twenty-one years entitled to family allowances
Lire 2,500 (two thousand five hundred).

III. - Men and women over 21 years who are not entitled to family allowances
Lire 2,500 (two thousand five hundred).

IV. - Men and women between 18 and 21 years of age who are not entitled to family allowances
Lire 2,000 (two thousand).

V. - Men and women from 16 to 18 years 1,500 lire (one thousand five hundred).

VI. - Boys and girls between 14 and 16 years 1,000 lire (thousand).

Two workers temporarily absent for sickness, accidents while at work, vacations, maternity, release, suspension not for disciplinary reasons and for less than 6 months will be considered as employed.

Art. 2. DEDUCTION FOR LOW SENIORITY. - For the workers who at the date of the present agreement have at least two weeks of service, but less than 6 months, the liberation bonus will be paid in the amount of $1/6$ for each completed month of service. After the two first weeks, each fraction of a month will be considered as a complete month.

Art. 3. PROVISION FOR PAYMENT BY INSTALLMENTS. - Having considered the financial difficulties in which many establishments find themselves, the payment of the premium may be divided in 3 installments, half of the total amount to be paid before 15th August, one quarter before 15th September, and the remaining quarter before 15th October.

(149)

LIBERATION BONUSES UNDER THE 1945 AGREEMENT. - The liberation bonus will be paid to the workers for the establishments which are inactive or which are in process of reactivation without having started production.

The reduction will be made for the establishments which are carrying on an essentially reduced activity, or more of agreement between the establishment and the Industrial Commission, or in case of disagreement between the appropriate association.

LIBERATION BONUSES EMPLOYED IN INDUSTRIAL ESTABLISHMENTS A PART-TIME WORKERS.

For the workers who have worked for more than one employer the responsibility for the payment of the premium will be divided among the employers in proportion to the hours normally worked in each establishment.

For part-time workers employed in industrial establishments for less than four hours a day, the bonus will be paid in an amount corresponding to as many eighth of hours as work performed.

LIBERATION ADJUSTMENT. - The bonus awarded for by the present agreement will be reduced to its total amount, however, payment, which in relation to the liberation have been considered, even under a different name, except in the case of contributions to immunity considered as such and paid by the establishments carrying on public utility services in connection with W.P.A. No. 349 of 4th June 1945, without any modification to the already existing provisions established by local and individual agreements.

In the present agreement of 1945 to 1946 there is no region in which at the time of the liberation special measures were taken made for the same purpose, even with the exception of the methods of payment (for example, Florence).

In the region of establishments, which after the 1945 wage agreements have been made, bringing economic measures to the workers, the local association will consider, in order to what amount the 1945 wage bonus will be reduced.

LIBERATION BONUSES UNDER THE 1945 AGREEMENT. - For the workers suspended pending an official investigation, the payment of the bonus will be suspended until the result of the investigation will be known.

LIBERATION TAX DEDUCTIONS AND CONTRIBUTIONS. - Owing to its nature, the liberation bonus is exempt from any deduction of income tax, or social contribution.

The parties will take steps with the Italian Government to obtain recognition

ADJUSTMENT. - The sums provided for by the present agreement will be reduced to the total amount of the sums which in relation to the liberation have been conceded, even under a different name, except in the case of contributions already conceded as well as a part by the establishment carrying on public services in connection with the L. 30.349 of 4th June 1945, without any modification to the already existing provisions established by local and national agreements.

22. The present agreement will not be in force in those regions in which at the time of the liberation special agreements have been made for the same purpose, even with different methods of payment (for example, Florence).

23. In those regions or establishments in which after the war wage agreements have been made, bringing economic benefits to the workers, the local association will contribute to the extent of the wage rates, which will be reduced.

ARTICLE 2. WORKERS UNDER THE L. 30.349. - For the workers suspended pending an agreement, the payment of the bonus will be suspended until the results of the present will be known.

ARTICLE 3. TAX DEDUCTIONS AND CONTRIBUTIONS. - Owing to its nature the liberation bonus is not to be deducted from any deduction or contribution.

The bonuses will be taken with the Italian Government to obtain exemption from income tax.

ARTICLE 4. FORM OF APPLICATION. - Social agreements will be made for building, as an additional condition, only to their special condition.

24. In the Sicily provinces, to be agreed, the General Confederation of Industry will not be able to compel the contribution of the interested local associations, and therefore they asked for a letter in the final decision.

25. The Italian Confederation of Labour requested such suggestion, but they did not receive it. According to the present agreement also to the Sicilian provinces. The two Confederations have agreed that a further meeting will be held in August to consider the situation of Sicily.

0.12

HEADQUARTERS ALLIED COMMISSION

Office of the Chief Commissioner

APO 394

REF. : LSC/906

10 October 1945

SUBJECT : A.F.H.Q. Administrative Memorandum
No. 34 of 1945.TO : The Labour and Wages Control Committee
A.F.L.R.S. (RAAC) APO 512

The Labour and Wages Control Committee is advised that consideration has been given to the amendments to AFHQ Administrative Memorandum No. 34 of 1945, proposed at its meeting of the 26th Sept., relating to (a) the computation of overtime and (b) payment of cost of living bonus and that I concur with its recommendations.

/s/ Ellery W. Stone

ELLERY W. STONE
Rear Admiral USNR
Chief Commissioner

5151

4032/c

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CC 4032

2 October 1945

Subject: Approval of Local Sub-Committee Minutes

To: Allied Force Local Resources Section, Rome Area Allied
Command, CMF.
(Attention: Chiefs of Section)

Reference your letter file LRS/214 G/26, 1 October 1945,
subject: Local Sub-Committees, the minutes of the following local
sub-committee meetings are approved:

Rome Area Allied Command Local Sub-Committee meeting, 4 Sep 45

No. 1 District Local Sub-Committee meeting, 30 Jun 45

No. 3 District Local Sub-Committee - Earl meeting, 23 May 45,
with the exception of those increases made for female grades

/s/ Ellery W. Stone

ELLERY W. STONE
Rear Admiral, USNR
Chief Commissioner

Copy to: CAD, AFHQ

5150

Exec. Commr.
Labor Sub-Com.

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40326

ALLIED FORCE LOCAL RESOURCES SECTION
AFHQ

0611 REC'D

LRS/214 G/26

SUBJECT : Local Sub-Committees.

TO : CAO, AFHQ.
: Chief Commissioner A.C.

Postal Address :
AFQRS, Rome Area Allied Command,
OMF.
Telephone : ROME 66275.

1 October 1945

1. At its meeting held on 26 September 1945, the Labour & Wages Control Committee recommended to the AFQR (Italian) Board that the minutes of the following Local Sub-Committees be approved :-

Rome Area Allied Command Local Sub-Committee meeting of 4 Sept 45
(Minute 224 refers).

No.1 District Local Sub-Committee meeting of 30 June 45
(Minute 225 refers).

No.3 District Local Sub-Committee - Bari meeting of 23 May 45, with
the exception of those increases made for female grades,
(Minute 226 refers).

2. In the event of no further meeting of the AFQR (Italian) Board being held, the above recommendations are passed to you.
May this Section please be informed of your decisions.

THOMAS R. GIBSON, Col., AUS,
Chief of Section (US),
A.F.L.R.S.

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

SJBL/aa

5149

cc: Exec. Commr.
Labor S/c

46

410321 m

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COPY NO: 87ALLIED FORCE LOCAL RESOURCES SECTION
A.F.H.Q.

LRS/2144

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

Telephone: ROME 66275

26 Sep 45.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARDLABOUR & WAGES CONTROL COMMITTEE - MINUTES

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

PRESENT:Chairman

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

Representatives of:

Flag Officer ITALY and Liaison
Comdr. U.S. Naval Forces Northwest African Waters
C- n-C, RAN MED/ME
Labour, AFHQ
CC, MEJURA
D.M.R., ITALY
AATSC/LTS
VIII Corps
CG, ERS
HQ 2 District
HQ 3 District
CG, Rome Area Allied Command

4032/2

LABOUR & WAGES CONTROL COMMITTEE - MINUTES

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

PRESENT:

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

Representatives of:

Flag Officer ITALY and Liaison
Comdr. U.S. Naval Forces Northwest African Waters
C-4-N-C, RAP MED/ME
Labour, AFHQ
CC MESEN
D.M.N., ITALY
ALFSC/ETO
VIII Corps
CG, EDS
HQ 2 District
HQ 3 District
CG, Rome Area Allied Command
HQ Atlantic Base Command
HQ ALCOM

IN ATTENDANCE:

Chief of Section (US), AFLRS AFHQ
DAONG, AFLRS, AFHQ
F.A., RAF

& Representatives of:

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

220. MINUTES OF THE THIRTY-SEVENTH MEETING

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

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/221.....

- 2 -

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

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

222. MEETING OF THE BOARD

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

223. 52 AREA LOCAL SUB-COMMITTEE - TARANTO

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

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

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

- (a) Are these direct employees of the Allied Forces or are they employed by a contractor?
- (b) What rates of pay were these grades receiving prior to the proposed increase?
- (c) How do the rates now proposed compare with similar grades employed in other oxygen plants in ITALY?
- (d) How many employees are involved by this proposed change in rates?

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

The minutes of the meeting of the 32 Area Local Sub-Committee - TARANTO, held on 14 Aug 45 were approved with the exception of minute 2.

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

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

- (a) Are these direct employees of the Allied Forces or are they employed by a contractor?
- (b) What rates of pay were these grades receiving prior to the proposed increase?
- (c) How do the rates now proposed compare with similar grades employed in other oxygen plants in ITALY?
- (d) How many employees are involved by this proposed change in rates?

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

224. ROME AREA ALLIED COMMAND LOCAL SUB-COMMITTEE

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

225. No 1 DISTRICT LOCAL SUB-COMMITTEE - PADOVA

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

226. No 3 DISTRICT LOCAL SUB-COMMITTEE - BARI

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

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

- 3 -

227. OVERTIME - COMPUTATION OF

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

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

228. COST OF LIVING BONUS - PAYMENT OF

A proposal submitted by HQ MIOUSA regarding the instructions governing the payment of cost of living bonus was considered by the Committee. It was agreed that the present instructions needed clarification because of the introduction of the concept of a 48 hour week.

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

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

For Monthly Wage Group

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

For Daily Wage Group

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

(3) The proportion of bonus payable

11. proposal submitted by the Italian Government for further consideration of the payment of cost of living bonus was considered by the Committee. It was agreed that the present instructions needed clarification because of the introduction of the concept of a 43 hour week. The Committee therefore recommended to the Board that para 6 b(2) and (3) of AFHQ Adm Memo No 34 of 1945 be deleted and the following substituted:-

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

For Monthly Wage Group

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

For Daily Wage Group

- either 46 hours within any normal work week.
- or 8 hours on any one day.

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- (3) The proportion of bonus payable varies directly with the proportion of basic wage due (as defined in (2) above), subject to the proviso that Cost-of-Living Bonus will not be paid in respect of any day on which no work is performed.
- (4) The Cost-of-Living Bonus is not part of the basic wage and will be excluded, for example, from the computations and adjustments for overtime pay and female differential".

229. LIBERATION BONUS

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

- Labour, AFHQ
- CG, MTOUSA
- AFHQ
- HQ Allied Commission

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/to receive.....

- 4 -

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

230. SUPPLY OF FOOD TO ITALIAN CIVILIANS

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

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

231. TERMINATION OF THE ACTIVITIES OF THE COMMITTEE

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

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

The Committee consequently recommended to the Board that:-

- (a) On the dissolution of the Board, the Allied Force Labour and Wages Committee be formed.
- (b) The constitution of such a Committee and the chairmanship be as follows:-

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

Members representatives of:-

F.O.I.L., ROME
Comdr. US Naval Forces MW African Waters.
C-in-C RAF, MED/ME
Labour, AFHQ
CG, MEDUSA
DMR, ITALY
AFSC/MTO
HQ XIII Corps
OO: AFHQ

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C-in-C RAF, MED/ME
Labour, AFHQ
CG, MTOUSA
DMR, ITALY
AFSC/MTO
HQ XIII Corps
CG, PBS
HQ 2 District
HQ 3 District
CG, Rome Area Allied Command
HQ Adriatic Base Command
HQ ALCOM

- (c) to ensure continuity AFERS (AFHQ) supply the Secretariat.
- (d) The terms of reference of the new Committee be:-
To review rates of wages, and conditions of employment for employees of the Allied Forces in ITALY and to make recommendations as to any regulations considered necessary to control these wages and conditions.
- (e) Recommendations made by the Committee be submitted to the CAC, AFHQ and Chief Commissioner, ALCOM, for their approval prior to publication through staff channels.

- 5 -

252. NEXT MEETING

The Committee recommended that its next meeting, or the first meeting of the Committee proposed in minute 234 above, be held at 0930 hours on Friday 26 OCTOBER 1945.

S. J. B. Louren

S. J. B. LOUREN, Major, DAGMC,
Secretary,
A. F. L. R. (ITALIAN) BOARD.

SJBL/REF

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

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20	Q (IE), AFHQ
21	Engineer Section, AFHQ
22	Engrs (B), AFHQ
23	DES, AFHQ
24	S & T, AFHQ
25	Crā (B), AFHQ
26	REB, AFHQ
27/28	Labour, AFHQ
29	Fiscal Director, AFHQ
30	P.A., AFHQ
31	D.P.I.C., AFHQ
32	C.G., MTOUSA
33	C.P.A., MTOUSA
34/35	D.M.R., ITALY
36	USARP/MTO
37/40	AFRSC/MTO
41/42	HQ, 214 Group, RAF
43	F.A., RAF
44/45	HQ, Eighth Army
46/47	Rear HQ, XIII Corps (includes one for Local Sub-Committee)
48	DSP, UDF, C.M.F.
49/50	C.G., PBS (includes copy for Local Sub-Committee)
51/52	C.O., PBS (South) (includes copy for Local Sub-Committee)
53	AG (Civ Pers Div), PBS
54	AG (Civ Pers Div), PBS (South)
55/57	HQ, 2 District (includes copy for Local Sub-Committee)
58/67	HC, 3 District (includes copy for Local Sub-Committee)
68/73	C.G., ROE Area Allied Command (includes copy for Local Sub-Committee)
74/75	HQ, Adriatic Base Command
76	A.N.S.O., FOIL, ROE
77	SEMIUSO, ITALY
78	C.S., TARANTO
79	COMOB, PALERMO
80	F.O.I.L., ROE
81/82	NOIC, NAPLES
83	NOIC, TRIESTE
84	S.N.O., Eastern SICILY

34/35 D.M.R., ITALY
 36 USARP/ATO
 37/40 AAFSC/ATO
 41/42 HQ, 214 Group, RAF
 43 P.A., RAF
 44/45 HQ, Eighth Army
 46/47 Rear HQ, XIII Corps (includes one for Local Sub-Committee)
 48 DSR, UDR, C.M.F.
 49/50 C.G., PBS (includes copy for Local Sub-Committee)
 51/52 C.O., PBS (South) (includes copy for Local Sub-Committee)
 53 AG (Civ Pers Div), PBS
 54 AG (Civ Pers Div), PBS (South)
 55/57 HQ, 2 District (includes copy for Local Sub-Committee)
 58/67 Hc, 3 District (includes copy for Local Sub-Committee)
 68/73 C.G., ROE Area Allied Command (includes copy for Local Sub-Committee)
 74/75 HQ, Adriatic Base Command
 76 A.N.S.O., FOIL, ROE
 77 SANLUISNO, ITALY
 78 C.S., TIRANTO
 79 COMMOB, PALERMO
 80 F.O.I.L., ROE
 81/82 NOIC, NAPLES
 83 NOIC, TRIESTE
 84 S.N.O., Eastern SICILY
 85 M.W.T.B.
 86 W.S.A.
 87 Chief Commissioner, ALCOM
 88 HQ, ALCOM
 89 Vice-President, Economic Section
 90/95 Economic Section
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 97/98 Labour Sub-Commission
 99 HMTB & Shipping Sub-Commission
 100 Chairman, Labour & Wages Control Committee
 101 8 Base Command Pay Office, C.M.F.
 102/105 War Diary
 106 File
 107/150 Spars

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D. B. A. T. E.

ALLIED FORCE HEADQUARTERS
APO 542

ADMINISTRATIVE MEMORANDUM

NUMBER

September 1945

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

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

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

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

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

(a) Workers other than office workers.

(b) Office Workers.

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

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

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

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

5. RATION SCALES. -

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

ozs or gms

5143

Midshift Meal (to be served on the job)

(a) Workers other than office workers.

(b) Office Workers.

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

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

5. RATION SCALES. -

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

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Midshift Meal (to be served on the job)

Bread (this may be served in whole or in part as bread, pasta and/or flour)	11	317 (equivalent to 2 1/2 lbs flour)
Dehydrated Soup	1	30
Fresh Vegetables	6	170
Salt	0.2	5.7

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

(45)

- 2 -

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

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

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

(1) Directly

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

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

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

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

7. Allowances for Office Workers

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

(1) Directly

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

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

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

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

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

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

7. Allowances for Office Workers

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

(1) Directly

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

(b) All cases of workers claiming entitlement under paragraph 5 (2) above will be referred to HQ ALCOM Food Sub-Commission for a decision as to eligibility.

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

(a) Only bona-fide employees are fed.

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

(c) Food leakages do not occur.

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

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

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

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

- 5 -

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

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

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

11. Payment

a. Midshift Meal (Workers other than Office Workers)

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

This amount will be as follows:-

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

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

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

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6 ozs of fresh vegetables	3 lire
1 oz Dehydrated Soup	1 lire
0.2 ozs Salt	No charge

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

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

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

12. Entitlement to Additional Civilian Rations

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

&	100 gms Bread
	20 gms Minestra daily.

or in the case of Miners & Forestry Workers:

&	400 gms Bread
	20 gms Minestra daily.

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

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- 4 -

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

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

APPENDIX "A".....
(UNIT)AL SINDACO DEL COMUNE
Ufficio Razionamento.

Data

Heavy workers supplementary rations
Lavoratore pesante Razioni Supplementary.

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

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

.....
Firma del Lavoratore......
MEMBRO (UNIT).....
N. Carta d'Identita.

APPENDIX "B"......
(UNIT)AL SINDACO DEL COMUNE
Ufficio Razionamento.

Data.....

Forestry Workers/Miners Supplementary
Rations
Boscaiucoli/Minatori Razioni Supplementari

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

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

Firma del lavoratore.

TIMBRO (UNIT)

N. Carta D'Identita.

chief comm.

COPY NO: 31

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

LRS/2144

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

Telephone: ROME 66275

19 September 1945.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE

AMENDMENT TO AGENDA

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

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

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

19 SEP 1945

5142

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

4032/4

33/

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

"Proposed amendment to AFHQ Administrative Memorandum No 54, 1945 as submitted by HQ MTOUSA"

5142

19 SEP 1945

S. J. B. LOUDEN

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

SJBL/rgr

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19	C (Maint), AFHQ
20	C (AE), AFHQ
21	Engis. (B), AFHQ
22	DES, AFHQ
23	S & T AFHQ
24	Ord (B), AFHQ
25	REME, AFHQ
26/27	Labour, AFHQ
28	Fiscal Director, AFHQ
29	FA, AFHQ
30	D.P.I.C., AFHQ
31	C.G., MTOUSA
32	G.P.A., MTOUSA
33/34	D.M.R., ITALY
35	USAF/ATO
36/39	AFSC/ATO
40/41	HQ 214 Group, RAF
42	F.A., RAF
43/44	HQ Eighth Army
45/46	HQ XIII Corps (Includes one for local Sub-Committee)
47	D.S.P., UDF CMT
48/49	C.G., PES (Includes one for local Sub-Committee)
50/51	C.O., PES (South) (Includes one for local Sub-Committee)
52	B.P.A., PES
53	B.P.A., PES (South)
54/56	HQ 2 District (Includes one for local Sub-Committee)
57/66	HQ 3 District (Includes one for each local Sub-Committee)
67/72	C.G., ROE Area Allied Command (Includes one for local Sub-Committee)
73/74	HQ Adriatic Base Command
75	RV (TOTALI) ROME
76	SENALENGO, ITALY
77	C.S., TARANTO
78	CONTOB, PALERMO
79	NOIC, TARANTO
80/81	NOIC, NAPLES
83	NOIC, ANCONA
84	NOIC, TRIESTE

3/39	ALFSC/MTO
40/41	HQ 214 Group, RAF
42	F.A., RAF
43/44	HQ Eighth Army
45/46	HQ XIII Corps (Includes one for local Sub-Committee)
47	D.S.P., UDF CEF
48/49	C.G., FBS (Includes one for local Sub-Committee)
50/51	C.O., FBS (South) (Includes one for local Sub-Committee)
52	B.P.A., FBS
53	B.P.A., FBS (South)
54/56	HQ 2 District (Includes one for local Sub-Committee)
57/66	HQ 3 District (Includes one for each local Sub-Committee)
67/72	C.G., ROME Area Allied Command (Includes one for local Sub-Committee)
73/74	HQ Adriatic Base Command
75	RM (FOTALL) ROME
76	SINIGLISSE, ITALY
77	C.S., TARANTO
78	CONNOB, PALERMO
79	NOIC, TARANTO
80/81	NOIC, NAPLES
83	NOIC, ANCONA
84	NOIC, TRIESTE
85	NOIC, VENICE
86	NOIC, GENOA
87	S.N.O., Eastern SICILY
88	C-in-C Med Rep., ROME
89	M.W.T.B.
90	W.S.A.
91	Chief Commissioner, ALCOM
92	HQ, ALCOM
93	Vice-President, Economic Section
94/99	Economic Section
100	Finance Sub-Commission
101/102	Labour Sub-Commission
103	MTTB & Shipping Sub-Commission
104	Chairman, Labour & Wages Control Committee
105/108	War Diary
109	File
110/1	Spares

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

LRS/2141

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

Telephones: ROME 66275

15 September 1945.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & RACES CONTROL COMMITTEE - AGENDA

The thirty-ninth meeting of the Labour & Races Control Committee will be held at 0930 hours on Wednesday, 26 SEP 45 in the AFERS (AFHQ) Conference Room, 2nd Floor, 63 Piazza dell'Esedra, ROME, to consider the following Agenda:-

1. Minutes of the thirty-seventh meeting held on 23 AUG 45.
2. Minutes of the thirty-eighth (special) meeting held on 5 SEP 45.
3. To consider any matters arising out of the meeting of the Board held on 22 SEP 45.
4. To receive the Minutes of the meetings of the following Local Sub-Committees:-
 - (a) 52 Area Local Sub-Committee - TARANTO (Annexure 1)
meeting of 14 AUG 45
 - (b) ROME Area Allied Command Local Sub-Committee - ROME (Annexure 2)
meeting of 4 SEP 45
5. To consider a draft of a proposed instruction (Annexure 3) arising from Minute 202 of the thirty-seventh meeting regarding the supply of food to Italian civilians employed

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

1. Minutes of the thirty-seventh meeting held on 23 AUG 45.
2. Minutes of the thirty-eighth (special) meeting held on 5 SEP 45.
3. To consider any matters arising out of the meeting of the Board held on 22 SEP 45.
4. To receive the Minutes of the meetings of the following Local Sub-Committees:-
 - (a) 52 Area Local Sub-Committee - TARANTO (Annexure 1)
meeting of 14 AUG 45
 - (b) ROME Area Allied Command Local Sub-Committee - ROME (Annexure 2)
meeting of 4 SEP 45
5. To consider a draft of a proposed instruction (Annexure 3) arising from Minute 202 of the thirty-seventh meeting regarding the supply of food to Italian civilians employed by the Allied Forces, with particular reference to para 12 and the system to be adopted to permit heavy workers of the Allied Forces to obtain the additional Heavy Workers' Civilian Ration.
6. To receive from HQ 4 District comparison tables (Annexure 4) in support of the increases granted at the Local Sub-Committee meeting held at PADOVA on 30 JUN 45.
7. To receive, in accordance with Minute 210 of the thirty-seventh meeting of the Committee, a proposal (Annexure 5) submitted by HQ, MTOUSA regarding the payment of cost of living bonus.
8. Any other business.
9. To set a date for the next meeting.

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SJEL/rgf

S. J. B. LOUDEN, Major, DCMG,
Secretary,
A. F. L. R. (Italian) BOARD.

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50/51	D.S.P., UDF, CEF (Includes one for Local Sub-Committee)
52	C.G., PBS (South) (Includes one for Local Sub-Committee)
53	C.O., PBS (South) (Includes one for Local Sub-Committee)
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75	C.G., RCE area Allied Command (Includes one for Local Sub-Committee)
76	HQ, Adriatic Base Command
77	R.N. (TOTALI), RO.E
78	SMALUSNO, ITALY
79	C.S., TARANTO
80/81	COASTOB, PALERMO
82	NOIC, TARANTO
83	NOIC, NAPLES
84	NOIC, ANCONA
	NOIC, TRIESTE
	NOIC, VENICE

USAF/ATO (Includes one for Local Sub-Committee)

RAF

42

43/44

45/46

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48/49

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Spores

File

War Diary

Chairman, Labour & Wages Control Committee

AMTB & Shipping Sub-Commission

Labour Sub-Commission

Finance Sub-Commission

Economic Section

Vice-President, Economic Section

HQ, ALCM

Chief Commissioner, ALCOM

W.S.A.

M.W.T.B.

C-in-C Med Rep., ROAE

S.N.O., Eastern SICILY

NOIC, GENOA

NOIC, VENICE

NOIC, TRIESTE

NOIC, ANCONA

NOIC, NAPLES

NOIC, TARANTO

COINOB, EALFMO

C.S., TARANTO

SENAUSNO, ITALY

R.N. (TOTALI), ROAE

HQ, Adriatic Base Command

C.G., ROAE Area Allied Command (Includes one for Local Sub-Committee)

HQ, 3 District (Includes one for each Local Sub-Committee)

HQ, 2 District (Includes one for Local Sub-Committee)

B.R.A., FBS (South)

B.F.A., FBS

C.O., PBS (South) (Includes one for Local Sub-Committee)

C.G., FBS

D.S.P., UDF, CLF

HQ, XIII Corps (Includes one for Local Sub-Committee)

HQ, Eighth Army

F.A., RAF

HQ, 214 Group, RAF

RAF/ATO

USAF/ATO

ANNEXURE I.

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

Present :- Major F.W.R. Sexton (Chairman)
Major H. Chandler
Major W. Brown
Major G. Williams
Capt. D.J. Underwood
Sub Lieut. Gibson
Lieut. E. Boardman
Lieut. W.J. McIlroy

D.A.Q.M.G.
O.C. 2910 CLU
82 CRE (Works)
Port Supt.
91 Garrison
RN Civil Labour Office
2903 CLU
OC 748 Service Sta REME

1. MINUTES OF PREVIOUS MEETING.

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

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

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

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

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

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

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

5140

provisionally established by OC 2910 CLU with the Liaison Officer, the Port of Taranto, wef 16 July 45 be approved by this Committee.

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

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

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

5149

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

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

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

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

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- 2 -

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

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

It was stated that the above would also apply to BRINDISI. The

D.A.Q.M.G. said that no information had been received through Staff channels. He would therefore take up the matter with 3 District.

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

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

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

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

The meeting then closed.

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

LOCAL SUB-COMMITTEES OF LABOUR AND WAGES CONTROL COMMITTEEQUESTIONNAIRE

- | | |
|---|--|
| 1. Reason for Meeting. (i.e. was there evidence of disparity of rates of wages) | 1. To approve new grades and rates of pay provisionally established by CC 2940 CLU with L.O. AD RARI relating to employees of SAPIO Oxygen and Acetylene Factory, TORONTO wef 16 July 45. Disparity of rates shown on the attached form. |
| 2. Source of info for the Italian Industry Rates as on the attached form. | 2. Tosi's Shipyard. |
| 3. Steps taken to verify the info referred to in para 2 above. | 3. Info gained thro' personal interview with Managing Director of Tosi's Shipyard. |
| 4. Increase/Decrease agreed, with explanation of any variations in proportions of the award as between occupations. | 4. Increase agreed - see att. |
| 5. Is the award in the form of a Bonus or of an augmentation of the Basic Pay? | 5. Augmentation of the Basic Pay. |
| 6. Effective date and area of the award. | 6. 16 July 45. 52 Area. |

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(14)

SPECIAL COMPARISON TABLE : CIVILIAN LABOUR

Suggested new grades and rates of pay.

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

- Note :-
1. The first Carovita allowance is now part of the basic
 2. The Incentive Bonus represents 70% of basic wage guarant to a possible maximum of 150%

SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES '45

Basic Rate		PLUS ITALIAN INDUSTRY RATES							MINUS	
DE	TAKE	Base Pay	Presence	Wife	Two	Caro	Caro	150% Incent-	Soc. Ins.	TAKE
P L	HOME		Indemnity		Children	vita	pane	ive Bonus	& Tax	HOME
5	320	61.60	10.00		26.00	30.00	100	122.40	24	346.00
2	320	79.60	10.00		26.00	30.00	100	119.40	23	342.00
5	295	69.60	10.00		26.00	30.00	100	104.40	23	317.00

st Carovita allowance is now part of the basic rate.

centive Bonus represents 70% of basic wage guaranteed rising
possible maximum of 150%.

5132

ANNEXURE 2

COPY No. _____

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

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

ROME AREA SUB-COMMITTEE.

MINUTES.

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

PRESENT.

Lt. Col. C. DODDLY
Capt. J.N. MAXWELL
Lt. MILLS GARDNER-CLARK
Fl. Lt. J.E. FALSTEAD
Lt. N. THEODORE
Lt. de CARINI
Captain S.E. LUSH

Chairman
US Army
US Navy
Royal Air Force
HQ ALCON
French Army
2902 C.L.U.

IN ATTENDANCE.

Captain CLARK
Captain J. CLARK

RACED.
"A" Team P.A.S.O. (Labour).

48. The Minutes of the FIFTH Meeting held on 30 July 45 were approved.
49. Captain CLARK, RACED, briefly outlined the complaints of RIETI employees regarding pay and their comparison of AQUILA and RIETI rates. A comparison table of Allied Forces and Italian Industry rates in RIETI is attached at Appendix "A". It was proposed by Lt. MILLS GARDNER-CLARK, US Navy, that RIETI and AQUILA should have the same Cost of Living Bonus. It was agreed that the following be recommended to Commandor, Br Tps, Rome Area.

RIETI - Cost of Living Bonus,
For Daily Wage Group an increase in C.L.B. of 50 lire per day, for males only (females and juveniles excluded)
For Monthly Wage Group an increase in C.L.B. of 1,300 lire per month, for males only (females and juveniles excluded)
For Hotel, Club and Mess Employees an increase in C.L.B. of 900 lire for males and females (juveniles excluded).

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

IN ATTENDANCE.

Captain CLARK
Captain J. CLARK

RACED.
"A" Team P.A.S.O. (Labour).

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

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

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

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

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

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

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50. MOUNTAIN GUIDES.

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

51. ADJUSTMENT OF C.L.B. (ROME PROVINCE) FOR FEMALE EMPLOYEES.

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

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

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- 2 -

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

C.M.F.
JC/TF.

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

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3. Commanding-General, H.Q., F.B.S.
4. Commanding-General, French Forces, Italy.
5. Senior USN Liaison Officer (Italy) HQ A.C.
6. Senior British Naval Officer, HQ A.C.
7. Commander, No. 2 R. Base Area.
8. Establishments Section, HQ Allied Commission.
9. CAO, AFHQ.
10. Labour Directorate, AFHQ.
11. ALCOM, Rome.
- 12/14. AFHQ, Rome.
15. G-4(US) PLAC.
16. G-4(Br) RAAG.
17. 2902 CLU.
- 18/20. Labour Sub-Commission, H.Q., A.C.
22. ADL No. 2 District, CMF.
23. DDL No. 3 District, CMF.
24. ADL 'C' Team PASO.
25. ADL 'D' Team PASO.
- 26/31. HQ 3 District.
32. HQ 52 Area.
33. HQ 54 Area.
34. HQ 56 Area.

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, HQ A.C.
7. Commander, No. 2 R. Base Area.
8. Establishments Section, HQ Allied Commission.
9. CAO, AFHQ.
10. Labour Directorate, AFHQ.
11. ALCOM, Rome.
- 12/14. AFHRS, Rome.
15. G-4(US) RAAC.
16. G-4(Br) RAAC.
17. 2902 CLU.
- 18/20. Labour Sub-Commission, H.Q., A.C.
22. ADL No. 2 District, CMF.
23. DDL No. 3 District, CMF.
24. ADL 'C' Team PASO.
25. ADL 'D' Team PASO.
- 26/31. HQ 3 District.
32. HQ 52 Area.
33. HQ 54 Area.
34. HQ 56 Area.
35. HQ 94 Sub-Area.
36. HQ 209 Sub-Area.
37. Hotel Management (US) RAAC.
38. Hotel Management (Br) RAAC.
- 39/51. Attending Officers.
- 51/76. Spares.

Plus 140 copies AFHRS.

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SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES.

22 AUG 45.

RIETI PROVINCE.

Grade	Male or Female	Allied Force Basic Rate			Base Pay	PLUS		ITALIAN INDUSTRIAL	
		Basic Max	PLUS C of L	TAKE HOME		Presence Indemnity	3 Depend- ents	Caro- vita.	Co
Unskilled Labourer	Male	85	75	160	24	8	40	30	
Unskilled Labourer	Female	72	75	147	20	3	40	30	
Bricklayer	Male	120	75	195	48	6	40	30	
Carpenter	Male	120	75	195	48	6	40	30	
Blacksmith	Male	125	72	197	48	6	40	30	
Dvr Truck	Male	115	75	190	96	6	40	30	
Mechanic (M.T.)	Male	135	67	202	96	6	40	30	
Clerk, Office	Male	3600	1690	5290	1368	375	1596	900	
Cook	Male	4400	1175	5575	1300	364	1040	600	
									+ 2% of Charge = + Value =
Clerk, office	Female	3060	1920	4980	Total	"Take Home" wage for Clerk, office			
Cook,	Female	3710	1225	4965	"	"	"	"	Cook, male

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N TABLE: CIVILIAN LABOUR RATES.

22 AUG 45.

APPENDIX "A"

RIETI PROVINCE.

Basic Rate L	TAKE HOME	Base Pay	PLUS ITALIAN INDUSTRIAL RATES				MINUS Social Insurance	TAKE HOME
			Presence Indemnity	3 Depend- ents	Caro- vita.	Contingency		
	160	24	8	40	30	116	2.37	215.63
	147	20	3	40	30	116	1.50	207.50
	195	48	6	40	30	116	2.50	237.50
	195	48	6	40	30	116	2.50	237.50
	197	48	6	40	30	116	2.50	237.50
	190	96	6	40	30	100	3.00	259.00
	202	96	6	40	30	100	3.00	259.00
	5290	1368	375	1596	900	3150	72.00	6917
	5575	1300	364	1040	600	1500	98.40	7405.60
						+ 2% of Service Charge = 1800		
						+ Value of meals = 900		
4980	Total	"Take Home" wage for	Clerk, office, male less 15%					= 5879.45
4965	"	"	"	"	Cook, male	less 15%		= 6294.25

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SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES.

APPENDIX "B"

ROME PROVINCE.

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

Introduction.

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

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

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

Grade	Male or Female	Rome Province Basic Rate			Base Pay.	PLUS		Ita Car vit
		Basic Max	FLUS C of L	TAXE HOME		Presence Indemnity	3 Depend- ents	
I. ADMIN. OFFICE AND CLERICAL GRADES.								
Clerk	Male	3960	4290	8250	2268	450	884	105
Clerk	Female	3366	2420	5786	1837	250	884	105
Typist	Male	3960	4290	8250	1612	450	884	105
Typist	Female	3960	2340	6300	1505	250	884	105
Accountant	Male	5940	4030	9970	3004	450	884	105
Accountant	Female	5049	2270	7319	3004	250	884	105
II. UNSKILLED LABOUR.								
Unskd. Labr.	Male	95	175	270	72	18	30	
Unskd. Labr.	Female	81	100	181	56	10	30	
Unskd. Labr.	Male	95	175	270	49	18	30	

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MILSON TABLE: CIVILIAN LABOUR RATES.

APPENDIX "B"

ROME PROVINCE.

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

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

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

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

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

Province Basic Rate		Base Pay.	PLUS		Italian Rates		MINUS	
FLUS C of L	TAKE HOME		Presence Indemnity	3 Depend- ents	Caro- vita.	Cont. & Caropane	Social Insurance	TAKE HOME
<u>COMMERCIAL RATES.</u>								
4290	8250	2268	450	884	1050	4125	117	8777
2420	5786	1837	250	884	1050	4125	108	8038
4290	8250	1612	450	884	1050	4125	104	8017
2340	6300	1505	250	884	1050	4125	102	7712
4030	9970	3004	450	884	1050	4125	131	9382
2270	7319	3004	250	884	1050	4125	131	9182
<u>METAL TRADES.</u>								
175	270	72	18	30	35	128	1.5	281.5
100	181	56	10	30	35	128	1.5	257.5
<u>BUILDING TRADES.</u>								
175	270	49	18	30	35	128	1.5	258.5

APPENDIX "C"FOUL AREA SUB-COMMITTEE OF THE LABOUR
AND WAGES CONTROL COMMITTEE, A.F.L.R.S.QUESTIONNAIRE.
(RIETI)

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

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

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

Camera del Lavoro.

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

Investigations by 2902 GMB.

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

Increase of 1500 lire per month for Clerical and Administrative Grades males, 900 lire per month for Hotel, Mess and Club Employees and 500 lire per day for the daily wage group, males. All awards were made to suit local conditions.

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

An addition to the Cost-of-Living Bonus.

6. Effective date and area of award.

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

QUESTIONNAIRE.
(ROME)

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

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

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

5137 Provincial Ufficio del Lavoro.

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

5. Is the award in the form of a Bonus or of an augmentation of the Basic Pay?
An addition to the Cost-of-Living Bonus.

6. Effective date and area of award.

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

QUESTIONS.
(ROME)

1. Reason for Meeting (i.e. was there evidence of disparity of rates of wages).
Disparity between Allied Forces male rates and female rates in two categories.

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

513? provincial Ufficio del Lavoro.

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

Information collected by 2902 GLO.

4. Increase/Decrease offered, with explanation of any variations in proportions of the award as between occupations.
Increase of 1300 lire per month C.L.B. for females employed in Administrative, Office and Clerical Grades (Rome Province) and of 50 lire per day C.L.B. for females paid in Daily Wage Group (Rome Province).

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

6. Effective date and area of award.

Effective 1 JANUARY, 1945 - Rome Province.

(44)

D R A F T

Annexure 3

ALLIED FORCE HEADQUARTERS

APO 512

ADMINISTRATIVE MEMORANDUM)

September 1945

NUMBER

SUPPLY OF FOOD TO ITALIAN CIVILIANS FROM CIVILIAN STOCKS
(MIDSHLET HEAD & OFFICE WORKING MEAL)

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

1. SCOPE. This memorandum supersedes all former directives on the subject with the exception of MTOUSA Circular Number 116, 1944 (corrected copy).
2. APPLICABILITY. - The provisions contained herein are generally applicable throughout ITALY, SICILY and SARDINIA.
3. AUTHORITY. - Authority is granted to provide food, as set forth herein, during each working period of eight (8) hours or more for Italian civilians, who are:-

- (a) Workers other than office workers;
- (b) Office workers.

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

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

- (a) For providing the facilities necessary to prepare and serve meals.
- (b) For ensuring that Allied military personnel are not used for this purpose except in a minimum supervisory capacity where other arrangements are not possible.

5133

5. RATION SCALES -

Below are the details
 of the Office Workers -

applicable throughout ITALY, SICILY and SARDINIA.

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

- (a) Workers other than office workers;
- (b) Office workers.

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

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

- (a) For providing the facilities necessary to prepare and serve meals.
- (b) For ensuring that Allied military personnel are not used for this purpose except in a minimum supervisory capacity where other arrangements are not possible.

5133

5. RATION SCALES -

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

Midshift Meal (to be served on the job)

Bread	11	317
Butter	11	317
Oil	11	317
Dehydrated Soup	1	30
Fresh Vegetables	6	170
Salt	0.2	5.7

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

44

-2-

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

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

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

(1) Directly

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

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

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

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

7. Allowances for Office Workers -

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

(1) Directly

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

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

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

(a) Only bona-fide employees are fed.

- or (2) By contractors and/or industries who in turn are employed by the Allied Forces.
- or (5) Railway Workers other than those employed in offices, labour employed, other than as stated in para 6(a) above is not entitled to any additional food.
- (c) Office workers are not entitled to the Midshift Meal.

7. Allowances for Office Workers -

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

(1) Directly

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

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

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

- (a) Only bona-fide employees are fed.
- (b) Food is furnished and distributed on the proper scale.
- (c) Food leakages do not occur.

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

- (a) Contractors and firms working for the Allied Forces deduct from the wages of their employees the amounts prescribed in para 11 hereof.
- (b) A deduction is made on invoices rendered equivalent to the deduction from employees wages in respect of food.

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

- (a) Flour, dehydrated soup and dried vegetables will be supplied from military stocks and ST. JIN, or W. HOURS, will submit to HQ ALOOM a consolidated monthly total of the quantities issued. HQ ALOOM will arrange replacement of these quantities from stocks imported on behalf of the Italian Government.

-3-

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

(c) Items other than flour, dried vegetables and soup (i.e. stocks, ST AGN and ON MOUTON) will be supplied from military of these items, as applicable, in the normal manner from local resources.

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

11. Payment

a. Midshift Meal (Workers other than Office Workers)

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

This amount will be as follows:-

11 ozs of bread	5 lire
0.8 ozs of yeast	3 lire
6 ozs of fresh vegetables	1 lire
1 oz Dehydrated Soup	No charge
0.2 ozs Salt	

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

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

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

12. Entitlement to Additional Civilian Rations

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

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

This amount will be as follows:-

11 ozs of bread 2
~~0.2 ozs of bread 4.5 ozs of pasta~~
 6 ozs of fresh vegetables
 1 oz Dehydrated Soup
 0.2 ozs Salt
 5 lire
 3 lire
 1 lire
 No charge

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

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

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

12. Entitlement to Additional Civilian Rations

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

100 gms Bread
 & 20 gms Minestra daily

or in the case of Miners & Forestry Workers:

400 gms Bread
 & 20 gms Minestra daily.

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

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

APPENDIX "A"

UNIT:- _____

TO:- Sindaco of the Comune.

HEAVY WORKERS
SUPPLEMENTARY RATIONS

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

Signature of Worker: _____

Identity Card No: _____

Unit Stamp _____

Date: _____

APPENDIX "B"

UNIT:- _____

TO:- Sindaco of the Comune.

FORESTRY WORKERS & MINERS
SUPPLEMENTARY RATIONS

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

Signature of Worker: _____

Identity Card No: _____

Unit Stamp _____

Date:

APPENDIX "B"

UNIT: - _____

TO: - Sindaco of the Comune.

FORESTRY WORKERS CLAIMERS
- SUPPLEMENTARY RATIONS

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

Signature of Worker: _____

Identity Card No: _____

Unit Stamp

Date:

Annexure 4SUBJECT :- No 1 District Local Sub-Committee1D/2754/6/Q5 Sep 45AFERS
ROME

Ref your IRS/2143/1/16 of 25 Aug 45.

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

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

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

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

CAF

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

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

Labour.

Copies of comparative tables being forwarded
to you by CLU.

5130

Basic Wage Scale.

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

Appendix 'C' - Talust Equivalent AFWS Civil Lab Rates IMOLA and FERRAR: prior to and after the MILAN agreement.

CMT

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

Copy to : 2 District.

With copies of comparative tables.

Labour.

Copies of comparative tables being forwarded to you by CLU.

513U

(K.F.)

SPECIAL COMPARISON TABLE - CIVIL LABOUR RATESALLIED FORCES BASIC WAGE SCALE

		Rates on 15/6/45 before application of percentage C.L.B.		Rates on 31/7/45 inc application of perce	
<u>GRADE</u>	<u>M or D</u>	<u>Basic Maximum</u>	<u>Take Home</u>	<u>Basic Maximum</u>	<u>C.L.B.</u>
<u>CLERICAL & ADMIN- ISTRATIVE GRADES</u>					
Senior Adm Assistant	M	6800	6800	6800	520
Chief Cashier (Fem)	M	3740	3740	3740	650
Cashier (Male)	M	3600	3600	3600	650
Cashier (Fem)	M	3060	3060	3060	765
Clerk Supervisor	M	5400	5400	5400	540
Interpreter (Fem)	M	3900	3900	3900	650
Typist (Male)	M	3600	3600	3600	650
Typist (Fem)		3600	3600	3600	650
Clerk (Male)	M	3600	3600	3600	650
Clerk (Fem)	M	3060	3060	3060	765
<u>ARTISAN GRADES</u>					
Storeman	D	100	100	100	30
<u>HOTEL, CLUB AND MESS GRADES</u>					
Cook (Male)	M	4000	4000	4000	445
Waiter	M	3700	3700	3700	495
Dishwasher	M	2300	2300	2300	520
Chambermaid	M	3000	3000	3000	520
Porter	M	3300	3300	3300	520
Barman	M	4500	4500	4500	445

COMPARISON TABLE - CIVIL LABOUR RATES
ALLIED FORCES BASIC WAGE SCALE

5/6/45 before application age C.L.B.		Rates on 31/7/45 including application of percentage C.L.B.			Rates on 1/8/45 including application of full C.L.B.		
Take Home		Basic Maximum	C.L.B.	Take Home	Basic Maximum	C.L.B.	Take Home
6800		6800	520	7320	6800	1430	8230
3740		3740	650	4390	3740	1690	5430
3600		3600	650	4250	3600	1690	5290
3060		3060	765	3825	3060	1920	4980
5400		5400	510	5940	5400	1470	6870
3900		3900	650	4550	3900	1690	5590
3600		3600	650	4250	3600	1690	5290
3600		3600	650	4250	3600	1690	5290
3600		3600	650	4250	3600	1690	5290
3060		3060	765	3825	3060	1920	4980
100		100	30	130	100	75	175
4000		4000	445	4445	4000	1175	5175
3700		3700	495	4195	3700	1275	4975
2360		2360	520	2900	2360	1325	3705
3000		3000	520	3520	3000	1325	4325
3300		3300	520	3820	3300	1325	4625
4500		4500	145	4645	4500	1175	5675

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

ANNUAL SALARY AND ALLOWANCE RATES
PAID & PAID

GRADE	M or D	Rates on 15/6/45 not including increase granted under Milan agreement				Take Home	Prevail. Rate
		Prevail. rate	Not. Family Allces.	Other Allces	Less 8.16% Rich.		
<u>CULTURAL & ADMIN- ISTRATIVE GRADES</u>							
Senior Adm Assistant	M	5324	426.40	2097	593	7254.40	5324
Chief Cashier (Fem)	M	2824	417.30	1347	334	4254.30	2824
Clerk Supervisor	M	4124	426.40	1737	469	5818.40	4124
Interpreter (f)	M	2575	417.30	1272	307	3957.30	2575
Clerk (Male)	M	3153	426.40	1446	367	4658.40	3153
Typist (Fem)	M	3225	417.3	1467	375	4734.30	3225
<u>HOTEL AND CLUB GRADES</u>							
Cook (Male)	M	3120	426.40	1436	364	4618.40	3120
Waiter	M	2987	426.40	1396	350	4459.40	2987
Dishwasher (Fem)	M	1933	417.30	1080	241	3189.30	1933
Chambermaid	M	2433	417.30	1230	292	3788.30	2433
Porter	M	2500	426.40	1250	300	3876.40	2500
Barman	M	3369	426.40	1511	390	4916.40	3369

Living bonus as quoted above for these

REMARKS: Hotel & Club Grades: The Cost of Living bonus as quoted above for these del Lavoro to ANG for approval and awaits ratification. These Talust rates submitted by Ufficio Provinciale. The Talust rate for monthly grades is calculated on Contingenza as per Milan agreement. Male grades based on notional family of wife and 5 heads of families.

General:

TABLE 4 - MILAN AGREEMENT
 PAYEE & BONUS

including increase
 Milan agreement

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

	Other Alices	Less 8.16% Rich.	Take Home	Prevail. Rate	Net. Family Alice	Contin- enza	Less 8.16% Rich. Mc	Take Home
0	2097	593	7254.40	5324	426.40	3750	725	8775.40
0	1347	334	4254.30	2824	417.30	3250	486	6005.30
0	1737	469	5816.40	4124	426.40	3750	629	7671.40
0	1272	307	3957.30	2574	417.30	3250	466	5776.30
0	1446	367	4658.40	3153	426.40	3750	552	6777.40
0	1457	375	4734.30	3225	417.30	3250	518	6274.30
0	1136	364	4618.40	3120	426.40	3000	469	6057.40
0	1396	350	4459.40	2987	426.40	3000	479	5934.40
0	1080	241	3189.30	1933	417.30	2100	322	4128.30
0	1230	292	3788.30	2433	417.30	2100	363	4588.30
0	1250	300	3876.40	2500	426.40	3000	440	5486.40
0	1511	390	4916.40	3369	426.40	3000	509	6286.40

of Living bonus as quoted above for these grades has been submitted by Ufficio Provinciale
 to AMG for approval and awaits ratification.

alust rates submitted by Ufficio Provinciale del Lavoro are confirmed by AMG XII Region.

ust rate for monthly grades is calculated on a basis of 26 days per month.

enza as per Milan agreement.

ades based on notional family of wife and two children. Female grades are shown as
 f families.

(Sgd) ?????????

Major,

S.L.C.O.

2914 C.L.U.

5129

TALUST EQUIVALENT OF AFWS - CIVIL LABOUR RATESBOLOGNA & FERRARAGRADERates on 15/6/45 not including increase
granted under Milan agreement

	<u>M</u> <u>or</u> <u>D</u>	<u>Prevail.</u> <u>Rate</u>	<u>Net.</u> <u>Family</u> <u>Allowance</u>	<u>Other</u> <u>Allowances</u>	<u>Less</u> <u>8.16%</u> <u>Rich.</u> <u>Mob.</u>	<u>Take</u> <u>Home</u>
Man	M	1835.6	426.40	2660	367	4555.-
Clerk (Male)	M	2145.-	426.40	2660	392	4839.40
Clerk (Female)	F	1853.8	417.30	2080	320	4031.10
Cook	M	1976.-	426.40	2660	378	4684.40
Interpreter (Pen)	M	2665.-	426.40	2660	434	5317.40
Storeman	D	73.6	16.40	103	14	179.-
Typist (Male)	M	2145.-	426.40	2660	392	4839.40
Typist (Female)	M	1853.8	417.30	2080	320	4031.10
Waiter	M	1976.-	426.40	2660	378	4684.40
Cashier (Male)	M	2145.-	426.40	2660	392	4839.40
Cashier (Female)	M	1853.80	417.30	2080	320	4031.10

- REMARKS:
1. These rates are verified by the Ufficio Collocamento Emilia, Reggio Emilia.
 2. Monthly rates for Talust based on 26 days.
 3. Contingenza as per Milan agreement, ratified by the Bologna agreement.
 4. Female grades shown as heads of family.

LIST OF AFWS - CIVIL LABOUR RATES

APPX 'C'

BOLA & FERRARA

not including increase
Milan agreementRates on 6/8/45 including increase
granted under Milan agreement

Not. Family Allowance	Other Alloes	Less 8.16% Rich. Mob.	Take Home	Prevail Rate	Not. Family Allee (1/8/45)	Contin- genza	Less 8.16% Rich. Mob.	Take Home
426.40	2660	367	4555.-	1835.6	884.-	3750.-	4	6013.60
426.40	2660	392	4839.40	2145.-	884.-	3750.-	481	6298.-
417.30	2080	320	4031.10	1853.8	858.-	3250.-	416	5545.80
426.40	2660	378	4684.40	1976.-	884.-	3750.-	467	6113.-
426.40	2660	434	5317.40	2665.-	884.-	3750.-	523	6776.-
16.40	103	14	179.-	73.6	34.-	150.-	18	239.60
426.40	2660	392	4839.40	2145.-	884.-	3750.-	481	6298.-
417.30	2080	320	4031.10	1853.8	858.-	3250.-	416	5545.80
426.40	2660	378	4684.40	1976.-	884.-	3750.-	467	6113.-
426.40	2660	392	4839.40	2145.-	884.-	3750.-	481	6298.-
417.30	2080	320	4031.10	1853.8	858.-	3250.-	416	5545.80

fied by the Ufficio Collocamento Emilia Region, no AMG Office in Area.

just based on 26 days.

ilan agreement, ratified by the Bologna agreement.

as heads of family.

(Sgd)??????????

Major,

S.L.C.O.

2914 C.L.U.

Annexure 5

Proposed Amendment to AFHQ Administrative Memorandum No 45, 1945
as submitted by HQ MTOUSA.

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

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

For Monthly Wage Group

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

For Daily Wage Group

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

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

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

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

Examples of Computation of Wages of Unskilled Labourer

CLB Computed at rate of 75 lire per day.

<u>HOURS OF WORK</u>										<u>48-hr (week)</u>		<u>8 hrs. Day</u>	
	M	T	W	T	F	S	S			<u>Basis</u>		<u>Basis</u>	
1.	10	10	10	10	10	10	10	X		RT -	510	RT -	510
										OT -	191	OT -	191
										CLB -	450	CLB -	450
											1151		1151
2.	M	T	W	T	F	S	S			RT -	510	RT -	340

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

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

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

CLB Computed at rate of 75 line per day.

<u>48-hr (week)</u>	8 hrs. Day Basis
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9
10	10
11	11
12	12
13	13
14	14
15	15
16	16
17	17
18	18
19	19
20	20
21	21
22	22
23	23
24	24
25	25
26	26
27	27
28	28
29	29
30	30
31	31
32	32
33	33
34	34
35	35
36	36
37	37
38	38
39	39
40	40
41	41
42	42
43	43
44	44
45	45
46	46
47	47
48	48
49	49
50	50
51	51
52	52

1.	$\frac{H}{10}$	$\frac{T}{10}$	$\frac{W}{10}$	$\frac{T}{10}$	$\frac{F}{10}$	$\frac{S}{10}$	$\frac{S}{X}$	RT - 510 OT - 191 CLB - 450 <u>1151</u>	RT - 510 OT - 191 CLB - 450 <u>1151</u>
2.	$\frac{H}{12}$	$\frac{T}{12}$	$\frac{W}{12}$	$\frac{T}{12}$	$\frac{F}{12}$	$\frac{S}{12}$	$\frac{S}{X}$	RT - 510 OT - 0 CLB - 300 <u>810</u>	RT - 340 OT - 256 CLB - 300 <u>896</u>
3.	$\frac{M}{10}$	$\frac{T}{10}$	$\frac{W}{10}$	$\frac{T}{10}$	$\frac{F}{10}$	$\frac{S}{10}$	$\frac{S}{2}$	RT - 510 OT - 0 CLB - 450 <u>960</u>	RT - 404 OT - 160 CLB - 375 <u>939</u>
4.	$\frac{M}{12}$	$\frac{T}{8}$	$\frac{W}{8}$	$\frac{T}{8}$	$\frac{F}{8}$	$\frac{S}{4}$	$\frac{S}{X}$	RT - 510 OT - 0 CLB - 450 <u>960</u>	RT - 468 OT - 0 CLB - 413 <u>945</u>



SEP 7 REC

COPY NO: 94

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

LRS/214A

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

Telephone: ROME 66275

5 Sep 45.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARDLABOUR & WAGES CONTROL COMMITTEE - MINUTES

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

PRESENT:Chairman

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

Representatives of:

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

In Attendance:

Chief of Section U.S., AFHRS AFHQ
DACMG, AFHRS AFHQ

& Representatives of:

F.I., AFHQ

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Chairman

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

Representatives of:

C-in-C, Med.
Comdr. U.S. Naval Forces Northwest African Waters.
C-in-C, RAF MED/ME
Labour, AFHQ
CG, MTOUSA
D.K.R., ITALY
AFSC/MTC
XIII Corps
CG, PBS
HQ 2 District
HQ 3 District
CG, Rome Area Allied Command
HQ Adriatic Base Command
HQ ALCON

In Attendance:

Chief of Section U.S., AFHQ
DAAG, AFHQ

& Representatives of:

P.A., AFHQ
P.A., RAF

5127

217. 40 HOUR WORK WEEK

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

The Committee considered the possibility of introducing a 40 hour work week in this theatre most carefully.

In the case of British employing units the matter was presented at short notice, but representatives of U.S. services were able to give a considered opinion having received previous notice under reference from MTOUSA.

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

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

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-2-

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

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

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

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

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

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

Although it had no bearing on the Committee's consideration of the problem at this stage, it was reported that the Italian industry was

reported that the same general factors apply to British employing services as those submitted by U.S. services though possibly to an even greater extent due to the reduction of British personnel consequent upon the leave schemes. British commitments in this theatre at present are considerably more than day to day maintenance; in the case of the Royal Navy, plans are in hand for a definite withdrawal from the theatre by specified dates; in the case of the military, concentrations of stores and equipment are being effected and essential programmes have been established on lines of communication and airfields for occupational purposes in Central Europe scheduled for completion prior to winter 1945.

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

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

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

218. HOURS OF EMPLOYMENT OF ALIEN EMPLOYEES

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

The Committee reported that the ALCON were applying the general instruction differently from the similar establishments where Allied

-5-

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



S. J. B. LOUDEN, Major, DSO, MC,
Secretary,
A. F. D. R. (ITALIAN) BOARD.

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(See page 4)

S. J. B. LONDER, Major, DICKEY,
Secretary,
A. F. L. R. (ITALIAN) BOARD.

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(See page 4.)

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17/18	G-5 AFHQ
19	Q (IE), AFHQ
20	Q (Int) AFHQ
21	Senior Section, AFHQ
22	AFHQ (B), AFHQ
23	DES, AFHQ
24	S & T, AFHQ
25	Orl (B), AFHQ
26	REEL, AFHQ
27/28	D. Labour, AFHQ
29	Fiscal Director, AFHQ
30	FA, AFHQ
31	D.F.L.C., AFHQ
32	CC, MAOURA
33	GP, MAOURA
34/36	CG Fifth Army (Attn: G-4)
37/38	DMR, ITALY
39	USARP/AFHQ
40/43	AFHQ/AFHQ
44/45	HQ 214. GP. MAP
46	PA, PLS
47/48	HQ Eighth Army
49/50	Rear HQ 13 Corps (Includes one for Local Sub-Committee for info)
51	DSP, IDG, GAF
52/53	CG, PSC (Includes copy for Local Sub-Committee for info)
54/55	CG, PSC (South) (Includes copy for Local Sub-Committee for info)
56	HRA, PSC
57	HRA, PSC (South)
58/60	HQ 2 District (Includes copy for Local Sub-Committee for info)
61/70	HQ 3 District " " " " " "
73/76	CG, Rome Area Allied Command (Includes copy for Local Sub-Committee for info)
77/78	HQ, Adriatic Base Command
79	W (TOTAL) ROME
80	RAVENNA, ITALY
81	CS, ELBA
82	COMFOS, PALERMO
83	NOVA, SAN AMO

24/26 D. Labour, ARHQ
 29 Fiscal Director, ARHQ
 30 FA, ARHQ
 31 D.F.I.O., ARHQ
 32 OS, ARHQ
 33 OS, ARHQ
 34/36 OS Fifth Army (Attn: 0-4)
 35/38 DAF, ITALY
 39 USAAF/AFHQ
 40/43 AFHQ/AFHQ
 44/45 HQ 214 Gr. RAF
 46 FA, ITALY
 47/48 HQ Eighth Army
 49/50 Rear HQ 13 Corps (Includes one for Local Sub-Committee for infm)
 51 DSP, USMC, CMF
 52/53 OS, FAS (Includes copy for Local Sub-Committee for infm)
 54/55 OS, FAS (South) (Includes copy for Local Sub-Committee for infm)
 56 HPA, FAS
 57 HPA, FAS (South)
 58/60 HQ 2 District (Includes copy for Local Sub-Committee for infm)
 61/70 HQ 3 District (" " " " " ")
 71/76 HQ Rome Area Allied Command (Includes copy for Local Sub-Committee for infm)
 77/78 HQ Adriatic Base Command
 79 HQ (FOCALI) ROME
 80 GENOVA, ITALY
 81 OS, TARANTO
 82 COMUS, PALERMO
 83 NOIC, TARANTO
 84/85 NOIC, NAPLES
 86 NOIC, ANCONA
 87 NOIC, TRIESTE
 88 NOIC, VENICE
 89 NOIC, GENOA
 90 SWO, Eastern Sicily
 91 C-in-C Med. Representative, ROME
 92 MAFD
 93 USA
 94 Chief Commissioner, ALCOM
 95 HQ, ALCOM
 96 Vice-President, Economic Section HQ ALCOM
 27/102 Economic Section, HQ ALCOM
 103 Finance Sub-Commission
 104/105 Labour Sub-Commission
 106 MAF & Shipping Sub-Commission
 107 Chairman, Labour & Wages Control Committee
 108 C-in-C Command Pay Office, CMF
 109/111 War Diary
 112 File
 113/150 Spares

TEXT OF MESSAGE DATED 3 SEP 45 RECEIVED 1 PM AFHQ

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

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

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

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

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

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

Recommendation of Committee should be cabled to AFHQ at earliest.

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Chief Comm.

COPY NO: 99

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

Postal Address :
AFHS, HOME AREA
ALLIED COMMAND,
C. M. F.

TEL : 65275 ROME

23rd August 1945

LRS/2144.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - MINUTES

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

PRESENT:

Chairman

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

Representatives of:

C-in-C, Med.
C-in-C RAF MED/ME
Labour, AFHQ
CG, MFOUSA
D.M.A., ITALY
AAFSC/ATO
CG, P&C
HQ, 1 District
HQ, 2 District
HQ, 3 District
CG, Home Area Allied Command
HQ, Aerial Base Command
HQ, ALCOM

5124 I. ATTENDANCE:

Chiefs of Section, AFHS AFHQ

P.A., AF

Acting Director, Food Sub-Commission, ALCOM

199. The thirty-seventh meeting of the Board of Allied Forces (AFRS) Conference Room, was held on Thursday, 23 August 1945, in the AFIRS (AFRS) Conference Room, Rome.

PRESENT:

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

Representatives of:

C-in-C, Med.
C-in-C AF MED/AF
Labour, AFHQ
CG, MTOUSA
D.M.R., ITALY
AARSC/STO
CG, I-8
HQ, 1 District
HQ, 2 District
HQ, 3 District
CG, Rome Area Allied Command
HQ, Aviation Base Command
HQ, ALCOM

5124 ATTENDANCE:

Chief of Section, AFIRS AFHQ
P.A., AF
Acting Director, Food Sub-Commission, ALCOM

& Representatives of:

P.A., AFHQ
HQ, 13 Corps

200. MINUTES OF THE THIRTY-SIXTH MEETING:

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

201. MEETING OF THE BOARD:

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

202. SUPPLY OF FOOD TO ITALIAN CIVILIANS:

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

/It was.....

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- 2 -

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

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

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

205. LOCAL SUB-COMMITTEES:

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

(a) Rome Area Allied Command	50 JUL 45
(b) HQ 3 District	- 5 JUN 45
(c) HQ 2 District	- 23 JUL 45
(d) HQ 13 Corps	- 26 JUL 45
(e) HQ 4 District	- 30 JUL 45
(f) HQ 1 District	- 7 AUG 45
(g) P.E.S.	- 4 AUG 45

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

The Committee agreed that when Local Sub-Committees were covering local Allied Force wages and bonuses with the prevailing rates in Italian industry, the maximum of the Allied Force basic wage would normally be used. It was pointed out clearly state their reasons, then less than the maximum

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

(a) Rome Area Allied Command	-	30 JUL 45
(b) HQ 5 District	- 32 Area	- 5 JUN 45
(c) HQ 2 District	- ALLIAN	- 23 JUL 45
(d) HQ 13 Camps	- RERSTE	- 26 JUL 45
(e) HQ 1 District	- ANCONA	- 30 JUL 45
(f) HQ 4 District	- ANCONA	- 7 AUG 45
(g) P.B.S.	- PADMORA	- 4 AUG 45

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

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

204. HQ 1 DISTRICT LOCAL SUB-COMMITTEE

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

205. INCREASE OF FOREMAN'S PAY:

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

/Para 206.. ..

- 3 -

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

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

207. NO 3 DISTRICT LOCAL SUB-COMMITTEE - ARL:

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

208. PAI IN LIEU OF NOTICE:

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

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

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

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

On putting the proposal to the vote, seven members voted for and five against and it was agreed that in view of the Board's instructions, the proposal should be passed to the next meeting.

5123

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

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

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

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

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

209. ATTACHMENT TO BASIC WAGE SCALES:

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

210. COST OF LIVING BONUS - PAYMENT OF:

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

211. LIBERATION BONUS:

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

/Para 212.

- 4 -

212. OVERTIME - COMPUTATION OF:

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

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

213. WOMEN RATES OF PAY:

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

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

The Committee agreed to this suggestion and A.F. 33 (AMHQ) undertook to inform Local Sub-Committees accordingly.

214. MEMBER SHIP:

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

- (a) That membership of HQ 21st Army be cancelled.
- and (b) That HQ 13 Corps be granted membership of the Committee.

215. NEXT MEETING:

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

0910

The Financial Adviser AFIP suggested that in making recommendations under AFHQ Administrative Memorandum No. 45 of 1945 the customary differential of 15% between male and female rates be applied by the I Sub-Committee after arriving at the rates for males in private industry except as regards those exceptional cases where women rates prevail.

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

214. MEMBERSHIP:

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

- (a) That membership of HQ British Army be cancelled,
- and (b) That HQ 13 Corps be granted membership of the Committee.

215. NEXT MEETING:

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

SJH/ya.

[Handwritten signature]

J. B. LOUDEN, Major, DCMG,
Secretary,
A. F. S. S. (ITALIAN) BOARD.

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(See page 5)

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APPENDIX I.HEADQUARTERS
PENINSULAR BASE SECTION
APO 702

AG 243.4 BFEPA

August 7, 1945.

SUBJECT: Overtime.

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

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

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

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

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

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

5121

FOR THE COMMANDING GENERAL:

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



1633
CC Command

AUG 18 RECL

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

Postal Address :
AWIPS, ROME AREA
ALLIED COMMAND,
O. M. T.

TEL : 66275 ROME

16th August 1945

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE

ADDENDUM TO AGENDA

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

1. To receive a request from HQ MICUSA (Appendix 1) regarding the payment of the Cost of Living Bonus.
2. To receive and consider a request from the ACIL through HQ ALOC for the payment of a "Liberation Bonus" to Allied Force civilian employees. A précis of the request agreed for the payment of the bonus in civilian industry is attached at Appendix 2.

[Signature]

S.J.B. LOUDEN, MAJOR, DAME,

Secretary,
A. F. L. R. (ITALIAN) BOARD.

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ADDENDA TO AGENDA

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

1. To receive a request from HQ 140323A (Appendix 1) regarding the payment of the Cost of Living Bonus.
2. To receive and consider a request from the CIL through HQ ALCO for the payment of a "Liberation Bonus" to Allied Forces civilian employees. A précis of the contract agreed for the payment of the bonus in civilian industry is attached at Appendix 2.

5120

[Signature]
 S. J. E. LOBBEN, Major, DMC, Secretary,
 A. F. L. R. (ITALIAN) BOARD.

DISTRIBUTIONAs per Agenda.

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Appendix 1.

Headquarters
Mediterranean Theater of Operations
United States Army
APO 312

Civilian Personnel Division.

19 August 1945.

SUBJECT: Cost-of-Living Bonus.

TO : Chairman, Labour & Wages Control Commission,
c/o AFPS, SMC, APO 314, U.S. Army.

1. Reference is made to paragraph 6b2 of AFHQ Administrative Order 34. Several questions have arisen among subordinate units as to the proper interpretation of this paragraph in connection with the establishment of a 40 hour week. It is our interpretation that for work performed in any one calendar day, only one daily cost-of-living bonus may be paid. Likewise, in any one calendar month, the maximum permissible monthly cost-of-living bonus, as listed in App. B of AFHQ Administrative Order 34, may not be exceeded.

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

(Signed) ROGER A. CROSBY,
Lt Colonel, AGC,
Asst Adj Gen.

Copy to: D/Labour
Fiscal Dir.
F.A. British.

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Appendix 2.

Excerpts of an Agreement reached on 4 Aug 45 between the General Confederation of Industry and the General Confederation of Labour.

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

- 1) Men and women over 21 entitled to family allowances 3000 lire
- 2) Men and women between 18 and 21 entitled to family allowances 2500 lire
- 3) Men and women above 18 not entitled to family allowances 2500 lire
- 4) Men and women between 16 and 18 1500 lire
- 5) Juveniles between 14 and 16 1000 lire

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

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

5118



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ALLIED, ROME AREA
ALLIED COMMAND,
P. O. B.

TEL: 66275 ROME

13th August 1945

ERS/2144A.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARDLABOUR & WAGES GENERAL COMMITTEE - ROME

The thirty-seventh meeting of the Labour & Wages General Committee will be held at 0730 hours on Thursday, 23 AUG 1945 in the ALLIED AREA Conference Room, 2nd Floor, 68 Piazza del' Eredra, ROME, to consider the following agenda:-

1. Minutes of the thirty-sixth meeting held on 19 JUL 1945.
2. To consider any matters arising out of the meeting of the Board held on 4 AUG 1945.
3. To receive the minutes of the meetings of the following Local Sub Committees:-

- | | |
|---|----------------|
| (a) Rome Area Allied Command Local Sub-Committee - ROME
meeting of 30 JUL 45 | (Appendix "A") |
| (b) No 3 District Local Sub-Committee - 52 ARMA
meeting of 5 JUN 45 | (Appendix "B") |
| (c) No 2 District Local Sub-Committee - MILAN
meeting of 23 JUL 45 | (Appendix "C") |
| (d) 13 Corps Local Sub-Committee - TRIESTE
meeting of 26 JUL 45 | (Appendix "D") |
| (e) No 1 District Local Sub-Committee - ARCONA
meeting of 30 JUL 45 | (Appendix "E") |
| (f) No 4 District Local Sub-Committee - PADOVA
meeting of 7 AUG 45 | (Appendix "F") |

501/171

- Estimated 7,000,000,000

- 2 -

7. To receive the comments of the Financial Authorities on the study of rates of wages made in the Bari area by HQ 5 District.
8. To consider the proposals submitted by HQ ALCON to the last meeting (minute 191 refers) on the Supply of Food to Italian Civilian Employees of the Allied Forces.
9. To consider a proposal (Appendix "J") submitted by HQ ALCON for the payment of a wage in lieu of notice to civilian employees of the Allied Forces.
10. To consider a proposal submitted by Rome Area Allied Command that the 15% differential for females in professional grades should be abolished and an amendment made to Appendix "I" of AFHQ Admin. Memo. No 34 of 1945 by the insertion of "(Male or female)" after the grade of "Professional Worker (Electrical Engineer, Doctor, Lawyer, Dentist, and Construction, Civil or Mechanical Engineer)".
11. Any other business.
12. To set a date for the next meeting.



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

SUBJ/ES.

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accollected an "anonymized" name to appear in the "Male or Female" after
 Memo. No 34 of 1945 by the insertion of "(Male or Female)" after
 the grade of "Professional Worker (Electrical Engineer, Doctor,
 Lawyer, Dentist, and Construction, Civil or Mechanical Engineer)".

11. Any other business.

12. To set a date for the next meeting.

[Handwritten signature]

S. J. B. LOURENCO, Major, D40MG,
 Secretary,
 A. F. L. R. (ITALIAN) BOARD.

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17	C-4 (B), AFHQ (for LOMC)
18/19	C-5, AFHQ
20	C(AR), AFHQ
21	Engg (E), AFHQ
22	DES, AFHQ
23	S & W, AFHQ
24	Ord (B), AFHQ
25	RMT, AFHQ
26/27	Labour, AFHQ
28	Fiscal Director, AFHQ
29	P.A., AFHQ
30	D.P.I.C., AFHQ
31	C.O., MCHS4
32	C.F.A., MCHS4
33/35	C.C., Fifth Army (Attn: C-4)
36/37	L.H.C., ITALY
38	USAAF/ATO
39/42	AFSC/ATO
43/44	HQ, 214 Group RAF
45	P.A., RAF
46/47	HQ, Eighth Army
48/49	HQ, VIII Corps (Includes one for Local Sub-Committee)
50	
51/52	C.C., P.B.S. (Includes one for Local Sub-Committee)
53/54	C.C., P.B.S. (South) (Includes one for Local Sub-Committee)
55	B.F.A., EBS
56	B.F.A., EBS (South)
57/61	HQ, No 1 District (Includes one for each Local Sub-Committee)
62/64	HQ, No 2 District (Includes one for each Local Sub-Committee)
65/71	HQ, No 3 District (Includes one for each Local Sub-Committee)
72/77	C.C., Rome Area Allied Command (Includes one for Local Sub-Committee)
78/79	HQ, Atlantic Base Command
80	N.A. (VULLE), AFHQ
81	SENAHESNO, ITALY
82	C.S., TIRANTO

24 C.O. (B), AFHQ
 25 HHC, AFHQ
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 30 D.P.I.C., AFHQ
 31 C.O., MATSURA
 32 G.P.A., AFHQ
 33/35 C.O., Fifth Army (Attn: G-4)
 36/37 D.A.R., ITALY
 38 USARP/MTC
 39/42 AFCS/ATO
 43/44 HQ, 244 Group PAP
 45 P.A., KAF
 46/47 HQ, Seventh Army
 48/49 HQ, VIII Corps (Includes one for Local Sub-Committee)
 50 C.O., P.R.S. (Includes one for Local Sub-Committee)
 51/52 C.O., P.S.S. (South) (Includes one for Local Sub-Committee)
 53/54 D.P.A., PES
 55 P.F.A., PES (SOUTH)
 56 HQ, No 1 District (Includes one for each Local Sub-Committee)
 57/64 HQ, No 2 District (Includes one for each Local Sub-Committee)
 62/64 HQ, No 3 District (Includes one for each Local Sub-Committee)
 65/71 C.O., Rome Area Allied Command (Includes one for Local Sub-Committee)
 72/77
 78/79 HQ, Adriatic Base Command
 80 F.N. (NORLIT), NFE
 81 SERRAVALLO, ITALY
 82 C.S., TIRANNO
 83 CANCE, PALERMO
 84 NOIO, TARANTO
 85 HIC, NAPLES
 86 NOIO, ANCONA
 87 NOIO, TRIESTE
 88 NOIO, VENEZIA
 89 NOIO, GENOVA
 90 S.S.O., Eastern Sicily
 91 C-in-C, Med., Representative, ROADM
 92 H.A.T.F.
 93 W.S.A.
 94 Chief Commissioner, AFCTM
 95 HQ, AFCTM
 96 Vice-President, Economic Section
 97/102 Economic Section
 103 Finances Sub-Commission
 104/105 Labour Sub-Commission
 106 MTS & Shipping Sub-Commission
 107 Chairman, Labour & Wages Control Committee
 108/110 War Diary
 111 File
 112/146 Spares.

Appx "A"

COPY No. _____

ROME AREA ALLIED COMMAND.REF. O. 794 U.S. ARMY.LABOUR AND WAGES CONTROL COMMITTEE, AFIRS.ROME AREA SUB-COMMITTEE.MINUTES.

39. The FIFTH meeting of the Rome Area Sub-Committee of the Labour & Wages Control Committee, AFIRS, was held on MONDAY the 5th JULY 45 in the Labour Information Room, Headquarters, Rome Area Allied Command.

PRESENT.

Major C. Easely
Capt. J.A. Maxwell
Lt. Mills Gardner-Clark
Lt. C. Little
Pl. Lt. J.C. Halstead
Lt. N. Theodore
Lt. L.L. Wilkinson
Lt. Gilbert

Chairman.

US Army.

US Army.

Royal Navy.

Royal Air Force.

L.A. ALCOH.

U.S. S.S.

French Army.

IN ATTENDANCE.

Lt. Col. D.A. MacGrath
Major W.A. Cheshire
Capt. R. Flattley
Mr. R. Scott

Hotel Management (US)

Hotel Management (US)

Catering Adviser

H.Q. ALCOH. (Labour

Sub-Commission).

2902 C.L.U.

Major S.H. Clark

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

41. Membership.

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

Service Charges in Hotels and Messes.

After a full review of the case, the Committee adopted the view that

Royal Air Force.
Lt. Col. ALCOCK.
Lt. Col. D.S.
French Army.

Hotel Management (US)
Hotel Management (US)
Catering Adviser
H.Q. ALCOCK. (Labour
Sub-Commission).
2902 C.L.U.

Mt. Lt. J.C. Helstead
Lt. R. Theodore
Lt. L.L. Wilkinson
Lt. Guilbert

Lt. Col. D.A. MacGrath.
Major W.A. Cheshire
Capt. R. Huxley
Mr. R. Scott

Major S.H. Clark

IN ADDITION:

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

41. Membership.

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

5115

Service Charges in Hotels and Messes.

a. After a full review of the case, the Committee adopted the view that the remuneration of employees of hotels and messes should consist of authorised wages only. It was pointed out that the Allied Forces wage scales are designed to combine the remuneration of a hotel employee would receive in civilian employment in the war of both fixed wages and a share of service charges. It was recommended that:

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

Plazaglio	...	Ad Austria
Modigliano	...	" "
Idon	...	Officers' Leave Hotel.
Centrale	...	" "
Imperiale	...	" "

(ii)

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

Continued Sheet 2 (overleaf).

41

- 2 -

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

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

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

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

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

(i) Monthly Wage Group (Clerical and Admin. Grades).	Present MS.		Proposed CLE.	
	lire p. month		lire p. month	
Up to and including 3000 lire per month	1950		3250	1950
From 3001 - 3100 " "	1920		3220	1920
" 3101 - 3200 " "	1870		3170	1870
" 3201 - 3300 " "	1820		3120	1820
" 3301 - 3400 " "	1770		3070	1770
" 3401 - 3500 " "	1720		3020	1720
" 3501 - 5000 " "	1690		2990	1690
" 5001 - 5100 " "	1620		2920	1620
" 5101 - 5200 " "	1570		2870	1570
" 5201 - 5300 " "	1520		2820	1520
" 5301 - 5400 " "	1470		2770	1470
" 5401 and above.	1430		2730	1430
Juveniles	754		754	754

(ii) Hotel Club & Mess Employees.			
Up to and including 3600 lire per month	1325	2225	2225
From 3601 - 3700 lire per month	1275	2175	2175

45. Rates of pay in ALMA and ALMA.
a. Subject to 44(a), the Committee recommends that the cost-of-living bonus in ALMA be increased as follows Oct. 1 and 45. an outline of the case is at appendix "B".

(i) Monthly Wage Group (Clerical and Admin. Grades).		Present MR.		Proposed CLE.	
		lire p. month		lire p. month	
Up to and including 3000 lire per month		1950		3250	1950
From 3001 - 3100	"	1920		3220	1920
" 3101 - 3200	"	1870		3170	1870
" 3201 - 3300	"	1820		3120	1820
" 3301 - 3400	"	1770		3070	1770
" 3401 - 3500	"	1720		3020	1720
" 3501 - 5000	"	1690		2990	1690
" 5001 - 5100	"	1620		2920	1620
" 5101 - 5200	"	1570		2870	1570
" 5201 - 5300	"	1520		2820	1520
" 5301 - 5400	"	1470		2770	1470
" 5401 and above.	"	1430		2730	1430
Juveniles		754		754	754

(ii) Hotel Club & Mess Employees.		Present MR.		Proposed CLE.	
Up to and including 3600 lire per month		1325		2225	2225
From 3601 - 3700 lire per month		1275		2175	2175
" 3701 - 3800	"	1225		2125	2125
" 3801 - 4900	"	1175		2075	2075
" 4901 - 5000	"	1125		2025	2025
" 5001 - 5100	"	1075		1975	1975
" 5101 - 5200	"	1025		1925	1925
" 5201 and above	"	955		1855	1855
Juveniles		130		130	130

(iii) Daily Wage Groups.		Present MR.		Proposed CLE.	
Up to and including 120 lire per day		75		125	75
From 121 - 130	"	72		122	72
" 131 - 135	"	70		120	70
" 136 - 165	"	67		117	67
" 166 - 170	"	65		115	65
" 171 - 175	"	62		112	62
" 176 - 180	"	60		110	60
" 181 and above	"	57		107	57
Juveniles		55		105	55
		29		29	29

Continued Sheet No. 2.

- 3 -

43. a. These increases will bring the total remuneration of Allied Forces employees in AQUILA more into line with the legal Provincial rates of pay. As previously in the case of Rome, the comparison was made with the civilian rate of pay for males with 3 dependents and females without dependents.
- b. The Committee considered RLAM rates of pay as set out in Appendix "B" and decided that, pending re-verification of the Italian Industrial Rates given, no action should be taken.
46. No date was set for the next meeting which will be convened when business arises.

G.I.F.
CE/FF.

W. E. Smith
C. E. SMITH, Major,
Chairman,
A/ADL HQ Rome Area.

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2. Commander, British Troops, Rome.
3. Commanding-General, HQ PBS.
4. Commanding-General, French Forces, Italy.
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6. Senior British Naval Officer, HQ AC.
7. Commander, No. 2 RAF Base Area.
8. Establishment Section, HQ Allied Commission.
9. CAO, AFHQ.
10. Labour Directorate, AFHQ.
11. AUCOL, Rome.
- 12/14. AFHQ, Rome.
15. G-4 (US) RAAC.
15. G-4 (Br) RAAC.
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1. Labor Sub-Commission, HQ AC.
21. DDL 1 District.
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5. Senior USN Liaison Officer (Italy) HQ AC.
6. Senior British Naval Officer, HQ AC.
7. Commander, No. 2 RAF Base Area.
8. Establishment Section, HQ Allied Commission.
9. C-0, AFHQ.
10. Labour Directorate, AFHQ.
11. ALCOG, Rome.
- 12/14. AFIRS, Rome.
15. G-4 (US) RAAC.
16. G-4 (Br) RAAC.
17. 2902 CLU.
- 1-/20. Labor Sub-Commission, HQ AC.
21. DDL 1 District.
22. ADL 2 District.
23. DDL 3 District.
24. DDL 8 Army.
27. ADL 13 Team PASO.
28. ADL 14 Team PASO.
29. ADL 15 Team PASO.
- 30/35. HQ 3 District.
36. HQ 52 Area.
37. HQ 54 Area.
38. HQ 56 Area.
39. HQ 94 Sub-area.
40. HQ 209 Sub-area.
41. Hotel Management (US) RAAC.
42. Hotel Management (Br) RAAC.
- 43/55. Attending Officers.
- 55/80. Spares.

PLUS 100 copies AFIRS.

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SPECIAL COMPARISON TABLE: CIVILIAN LABOUR R

Grade	Male or Female	Rome Province Basic Rate			Base Pay	Plus	
		Basic Max	PLUS C of L	TAKE HOME		Presence Indemnity	3 Depend- ents
I. UNSKILLED LABOUR.					Total	Trades	
Unskd. Labr without family	Male	95	175	270	72	18	-
" " with "	"				72	18	30
Unskd Labr without "	Female	81	100	181	56	10	-
" " with "	"				56	10	30
					Building Trades.		
Unskd labr without "	Male	95	175	270	49	19	-
" " with "	"				49	19	30
					Commercial Rates.		
II. ADMIN. CLERICAL & OFFICE GRADINGS.					2263	450	-
Clerk without family	Male	3960	4290	8250	2263	450	884
" with "	"				2263	450	-
" without family	Female	3366	2420	5736	1337	250	-
" with "	"				1337	250	884
Typist without family	Male	3960	4290	8250	1612	450	-
" with "	"				1612	450	884
" without family	Female	3960	2340	6300	1505	250	-
" with "	"				1505	250	884
Accountant without family	Male	5940	4030	9970	3004	450	-
" with "	"				3004	450	884
" without family	Female	5049	2270	7319	3004	250	-
" with "	"				3004	250	884

NOTES:

1. In view of the differential between the CLB for Male and Female employees introduced in 1941, as presented by the Italian Chamber of Labour, Rome Province, in connection with unskilled labour in connection with Administrative, Clerical and Office employees, to the effect that females receive lower rates than males.
2. In the above comparative table, industrial and commercial rates cited are the legal minimum rates for individual employees more. No account has been taken of the 13th month bonus paid by employers.
3. The difference between a man's and a woman's total emoluments (especially when the employee is in the industrial and commercial rates of pay as it is in the present Allied Forces Wage Scale) does not differentiate between males with and without dependents.
4. The Allied Forces Wage Scale does not differentiate between females with and without dependents. The Allied Forces rates for industrial & commercial rates for males with dependents, whereas the Allied Forces rates for females without dependents.

SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES.

APPENDIX "A"

Province Basic Rate		Base Pay	Plus						Italian Rates		Minus	
PLUS C of L	TAKE HOME		Presence Indemnity	3 Dependents	Caro-Vita	Cont. & Caropane	Social Insurance	TAKE HOME				
		Total Trades										
175	270	72	18	-	35	128	1.5	251.5				
		72	18	30	35	128	1.5	281.5				
100	131	56	10	-	25	90	1.5	179.5				
		56	10	30	35	128	1.5	257.5				
		Building Trades.										
175	270	49	18	-	35	128	1.5	228.5				
		49	18	30	35	128	1.5	258.5				
		Commercial Rates.										
4290	8250	2263	450	-	1050	3840	117	7491				
		2258	450	884	1050	4125	117	8777				
2420	5736	1337	250	-	750	2700	108	5429				
		1337	250	884	1050	4125	108	8038				
4290	3250	1612	450	-	1050	3840	104	6848				
		1612	450	884	1050	4125	104	8017				
2340	6500	1505	250	-	750	2700	102	5103				
		1505	250	884	1050	4125	102	7712				
4030	9970	3004	450	-	1050	3840	131	8213				
		3004	450	884	1050	4125	131	9382				
2270	7319	3004	250	-	750	2700	131	6573				
		3004	250	884	1050	4125	131	9182				

the CLE for Male and Female employees introduced in Rome w.e.f. the 1 May '45, a case has been brought before the Labor Sub-Commission, A.C. in connection with unskilled labour and by the Labor Sub-Commission, A.C. for Industrial and Office employees, to the effect that female rates for these grades are now too low.

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

A woman's total emoluments (especially when the employee has dependents) is not so marked in the present Allied Forces Wage Scale in Rome.

The difference between males with and without dependents and it is not suggested that it should be the same for females without dependents. The Allied Forces rates for males shown above do however approximate the rates for females with dependents, whereas the Allied Forces rates for females approximate the industrial & commercial rates for males without dependents.

APPENDIX "B"ROUSSI SUB-COMMISSION OF THE LABOUR
AND WAGES COMMISSION CO. 1945-1946QUESTIONS

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

Various.

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

Provincial Uffici del Lavoro.

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

Investigations by 2901 CLU.

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

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

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

An addition to the Cost-of-Living Bonus.

6. Effective date and area of award.

Effective 1 AUGUST, 1945 and in that part of AOUTILA Province within AAO boundaries.

Investigations by 2902 CLU.

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

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

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

An addition to the Cost-of-Living Bonus.

6. Effective date and area of award.

Effective 1 AUGUST, 1945 and in that part of AQUILA Province within RMO boundaries.

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

Grade	Allied Force Basic Rate				Base Pay	Presence Indemnity	3 Dependents	PLUS Caro-vita.
	Male or Female	Basic Max	Plus C of L	TAKE HOME				
<u>AQUILA.</u>								
Cook	Male	4000	1175	5175	2125	420	945	900
Clerk	"	3600	1690	5290	1785	468	1189	900
Carpenter	"	120	75	195	72	13	28	30
Baker (Pasta Maker)	"	120	75	195	114	13	28	30
Chauffeur Mechanic	"	125	72	197	57	13	28	30
Unskilled lab.	"	85	75	160	52	13	27	30
"	Female	72	75	147	20.40	7.80	-	30
					20.40	7.80		
<u>RIETI.</u>								
Cook	Male	4000	1175	5175	990	420	840	900
Clerk	"	3600	1690	5290	2310-3450	420	840	900
Carpenter	"	120	75	195	40	10	28	30
Chauffeur Mechanic	"	125	72	197	64	10	28	-
Unskilled lab.	"	85	75	160	15	-	27	-
"	Female	72	75	147	50	-	-	-

* Caropane only.

NOTES:

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

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

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

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

APPENDIX "B" (Continued).

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

Rate	TAKE HOME	Base Pay	Presence Indemnity	3 Dependents	Italian Industry Rates			TAKE HOME
					PLUS	Caropanc & Cont	MINUS Social Insurance	
					Caro-vita.			
	5175	2125	420	945	900	3000	36	7354
	5290	1765	458	1189	900	3600	71	7371
	195	72	13	28	30	105	1.5	246.5
	195	114	13	28	30	50	1.5	263.5
	195	114	13	28	30	115	1.5	241.5
	197	57	13	28	30	105	1.5	226.5
	160	52	13	28	30	105	1.5	183.7)
	147	20.40	7.80	27	30	95	1.5	151.7)
		20.40	7.80	-	30			
	5175	990	420	840	900	3090	45	7195
	5290	2310-3450	420	840	900	3090	45	7515-8655
	195	40	10	28	30	116	1.5	222.5
	197	64	10	28	30	96	1.5	226.5
	160	13	-	28	-	12 *	1.5	222.5
	147	38	-	27	-	12 *	1.5	125.5

British Units) employ the following in Aquila and Rieti :

	Aquila	Rieti
visory	15	5
	73	158
otels, etc.)	164	45
	50	105
	<u>302</u>	<u>313</u>

AQUILA, as local industry and commerce are negligible and there is a large body of AC
led workers are difficult to obtain at prevailing Allied Forces Rates. In RIETI there
Allied Units at prevailing rates.

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

"B"
APPENDIX

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

Present:

Major	L.A. LOUDON,	(Chairman)	D.A.Q.M. G.
Major	G.H. SAIL,		66 Group Pwr Corps
Major	H.R.G. HURST		DADL, (Civil).
Major	W. BROWN		82 CRE (Wks).
Major	R.J. ALLEN		Port Supt.
Capt.	D.J. UNDERWOOD		91 Garrison
Lt. Comd.	T.P. LEABOURNE		Sec to W.O.I.C.
Lieut.	J.T. BARRON,		OCW IN TORONTO
Lieut.	W.J. McILROY		OC 740 Service Station

MINUTES OF PREVIOUS MEETING

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

INCREASE IN RATES OF PAY TO CIVILIAN EMPLOYEES

2. The Chairman read extracts from 3 District letter on "Civilian Labour - Local Sub-Committees", and stated that in accordance with the policy expressed therein and to avoid possible future labour difficulties in the area, it was the opinion of this HQ that wage inequalities should be rectified to the benefit of civilians in Allied employ.
3. DALL stated that the Sub-Committee at its first meeting held on 7 May 45 had arrived at the conclusion that our rates were lower by approximately 30 lire per day than those prevailing in civilian industry, and pointed out that an additional factor had since arisen of a special bonus, amounting in some cases to 5,000 lire, being paid by civilian firms for V-E Day. DALL therefore now proposed that the present Allied Forces Cost of Living Bonus should be increased wef 16 June 45 by the following amounts:-

(a) Employees not receiving any payment in kind:

(1) Daily Wage Group.

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- 0 9 3 7
1. Minutes of last meeting, held on 14 May 45, were taken as read, all members having had a copy.

INCREASE IN RATES OF PAY TO CIVILIAN EMPLOYEES

2. The Chairman read extracts from 3 District letter on "Civilian Labour - Local Sub-Committees", and stated that in accordance with the policy expressed therein and to avoid possible future labour difficulties in the Area, it was the opinion of this HQ that wage inequalities should be rectified to the benefit of civilians in Allied employ.
3. DADL stated that the Sub-Committee at its first meeting held on 7 May 45 had arrived at the conclusion that our rates were lower by approximately 30 lire per day than those prevailing in civilian industry, and pointed out that an additional factor had since arisen of a special bonus, amounting in some cases to 5,000 lire, being paid by civilian firms for V-E Day. DADL therefore now proposed that the present Allied Forces Cost of Living Bonus should be increased wef 16 June 45 by the following amounts:-

(A) Employees not receiving any payment in kind:

(i) Daily Wage Group.

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

(ii) Monthly Wage Group.

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

(B) Employees receiving payment partly in kind

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

4. Port Supt stated he was uncertain of the position regarding stevedore gangs, but as far as unskilled was concerned he approved of the proposed increase.
5. DADL stated that the Stevedoring Contract was now being revised and that it had been found necessary to provide for an increase in remuneration approximating to the increase now recommended for direct employees.
6. 32 CRE stated he approved of the general increase if the resulting wage-level would be adhered to by everyone concerned, but not if civilian employers were going to grant a further increase.

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/7.....

- 2 -

7. DALL pointed out that the majority of wage agreements in civilian industry now laid down minimum not maximum figures, and recommended that the proposed increase in CLE be adopted as an interim measure and future developments carefully watched.
8. The proposal made by DALL in para 3 above, seconded by the Port Supt was then put to the vote and carried unanimously.

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

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QUESTIONNAIRE

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

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

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

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

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

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

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

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

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

Increase in amount of original Cost of Living Bonus.

511.1

Effective date and Area of the Award.

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

41

SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES : JUN 4

Unit Affected	Location	Loss		Nos	Unit Affected								
		Grade											
748 Service Sta RENE.		Carpenters		2	Note: When calculating the Take-Home rate as paid by Italian Industry, the "Notional Family" will be used, consisting of Man, Wife and two dependents children.								
		Fitters		4									
		Electricians		4									
		Blacksmiths		1									
		Coppersmiths		1									
	N or D	BUFF BOOK Rates				ITALIAN INDUSTRY							
		Basic Max	PLUS		TAKE HOME	Basic Max	PLUS						
			C of L	Care pane			"Inden- za" +	Wife	2 chiln	Care vita	Care pane	Risk Bonu	++
U/S Lab	D	85	60	15	160	34.34	10	10	16	30	100	12.50	2
Mason	D	125	57	15	197	59.50	10	10	16	30	100	12.50	2
Carpenter	D	120	60	15	195	57.10	10	10	16	30	100	12.50	2
Mechanic	D	135	52	15	202	54.50	10	10	16	30	100	-	2
Painter	D	120	60	15	195	61.98	10	10	16	30	100	-	2
Driver	D	105	60	15	180	54.50	10	10	16	30	100	-	2
Electrician	D	135	52	15	202	41.42	10	10	16	30	100	-	2
Rigger	D	120	60	15	195	41.42	10	10	16	30	100	-	2
Fitter	D	135	52	15	202	59.46	10	10	16	30	100	-	2
Chief Clerk	M	5400	1080	390	6870	2509	390	276	408	780	2600	-	52
Clerk	M	3600	1300	390	5290	1407	390	276	408	780	2600	-	52
Typist	M	3600	1300	390	5290	771	390	276	408	780	2600	-	50

NOTES: + Under "Indenza" is shown the Presence Indemnity.

++ The rates shown in the "Bonuses" column are approximations of what a worker in the industry would receive in bonuses granted at Christmas, Easter, V-E Day, etc.

COMPARISON TABLE : CIVILIAN LABOUR RATES : JUN 45

L COMPARISON TABLE : CIVILIAN LABOUR RATES : JUN 49														
		Unit Affected				Location		Loss						
Nos		Note: When calculating the Take-Home rate as paid by Italian Industry, the "Notional Family" will be used, consisting of Man, Wife and two dependents children.						Grade			Nos			
ITALIAN INDUSTRY Rates														
		PLUS								MINUS			TAKE HOME	
Basic Max		"Indon-za" +	Wife	2 childn	Care vita	Care pane	Risk	Bonuses ++	Spec Alloc	Gross Rate	Insur Cent.	Inc Tax	Total Deductions	
0	34.34	10	10	16	30	100	12.50	20	-	232.34	6	8	14	218.34
7	59.50	10	10	16	30	100	12.50	20	-	258.00	7	9	16	242.00
5	57.10	10	10	16	30	100	12.50	20	-	255.60	7	9	16	239.60
2	54.50	10	10	16	30	100	-	20	-	240.50	6	9	15	225.50
5	61.98	10	10	16	30	100	-	20	-	247.98	6	9	15	232.98
0	54.50	10	10	16	30	100	-	20	-	240.50	6	9	15	225.50
02	41.42	10	10	16	30	100	-	20	30	257.42	7	9	16	241.42
95	41.42	10	10	16	30	100	-	20	30	257.42	7	9	16	241.42
02	55.46	10	10	16	30	100	-	20	30	275.46	7	10	17	258.46
70	2509	390	276	408	780	2600	-	520	-	7483	223	552	775	6708
90	1107	390	276	408	780	2600	-	520	-	6381	195	449	644	5737
90	771	390	276	408	780	2600	-	520	-	5745	180	389	569	5176

Presence Indemnity.

Presence Indemnity.

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"C"
APPENDIX

HQ No. 2 District, CMF.
4865/7/Q2

26 Jul 45

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

2 DISTRICT LOCAL SUB-COMMITTEE

MINUTES

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

PRESENT

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

MEMBERS - Lieut F. HENDERSON, HWVR, RN Base, GENOA
Major F.G.R. VINCENT, DAQMG(2), No. 2 District
Lt-Col D.H. ALEXANDER, OC 91 Group PG
Major D.L. VENESE, 2809 C.L.U.
Major A. SEGURA, 2917 C.L.U.
Major L. HENDERSON, 2918 C.L.U.
Mr. Joseph DI RIDE, AMG LOMBARDIA
Major E. SCICLUNA, AMG PIEMONTE

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

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

PRESENT

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

MEMBERS - Lieut F. HENDERSON, RVR, RM Base, GENOA
Major F.G.R. VINCENT, DA2MG(2), No.2 District
Lt-Col D.H. ALEXANDER, OC 94 Group FC
Major D.L. VERNES, 2909 C.L.U.
Major A. SEGUNA, 2917 C.L.U.
Major L. HENDERSON, 2918 C.L.U.
Mr. Joseph DI RIDE, AGC LOMBARDIA
Major E. SCICLUNA, ANG PIEMONTE

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

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

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

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

The representatives of AGC stated that the Italian State employees, irrespective of sex, are paid the same basic rates with dependent allowances.

It was decided that:

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

...../ (b)

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- (b) the rates of pay of civilians employed by Italian industries in the various parts of the territory under the jurisdiction of the Sub-Committee, with the exception of the Provinces of PIACENZA and PARMA, were similar and on an average approximately 90 Lire higher than the Allied Forces employees Take Home packet.
- (c) the present Military rates of pay in the Provinces of PIACENZA and PARMA compare favourably with those of the civilian industries in those provinces. It was further pointed out that No. 1 District Sub-Committee had not as yet found it necessary to implement fully the first Cost of Living Bonus in that part of Emilia which falls under the jurisdiction of No. 1 District Local Sub-Committee.

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

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

13. REVISION OF BASIC RATE FOR EXECUTIVE TRADES

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

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

14. RACE RATES - ROYAL NAVY

Reference was made to Minute 6 of the last meeting of the Sub-Committee. Royal Navy stated that new provisional rates for such positions as Assistant

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

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

13. REVISION OF BASIC WAGE FOR EXECUTIVE TRAITS

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

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

14. WAGE RATES - ROYAL NAVY

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

15. CLERICAL AND ADMINISTRATIVE GRADES

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

16. MECHANICS

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

...../ 17.

- 3 -

17. SUPPLY OF FOOD TO ITALIAN CIVILIANS

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

18. NEXT MEETING

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

(Signed) ??????

Major,
Secretary.

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(H)

Appendix 'A' to HQ No 2 District
letter 1865/7/22 dated 25 Jul 45

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

QUESTIONNAIRE

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

(M.B. - Except where otherwise stated rates are those of Engineering f

[illegible]

SPECIAL COMPARISON TABLE - CIVILIAN LABOUR RATES MILAN

Where otherwise stated rates are those of Engineering firm of FAIRK)

Appx 'B' to HQ No 2 District
Letter 1865/7/82
dated 26 Jul 45.

Italian Industry Rates											
Take Home	Base Pay	Presence Indemnity	Wife	PLUS				Cottino	MINUS		Take Home
				2 Children	Cara Vita	Meal Allow	Mer Bonus		Social Ins.	Income Tax	
5290	4000			426		250	3750			367	8059
6870	5550			426		250	3750			509	9467
8250	7500			426		250	3750			688	11238
5290	1800			426		250	3750			165	6061
172	68			16		20	150			3	251
197	114			16		10	150			6	284
195	88			16		15	150	47		5	311
195	76	-	-	16	-	20	130	-	-	4	238
190	110			16		20	150			6	290
202	117	-	-	16		10	150	-	-	6	287
197	88			16		15	150	47	-	4	312
202				16		15	150	38	-	5	310
175	96	-	-	16	-	10	150	-	-	5	267
202	96	-	-	16	-	10	150	-	-	5	267
202	114	-	-	16	-	10	150	-	-	6	284
160	85	-	-	16	-	10	150	-	-	4	257

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SPECIAL COMPARISON TABLE - CIVILIAN LABOUR RATES GENOA

Allied Force Basic Rate					Italian Industry Rates						
Grade	Male or Female	Basic Max	PLUS		Base Pay	Present Indemnity	Wife	PLUS			Be
			C of L	Take Home				2 Child- r	Cara Vita	Real Allico	
<u>ADMINISTRATIVE, OFFICE & CLERICAL</u>											
Clerk, Office	M	3600	1690	5290	3500	-	-	416	-	702	3
Junior Adm Assistant	M	5400	1470	6870	5000	-	-	416	-	702	3
Senior Adm Assistant	M	6800	1430	8230	7500	-	-	416	-	702	3
Telephone Operator	M.F.	3600	1690	5290	3000	-	-	-	-	702	3
Typist											
<u>MESS & CLUB</u>											
Cook	M	4000	1175	5175	131	-	-	16	-	27	
Waiter	M	3700	1225	4925	116	-	-	16	-	27	
<u>CLASSIFIED AGRICAN SKILLED & UNSKILLED</u>											
Blacksmith	M	125	72	197	70	-	-	16	-	27	
Bricklayer	M	120	75	195	70	-	-	16	-	27	
Carpenter											
Driver	M	115	75	190	110	-	-	16	-	27	
Electrician	M	135	67	202	77	-	-	16	-	27	
Mason	M	125	72	197	70	-	-	16	-	27	
Mechanic	M	135	67	202	77	-	-	16	-	27	
Painter	M	120	75	195	70	-	-	16	-	27	
Stereoman	M	100	75	175	72	-	-	16	-	702	
Timekeeper	M	135	67	202	4500	-	-	16	-	27	
Welder	M	135	67	202	76	-	-	16	-	27	
Unskilled Labour	M	85	75	160	60	-	-	-	-	27	
Unskilled Labour	F	72	75	147	48	-	-	-	-		
Unskilled Labour (Juvenile)		45	29	74	40	-	-	-	-		

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Apix 'C' to HQ No 2 District
letter 1865/7/02
dated 26 Jul 45.

SPECIAL COMPARISON TABLE - CIVILIAN LABOUR RATES GENOA

Italian Industry Rates (MILANO)											
Take Home	Base Pay	Present Indemnity	Wife	PLUS				MINUS			
				2 Child-	Cara Vita	Meal Alloc	Emer Bonus	Cottine	Social Ins.	Income Tax	Take Home
0 5290	3500	-	-	416	-	702	3520	-	-	410	7720
0 6870	5000	-	-	416	-	702	3520	-	-	720	8918
0 8230	7500	-	-	416	-	702	3520	-	-	1130	11008
9 5290	3000	-	-	-	-	702	3000	-	-	300	6402
75 5175	131	-	-	16	-	27	120	22	-	7	306
25 4925	116	-	-	16	-	27	120	18	-	6	257
72 157	70	-	-	16	-	27	120	70	-	8	295
75 195	70	-	-	16	-	27	120	70	-	8	295
75 190	110	-	-	16	-	27	120	21	-	6	291
67 202	77	-	-	16	-	27	120	77	-	10	307
72 197	70	-	-	16	-	27	120	64	-	8	289
67 202	77	-	-	16	-	27	120	77	-	10	307
75 195	70	-	-	16	-	27	120	64	-	8	289
75 175	72	-	-	16	-	27	120	62	-	8	289
67 202	4300	-	-	416	-	702	3520	-	-	505	8633
67 202	76	-	-	16	-	27	120	92	-	10	321
75 160	60	-	-	16	-	27	120	48	-	7	264
75 147	48	-	-	-	-	27	100	29	-	3	201
29 74	40	-	-	-	-	27	70	32	-	4	165

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(11)

SPECIAL COMPARISON TABLE - CIVILIAN LABOUR RATES TURIN

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

Allied Force Basic Rate					Italian Industry Rate													
Grade	Male or Female	FLGS			Base Pay	Present Indemn- ity	Wife	FLGS										
		Basic Max	G of L	Take Home				2 Child- ren	Care Vita	Dead Allow	Other Bonus							
<u>ADMINISTRATIVE, OFFICE & CLERICAL</u>																		
Clerk, Office	M	3600	1690	5290	3700	-		426	3450	-	-							
Junior Adm Assistant	M	5400	1470	6870	5000	-		426	3450	-	-							
Senior Adm Assistant	M	6200	1430	8230	7000	-		426	3450	-	-							
Telephone Operator	M	2500	1950	4450	2200	-		426	3450	-	-							
Typist	M	3600	1690	5290	2200	-		426	3450	-	-							
<u>REST & CLUB</u>																		
Cook (CACCIATORI)	M	4000	1175	5175	2500	-				1040								
Waiter	M	3700	1275	4975														
<u>CLASSIFIED ARTISAN SKILLED & UNSKILLED</u>																		
Blacksmith	M	125	72	197	}	(i) 120 (ii) 112 (iii) 104 (iv) 96		17	138									
Bricklayer	M	120	75	195														
Carpenter	M	120	75	195														
Driver	M	115	75	190														
Electrician	M	135	67	202														
Mason	M	125	72	197	}	(i) 120 (ii) 112 (iii) 104 (iv) 96		17	138									
Mechanic	M	135	67	202														
Painter	M	120	75	195														
Storeman	M	100	75	175														
Timekeeper	M	135	67	202														
Welder	M	135	67	202	}	(i) 120 (ii) 112 (iii) 104 (iv) 96		17	138									
Unskilled Labour	M	85	75	160								96	-		17	138	-	-
Unskilled Labour	F	72	75	147								64	-		17	138	-	-
Unskilled Labour (Juvenile)		45	29	74								58	-		-	52	-	-

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Appx 'D' to HQ No 2 District
letter 1865/7/92
dated 26 Jul 45.

COMPARISON TABLE - CIVILIAN LABOR RATES FOREIGN

(otherwise stated rates are for those of R.I.V. and P.I.A.T.)

Italian Industry Rates											
No	Base Pay	Present Indemnity	PLUS					MINUS			Take Home
			Wife	2 Children	Care Vita	Local Allow	Emer Bonus	Cottine	Social Ins.	Income Tax	
90	3700	-		426	3450	-	-	-	All ins etc paid by Employers RIV and FIAT		7576
70	5000	-		426	3450	-	-	-			8876
30	7000	-		426	3450	-	-	-			10876
50	2200	-		426	3450	-	-	-			6076
90	2200	-		426	3450	-	-	-			6076
75	2500	-				1040					4000 average
197											
195											
195											275
190	(i) 120			17	138				Ins etc paid by employers		267
202	(ii) 112			17	138						259
197	(iii) 104			17	138						251
202	(iv) 96			17	138						
195											
175											
202											251
202											212
160	96	-		17	138	-		-			
147	64	-		17	138	-		-			
74	58	-		-	52	-		-			110

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" " "
APPENDIX DREAR H.Q. 13 CORPS
C.M.F.

26 July 1945

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARDLABOUR AND WAGES CONTROL COMMITTEE13 CORPS LOCAL SUB COMMITTEE

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

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

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

Representatives of :-

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

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

- (2) Liaison with No 1 District

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

- (3) Secretary

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

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Membership

It was agreed that in addition to the Chairman, the following should be permanent members:- Rps. of N.O.I.C. - Trieste; R.E. (Wks) 13 Corps; S & T, Trieste; SICO 2912 C.L.U. Mestre; C.L.O. A.M.G. 13 Corps; with power to coopt others required temporarily or permanently.

- 2 -

(7) Cost of Living Bonus

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

(8) Social Insurance

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

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

(9) Mid-shift Meal

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

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

(10) Questionnaire

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

(11) Date of next Meeting

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

Distribution list:-

HQ 13 Corps
ALCOM, Rome
AFRS, Rome

Copy No 1
" " 2
" " 3

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Distribution List:-

13 Corps	Copy No 1
ALCOM, Rome	" 2
AFRS, Rome	" 3
CAO AFHQ	" 4
D.D.L. Rear HQ Eighth Army	" 5
L/Col N.P.Reid, M.B.E. A/EDL No 1 Dist.	" 6
Labour Branch 13 Corps	" 7 & 8
SICO 2901 C.L.U.	" 9
SICO 2912 C.L.U.	" 10
SICO 2920 C.L.U.	" 11
N.O.I.C. Trieste	" 12
" 13 Corps	" 13
R.E. (Wks) 13 Corps	" 14
A.M.G. 13 Corps	" 15
A.M.G. Region XII	" 16
War Diary	" 17 & 18
Spares	" 19 to 21

SPECIAL COMPARISON TABLE : CIVILIAN LAB

13 CORPS AREA VENEZIA GIULIA

GRADE	M or F	ALLIED FORCE BASIC RATE			BASE PAY (1)(2)	PLA	
		Basic Max (2)	PLUS C of L	TAXE HOME		Presence Indemnity	Wife (3) COMP
Specializzati e.g. Carpenters Meccs.M.I. Bricklayer	M	120 135 120	30 30 30	150 165 150	92		16
QUALIFICATI e.g. Blacksmith Plumber Porters (braccianti)	M	125 120 85	30 30 30	155 150 115	79.20		16
Labourers (Assisting Tradesmen)	M	85	30	115	75.20		16
Labourers (Casual)	M	85	30	115	72		16

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

SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES

APPENDIX 'A'

13 CORPS AREA VENEZIA GIULIA

ALLIED FORCE BASIC RATES			ITALIAN INDUSTRY RATES					
Basic Max (2)	PLUS C of L	TAKE HOME	BASE PAY (1)(2)	Presence Indemnity	Wife 2 Child (3) (3)	Care vita	Social Insurance	TAKE HOME
					COMBINED			
120	30	150	92		16.40	115	4.18 9.10	214.30
135	30	165						
120	30	150						
125	30	155	79.20		16.40	115	8.60	202
120	30	150						
85	30	115						
85	30	115	75.20		16.40	115	8.45	196.45
85	30	115	72		16.40	115	8.30	195.10

Elective agreement to be given.

Comparison of rates on 8 hour working day will be used.

'y' of Man, Wife and two dependant children will be used for comparison purposes.

Indemnities to be inserted.

or deductions to be inserted.

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APPENDIX "B"

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

1. ADULT GROUP

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

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

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

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

1. DAILY WAGE GROUP

(a) Adult Group

Basic Wage

Up to and including 120 lire
From 124 to 125 lire
From 126 to 130 lire
From 131 to 135 lire
From 136 to 145 lire
From 146 to 170 lire
From 171 to 175 lire
From 176 to 180 lire
From 181 lire and above

Maximum
Permissible Bonus

75 lire
72 lire
70 lire
67 lire
65 lire
62 lire
60 lire
57 lire
55 lire

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

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

2. MONTHLY WAGE GROUP.

(a) Adult Group

Basic Wage

Up to and including 3000 lire
From 3001 to 3100 lire
From 3101 to 3200 lire
From 3201 to 3300 lire

Maximum
Permissible Bonus

1950 lire
1920 lire
1870 lire
1820 lire

From 174 to 175 lire
 From 176 to 180 lire
 From 181 lire and above

60 lire
 57 lire
 55 lire

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

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

2. MONTHLY WAGE GROUP.

(a) Adult Group

Basic Wage	Maximum Permissible Bonus
Up to and including 5000 lire	1950 lire
From 5001 to 5100 lire	1920 lire
From 5101 to 5200 lire	1870 lire
From 5201 to 5300 lire	1820 lire
From 5301 to 5400 lire	1770 lire
From 5401 to 5500 lire	1720 lire
From 5501 to 5600 lire	1690 lire
From 5601 to 5700 lire	1620 lire
From 5701 to 5800 lire	1570 lire
From 5801 to 5900 lire	1520 lire
From 5901 to 6000 lire	1470 lire
From 6001 lire and above	1430 lire

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

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

Appendix "C"

LOCAL SUB-COMMITTEES OF
LABOUR & WAGES CONTROL COMMITTEE

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

2. Source of information for the attached form.
Industry rates as on the attached form.
3. Steps taken to verify the information
referred to in paragraph 4 above
4. Increase/decrease agreed, with explanation of any variations in promotions of the award as between occupations.
5. Is the award in the form of a bonus or of an augmentation of the basic pay.
6. Effective date and area of the award

sion) and C.L.Us.

A.M.C. interviews with Industrial heads and Workers Reps. followed by scrutiny and approval of final Wages Agreements.

Immediate application of full C.L.B. as permitted in Appendix 'II' of A.P.H.Q. Admin Memo No 34.

Bonus award.

Effective from 16 July 45 in 13 Corps Area, including Pola.

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APPENDIX "E".

HQ No. 1 DISTRICTLABOUR AND WAGES CONTROL COMMITTEE A.F.L.R.S.No. 1 DISTRICT SUB-COMMITTEE

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

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

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

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

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

In Attendance:

Staff Captain Q. HQ 61 Area

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

Reps 35 A.O.D.

7 Port Operating Group RE

HQ Movement

ESD

20 CRE

ADCS 61 Area

ADMS 61 Area

ADME 61 Area

END

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

In Attendance:

Staff Captain Q. HQ 61 Area

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

Reps 35 A.O.D.

7 Port Operating Group ICE

HQ Movement

ESD

20 CRE

ADCS 61 Area

ADMS 61 Area

ADME 61 Area

ETI

730 ADW REHE

38 BED

Ufficio Provinciale del Lavoro

Camera del Lavoro

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

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

to sheet 2.....

(4)

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- 2 -

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

- (a) Some workers had left WD employ to return to the land where they would earn more.
- (b) Labour was comparatively plentiful in ANCONA, a reversal of conditions which obtained until recently.
- (c) All Services expect to employ a large quantity of labour in 61 Area for at least three months.
- (d) Some workers of 730 AEW live North of the boundary of ANCONA Province. A moderate rise in Wage Rates in ANCONA Province is not expected to upset conditions North of the boundary in view of the dying commitments there.
- (e) Political agitation seemed to have died down and the time seemed opportune to grant a moderate increase now, rather than do so following a strike, which would lead to a loss of prestige.
- (f) A flat rate of increase, if any increase was necessary, was to be recommended rather than a sliding scale which would entail more clerical work for military personnel.
- (g) Civilians believe strike in MILAN produced immediate rise in wages. If no action was taken by this Committee now that disparity of rates has been brought forward, trouble may be expected.
- (h) The rep of Camera del Lavoro gave an undertaking that if wages were equalised no attempt would be made to raise wages in the near future. The Camera del Lavoro at present was conducting a campaign for price control rather than higher wages.

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

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

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

to be recommended rather than a sliding scale which would entail more clerical work for military personnel.

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

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

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

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

- (a) All workers on daily rates of pay,
 - male and female in additional 60 lire per day
 - Juveniles An additional 27 lire per day
- (b) All monthly paid workers (other than those in (c) below),
 - male and female An additional 1560 lire per month
 - Juveniles An additional 700 lire per month
- (c) Hotel, Club and Mess Grades (See Appx "I" to Regs for Employment of Civilian Labour 1945),
 - male and female An additional 900 lire per month
 - Juveniles An additional 420 lire per month

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

Distribution:	
CAO, AFHQ	} Forwarded in accordance with AFHQ Adm Memo 25/45.
D Lab AFHQ	
ALCOM ROME	
AFLES ROME (3)	
	HQ 3 District (2) 1 for DDL
	AMG, ANCONA
	8 Command Pay Office
	List "A".

QUESTIONNAIRE1. Reason for Meeting.

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

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

Camera del Lavoro
Ufficio del Lavoro
(ANCONA)

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

By interview by 2906 CLU.

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

(a) Agreed to increase the Cost of Living Bonus as follows:

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

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

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

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

A Cost of Living Bonus.

6. Effective date and area of the award.

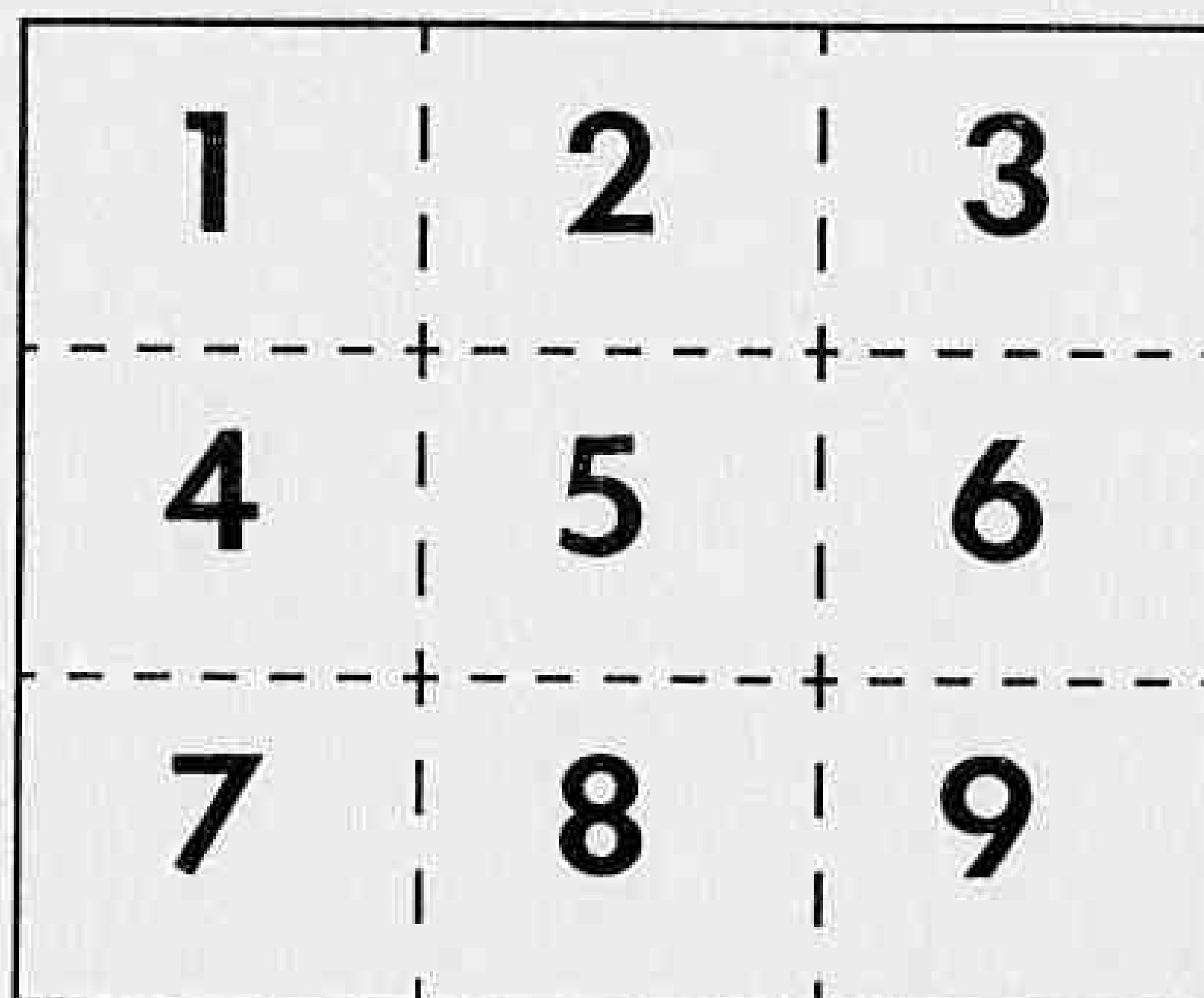
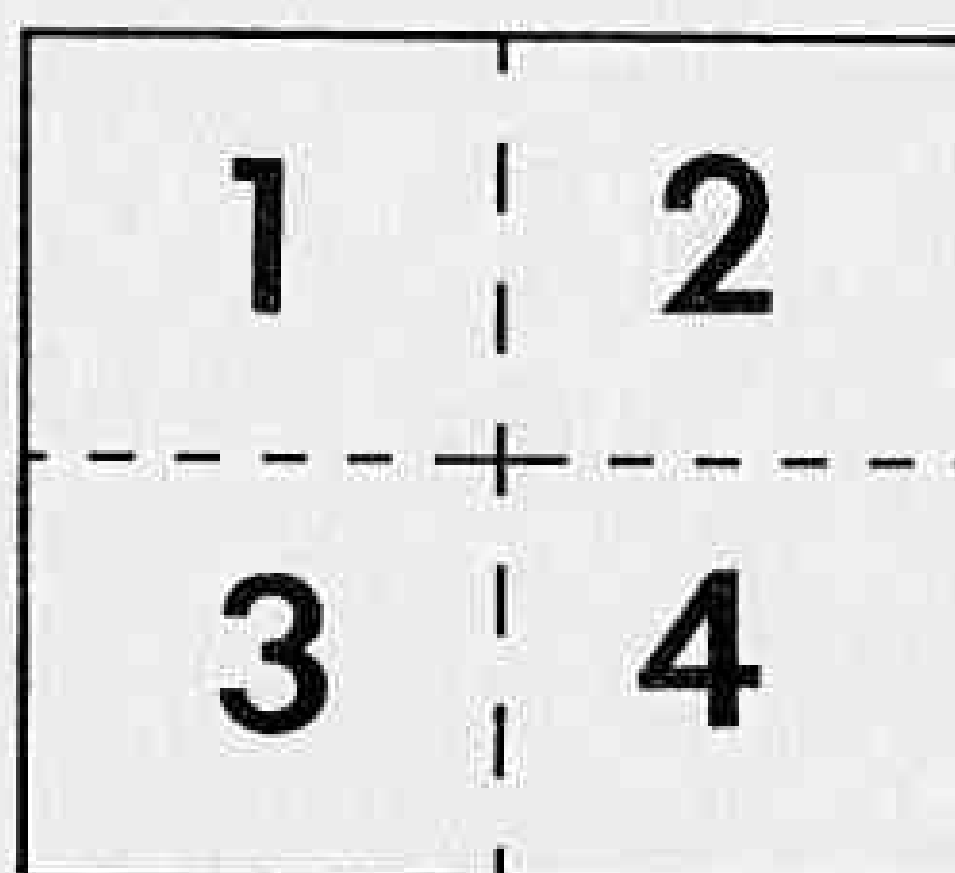
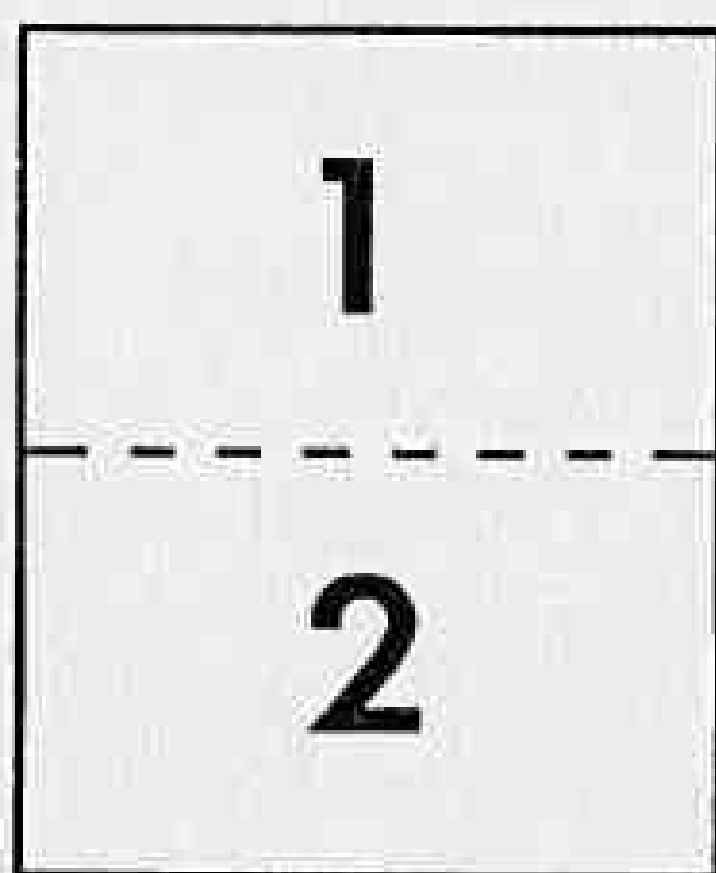
1 Aug 45: Provinces of ANCONA and
MACERATA.

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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.



2906 CLU

- 61 AREA

SPECIAL COMPARISON TABLE :

CIVILIAN LA

A.F.B.W. Grade under consideration	M or F	Allied Force Basic Wage Rates				TALUST equivalent of BUFF BOOK Grade.	Basic Min	W
		Basic Max	O of L	Care pane	TAKE HOME			
		PLUS						
Unskilled Labour	M	85	60	15	160	Operaio	100.00	
Stevedores	M	110	60	15	185	Stivatore	115.00	
" Gangster	M	132	52	15	199	" Capo Squadra	130.00	
Bricklayer & Carpent	M	120	60	15	195	Maestore e falegname	135.00	
Driver	M	115	60	15	190	Artista	135.00	
Electrician	M	135	52	15	202	Elettricista	142.00	
Unskill. Lab. Gangster	M	102	60	15	177	Capo Operaio	144.00	
Postal Sorter	M	120	60	15	195	Fattorino	100.00	
Warehouseman	M	135	52	15	202	Custode - Sorvegliante	100.00	
Watchman	M	90	60	15	165	Guardiano	100.00	
Typist	-	3600	1300	390	5290	Fatturisti e Dattilog	2782.---	
Typist Shorthand	-	3900	1300	390	5390	Steno-dattilografa	2932.---	
Clerk	M	3600	1300	390	5290	Aiute Costabile	3282.---	
Checkers	M	95	60	15	170	Controllori	3382.---	
Clerk	M	3600	1300	390	5290	Assist. Magazzinieri	3382.---	
Interpreter	M	3900	1300	390	5590	Interprete Trad	3632.---	
Clerk	M	3600	1300	390	5290	Imp. di Consette	3632.---	
Accountant	M	5400	1080	390	6870	Contabile	4032.---	
Professional Work	M	11000	1040	390	12430	Capo Spec. serv. tecn.	4332.---	
Ass D. of L.	M	6800	1040	390	8230	Capo reparto	4532.---	
Shop. Sup	M	5800	1040	390	7230	Mag. con. resp. tecn.	4632.---	
Cashier Chief	M	4400	1300	390	6090	Capo Ufficio	4832.---	
D. Sup. of Lab.	M	8500	1040	390	9930	Impettori	5032.---	
Blacksmith	M	125	57	15	197	Fabbro	140.75	
Painter	M	120	60	15	185	Pittore	156.40	
Shipwright	M	135	52	15	202	Carp. Navale	156.40	
Turner	M	135	52	15	202	Tornitore	156.40	
Welder	M	135	52	15	202	Saldatore	156.40	
Coppersmith	M	135	52	15	202	Stagnino	156.40	
Read Worker	M	95	60	15	170	Stradino	131.25	
Juvenile	M & F	45	25	4	74	Ragazzo 14 - 16 16 - 18	45 62	

2906 CLU

- 61 AREA

COMPARISON TABLE :

CIVILIAN LABOUR RATES DISTONE

JOB	ITALIAN INDUSTRY ("TALIST") Grade									
	Basic	Wife	2chld	Ind.	Care	Ind.	Ass	Int.	Risch	TAKK
	Min			casa	Vita	6/uno	Obbl.	Malett.	Mobile	HOME
	PLUS					MINUS				
	100.00	14	26	18	30	60	1.50	2.00	9.55	231.55
	115.00	14	26	18	30	60	1.50	2.00	10.55	248.55
Capo Squadra	130.00	14	26	18	30	60	1.50	2.00	11.15	263.35
e falogasse	135.00	14	26	18	30	60	1.50	2.00	11.35	268.15
	135.00	14	26	18	30	60	1.50	2.00	11.35	268.15
ista	142.00	14	26	18	30	60	1.50	2.00	11.45	275.85
ario	144.00	14	26	18	30	60	1.50	2.00	11.75	276.05
e	100.00	14	26	18	30	60	1.50	2.00	9.95	234.55
- Sorvegliante	100.00	14	26	18	30	60	1.50	2.00	9.95	234.55
o	100.00	14	26	18	30	60	1.50	2.00	9.95	234.55
ti e Dattilog	2782.---	364	676	468	900	1800	71.45	44.75	561.15	6315.65
dattilografa	2932.---	364	676	468	900	1800	71.45	44.00	573.20	6461.35
ostabile	3282.---	364	676	468	900	1800	71.45	45.00	601.35	6782.20
eri	3382.---	364	676	468	900	1800	71.45	45.00	610.65	6862.90
Magazzinieri	3382.---	364	676	468	900	1800	71.45	45.00	610.65	6862.90
eto Trad	3632.---	364	676	468	900	1800	71.45	45.00	630.25	7093.30
Consette	3832.---	364	676	468	900	1800	71.45	45.00	646.55	7277.00
le	4032.---	364	676	468	900	1800	71.45	45.00	662.85	7470.70
ec.serv.tecn.	4332.---	364	676	468	900	1800	71.45	45.00	687.30	7736.25
porto	4532.---	364	676	468	900	1800	71.45	45.00	703.60	7917.95
resp.tecn.	4632.---	364	676	468	900	1800	71.45	45.00	719.75	8003.80
fficio	4832.---	364	676	468	900	1800	71.45	45.00	736.05	8187.50
ri	5032.---	364	676	468	900	1800	71.45	45.00	752.35	8371.20
	110.75	14	26	18	30	60	1.50	2.00	11.60	272.90
	156.40	14	26	18	30	60	1.50	2.00	12.25	288.65
avale	156.40	14	26	18	30	60	1.50	2.00	12.25	288.65
ere	156.40	14	26	18	30	60	1.50	2.00	12.25	288.65
ere	156.40	14	26	18	30	60	1.50	2.00	12.25	288.65
no	156.40	14	26	18	30	60	1.50	2.00	12.25	288.65
ne	131.25	14	26	18	30	60	1.50	2.00	11.25	264.50
14 - 16	45	-	-	10	15	10	8% Basic			76
16 - 18	62	-	-	10	15	20	-do-			101

Ass. D. of L.	M	6000	1040	390	6090	Capo Ufficio	4532.--
Shop. Sup	M	5800	1040	390	7230	Mag. con. resp. tecn.	4632.--
Cashier Chief	M	4400	1300	390	6090	Capo Ufficio	4832.--
D. Sup. of Lab.	M	8500	1040	390	9930	Impettori	5032.--
Blacksmith	M	125	57	15	197	Fabbre	140.75
Painter	M	120	60	15	185	Pittore	156.40
Shipwright	M	135	52	15	202	Carp. Navale	156.40
Turner	M	135	52	15	202	Tornitore	156.40
Welder	M	135	52	15	202	Saldatore	156.40
Coppersmith	M	135	52	15	202	Stagnino	156.40
Road Worker	M	95	60	15	170	Stradino	131.25
Juvenile	M & F	45	25	4	74	Ragazzo 14 - 16 16 - 18	45 62

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Reporto	4532.---	364	676	468	900	1800	71.45	45.00	703.60	7917.95
on.resp.tecm	4632.---	364	676	468	900	1800	71.45	45.00	719.75	8003.80
fficio	4832.---	364	676	468	900	1800	71.45	45.00	736.05	8187.50
ori	5032.---	364	676	468	900	1800	71.45	45.00	752.35	8371.20
e	140.75	14	26	18	30	60	1.50	2.00	11.60	272.90
Havale	156.40	14	26	18	30	60	1.50	2.00	12.25	288.65
ere	156.40	14	26	18	30	60	1.50	2.00	12.25	288.65
ere	156.40	14	26	18	30	60	1.50	2.00	12.25	288.65
no	156.40	14	26	18	30	60	1.50	2.00	12.25	288.65
ne	131.25	14	26	18	30	60	1.50	2.00	11.25	264.50
o 14 - 16	45	-	-	10	15	10	% Basic			76
16 - 18	62	-	-	10	15	20	-do-			101

Reporto	4532.--	364	676	468	900	1800	71.45	45.00	703.60	7917.95
n.resp.tecnol	4632.--	364	676	468	900	1800	71.45	45.00	719.75	8003.80
Officio	4832.--	364	676	468	900	1800	71.45	45.00	736.05	8187.50
Seri	5032.--	364	676	468	900	1800	71.45	45.00	752.35	8371.20
	140.75	14	26	18	30	60	1.50	2.00	11.60	272.90
e	156.40	14	26	18	30	60	1.50	2.00	12.25	288.65
Navale	156.40	14	26	18	30	60	1.50	2.00	12.25	288.65
ore	156.40	14	26	18	30	60	1.50	2.00	12.25	288.65
ore	156.40	14	26	18	30	60	1.50	2.00	12.25	288.65
no	156.40	14	26	18	30	60	1.50	2.00	12.25	288.65
no	131.25	14	26	18	30	60	1.50	2.00	11.25	264.50
o 14 - 16	45	-	-	10	15	10	8% Ratio			76
16 - 18	62	-	-	10	15	20	-do-			101

APPENDIX "W"

HQ No. 1 INSURIONLABOUR AND WAGES CONTROL COMMITTEE A.F.L.P.No. 1 DISTRICT S.B.-304-1711

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

Present.

Chairman Major The Hon R.T.A. LAR, R.E. DISTRICT No. 1 District
 Secretary Major K. E. SMITH. DISTRICT No. 1 District

In attendance.

Major E. D. ADAMS
 Major J. H. ECCLESLEY
 Capt. J. J. GIANMARCO
 Capt. T. H. THORNTON
 Major R. J. CUTRISH
 Major L.A.M. BARTON
 Lieut. G.A. IRDOE
 HQ No. 217 Area
 SLOO 2919 CUJ - Rev 214 Sub-Area
 Labour Officer, Region VII AIG
 Chief Captain AIG
 SLOO 2900 CUJ
 SLOO 2914 CUJ
 HQ No. 1 District

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

3. AG Labour Officer stated that, as a result of the MILAN agreement, AG were authorizing proportionate Cost of Living Bonuses to the whole of VENEZIA Region, and that not only did he consider it advisable to raise the Cost of Living Bonus to the full amount authorized by AG HQ Admin Memo 34/45, but that we should have to bear in mind the necessity to increase the Bonus still further in the near future.

4. SLOO 2900 CUJ considered that an increase in Cost of Living Bonus to the maximum in BOLOCAU would satisfy unskilled labour, but not the skilled artisans who would still drift to private industry unless a more substantial increase were authorized.

After examination of the BOLOCAU comparison table (Apex '3') however,

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

3. AIG Labour Officer stated that, as a result of the MILA agreement, AIG were authorizing proportionate cost of living Bonuses to the whole of VENEZUELA Region, and that not only did he consider it advisable to raise the cost of living Bonus to the full amount authorized by Appx "H" and Admin Memo 34/45, but that we should have to bear in mind the necessity to increase the Bonus still further in the near future.

4. SICO 2900 GRU considered that an increase in cost of living Bonus to the maximum in BOLOCHA would satisfy unskilled labour, but not the skilled artisans who would still drift to private industry unless a more substantial increase were authorized.

After examination of the BOLOCHA comparison table (Appx 'C') however, it was agreed that a special GRU could not be paid to certain specified grades of workers merely to retain their services with the WD. The Bonus at present under consideration by the Committee was designed to meet a rising cost of living index which affected all workers more or less equally, and if any grade of worker was considered underpaid, it was his basic rate which should be augmented and not his cost of living Bonus. The alteration of existing basic rates was considered outside the scope of the present meeting, but it was decided to place on record the Committee's opinion that special difficulties prevail in BOLOCHA itself, as an industrial area, which would necessitate a further wages review (both of certain basic rates and general cost of living Bonus) in the near future.

5. After detailed consideration of the Comparison tables of wage rates obtaining in the provinces of BOLIVIA, MOVILO, VENEZUELA, ILLIA and BOLOCHA (Appx 'B' and 'C'), it was unanimously agreed that an increase in cost of living Bonus was essential to ensure that the WD are able to attract the type of workers essential to the efficient running of installations.

6. The meeting agreed to authorize w.o.f. 1 AUG 45, and payable w.o.f. 1 AUG 45, a cost of living Bonus to all groups of civilian labour employed in 217 Area and 214 Sub-Area. The Bonus would comprise the full sliding Scale as laid down in Appx "H" to AIG Admin Memo 34/45.

(SIC) M.E. THOM, Major,
Secretary,
No. 1 District Local Sub-Committee.

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APPENDIX 'A'

QUESTIONNAIRE1. Reason for Meeting.

The authorisation of large increases in the Cost of Living Bonuses payable by Civilian Industry have increased the minimum "Take Home" rates to workers in Civilian Industry to figures much higher than the comparative rates paid by the Military.

In view of this it is proposed to increase the Cost of Living Bonus in 217 Area and 214 Sub-Area, to the full amounts for all Grades as authorised in Appx "H" of AFHQ Memo 34 dated 29 June 45.

2. Sources of information for the Italian Industry Rates as on the attached forms.

Investigations carried out by OLU Officers with local Uffici dei Lavori.

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

AMG Regional Labour Officers of Venezia Region and Emilia Region.

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

Increase to full Cost of Living Bonus for all Grades as at Appx "H" to AFHQ Memo 34 dated 29 June 45.

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

A Cost of Living Bonus.

6. Effective date and Area of the award.

1 AUG 1945. 217 Area and 214 Sub-Area.

SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES: DISTONE 7 Aug 45
Location: PADUA and ROVIGO PROVINCES.

A.F.B.W.S. Grade under consideration	M or D	Allied Forces Basic Wage Scale			TALUST equivalent of A.F.B.W.S. Grade	ITALIAN	
		Basic Min.	C of L	TACE HOME		Basic Min.	Wife & 2 chil
<u>CLERICAL & ADMIN GRADES</u>							
Senior Admin Ass	M	3600	650	4250	ADMIN GRADE I male	4275	500
Chief Cashier female	M	2125	780	2905	" " I female	4275	
Clerk Supervisor	M	2200	780	2980	" " II male	3150	500
Interpreter female	M	2200	780	2980	" " II female	2575	
Clerk male	M	2200	780	2980	" " III male	2100	500
Typist female	M	2000	780	2780	" " III female	1725	
<u>ARTISAN SKILLED AND UNSKILLED GRADES</u>							
Fitter M.T.	D	100	30	130	SKILLED WORKER	76.30	16.
Tinsmith	D	90	30	120	QUALIFIED WORKER	68.00	16.
Artisan's Mate	D	85	30	115	UNSKILLED WORKER	60.80	16.
Labourer	D	85	30	115	LABOURER	57.60	16.
Apprentice	D	40	13	53	APRENTICE	37.60	
Juvenile	D	45	13	58	JUVENILE	37.60	
<u>HOTEL AND CLUB GRADES</u>							
Cook Male	M	2700	520	3220	COOK MALE	2119.31	600
Waiter	M	2700	520	3220	WAITER	1687.70	600
Dishwasher Female	M	2125	520	2645	DISHWASHER FEMALE	1333.78	
Chambermaid	M	2100	520	2620	CHAMBERMAID	1333.78	
Porter	M	2500	520	3020	PORTER	1333.78	600
Barman	M	3500	520	4020	BARMAN	1869.53	600

REMARKS : ARTISAN SKILLED AND UNSKILLED GRADES - The Cost of Living Bonus for these grades is payable in Communes of 50,000 inhabitants and under. In Communes 50,001 to 200,000 90% over 200,000 - 100% is payable.

HOTEL AND CLUB GRADES - The Cost of Living Bonus as quoted above for these grades has approval and is awaiting ratification.

GENERAL - Male grades based on notional family of wife and two children. Female grades with no family responsibilities.

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APPENDIX "B"

RISON TABLE: CIVILIAN LABOUR RATES: DISTONE 7 Aug 45

Location: PADIJA and ROVIGO PROVINCES.

Basic Wage Scale		ITALIAN INDUSTRY ("TALUST") Rates.				
TAKE HOME	TALUST equivalent of A.F.B.W.S. Grade	Basic Min.	PLUS		MINUS Rice Mob	TAKE HOME
			Wife & 2 children	C of B B		
					(8%)	
4250	ADMIN GRADE I male	4275	500	3750	382	8143
2905	" " I female	4275		1800	342	5733
2980	" " II male	3150	500	3750	292	7108
2980	" " II female	2575		1800	206	4069
2980	" " III male	2100	500	3750	208	6142
2780	" " III female	1725		1800	138	3387
					(4%)	
130	SKILLED WORKER	76.30	16.40	120	3.70	206
120	QUALIFIED WORKER	68.00	16.40	120	3.40	201
115	UNSKILLED WORKER	60.80	16.40	120	3.10	194.10
115	LABOURER	57.60	16.40	120	3.00	191
53	APPRENTICE	37.60		45	1.60	81
58	JUVENILE	37.60		45	1.60	81
					(8%)	
3220	COOK MALE	2119.81	600	3000	217.58	5502.23
3220	WAITER	1687.70	600	3000	183.02	5104.68
2645	DISHWASHER FEMALE	1333.78		2100	154.70	3279.08
2620	CHAMBERMAID	1333.78		2100	154.70	3279.08
3020	PORTER	1333.78	600	3000	154.70	4779.08
4020	BARTMAN	1869.53	600	3000	197.56	5271.97

S - The Cost of Living Bonus for these grades is based on the minimum of 80%
 itants and under. In Communes 50,001 to 200,000 90% is payable. In Communes

Living Bonus as quoted above for these grades has been submitted to AMG for
 on.

onal family of wife and two children. Female grades based on minimum rates

SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES: 7

Location: BOLOGNA, FERRARA, RAVENNA and FORLI PR

A.F.B.W.S. Grade under consideration	M or D	Allied Forces Basic Wage Scale			TAJUST equivalent of A.F.B.W.S. Grade	Ba M
		Basic Min,	C of L B	TAKE HOME		
<u>CLERICAL & ADMIN GRADES</u>						
Clerk male	M	2200	780	2980	Clerk male	450
Clerk female	M	1870	780	2650	Clerk female	400
Interpreter male	M	2200	780	2980	Interpreter male	450
Interpreter female	M	2200	780	2980	Interpreter fem.	450
<u>ARTISAN SKILLED & UNSKILLED GRADES.</u>						
Fitter M.T.	D	100	30	130	Skilled worker	
Tinsmith	D	90	30	120	Qualified "	
Artisan's Mate.	D	85	30	115	Unskilled "	
Labourer	D	85	30	115	Labourer	
Apprentice	D	40	13	53	) Juvenile	
Juvenile	D	45	13	58		
<u>HOTEL & CLUB GRADES</u>						
Cook male	M	2700	520	3220	Cook male	360
Cook female	M	2295	520	2810	Cook female	320
Waiter	M	2700	520	3220	Waiter	400
Waitress	M	2200	520	2720	Waitress	300

REMARKS: A. Male grades based on notional family of wife and two children. Female family responsibilities.

B. The above grades and rates have been confirmed by Regional Labour Office

APPENDIX 'C'

SOCIAL COMPARISON TABLE: CIVILIAN LABOUR RATES: 7 AUGUST 45
 Location: BOLOGNA, FERRARA, RAVENNA and FORLI PROVINCES.

US Forces Basic Wage Scale			TAJUST equivalent of A.F.B.W.S. Grade	ITALIAN INDUSTRY (TAJUST) Rates				
Rate n,	C of L B	TAKE HOME		Basic Min	PLUS Wife & 2 children	C of L B	MINUS Rice Mob	TAKE HOME
780	780	2980	Clerk male	4500	500	2782.50	(8%) 360	7422.50
780	780	2650	Clerk female	4000		2362.50	320	6042.50
780	780	2980	Interpreter male	4500	500	2782.50	360	7422.50
780	780	2980	Interpreter fem.	4500		2782.50	360	6922.50
30	30	130	Skilled worker	96	11.05	106	(4%) 3.84	209.21
30	30	120	Qualified "	85	11.05	106	3.40	198.65
30	30	115	Unskilled "	73.60	11.05	106	2.94	187.71
30	30	115	Labourer	70.60	11.05	106	2.82	184.83
13	13	53	) Juvenile	52		90	2.08	139.92
13	13	58					(8%)	
520	520	3220	Cook male	3600	500	2490	288	6212
520	520	2810	Cook female	3240		2490	259	5581
520	520	3220	Waiter	4000	500	2782.50	320	6962.50
520	520	2720	Waitress	3800		2700	304	6196

notional family of wife and two children. Female grades based on minimum rates with no
 ies.

rates have been confirmed by Regional Labour Officer, AMG HQ Region IX

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Appx "G".

SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES : HISTON

LOCATION - EMOLA

A.F.B.W.S. Grade under consideration	M or F	Allied Forces Basic Wage Scale		TALEST equivalent of A.F.B.W.S. Grade	Basic Min	PLUG	
		Basic Min	TALEST HOME			Wife	2
<u>CLERICAL GRADES</u>							
Senior Admin Asst.	M	3600	3600	Admin Grade I	1500	148.20	1
Junior Admin Asst	M	2200	2200	" " II	3300	148.20	1
Clerk Female	M	1870	1870	" " III (Female)	1500		
<u>HOTEL GRADES</u>							
Barman	M	3500	3500	Barman	1500		600
Cashier	M	2500	2500	Cashier	1500		600
Storeman (Entry)	M	2500	2500	Storeman (Entry)	1500		600
Cook	M	2700	2700	Cook	1500		600

REMARKS:

It is known that in EMOLA Area the rates actually paid by Civilian Emp (civilian wage agreement) was equal to or above the Allied Forces Basic

AL COMPARISON TABLE : CIVILIAN LABOUR RATES : DISTRICT

LOCATION - IMOLA

Forces Basic Scale	TALENT equivalent of A.F.B.W.S. Grade	Basic Pay	ITALIAN INDUSTRY ("TALIST") Rates			
			PLUS		AT THE	TOTAL
HOME			Wife	2 Child	Taxes = 8% Admin 1% Manual	FOUR
3600	Admin Grade I	1500	148.20	139.10	365	1408.30
2200	" " II	3300	148.20	139.10	287	3500.30
1870	" " IEC (male)	1930			158	1722.00
3500	Barman	1900		600	100	2400.00
2500	Cashier	1900		600	112	2638.00
2500	Storeman (Barry)	1900		600	84	2016.00
2700	Cook	1900		600	100	2400.00

In IMOLA Area the rates actually paid by Civilian Employers of Hotel Grades (pending a new agreement) was equal to or above the Allied Forces Basic Wage Scale, plus family allowance.



APPENDIX "H"

Second Meeting of No. 3 District Local Sub-Committee PALERMOheld on 12 JUL 1945

The following explanatory notes may be of assistance.

1. The top part of the pro forma, "Unit Affected" etc has not been completed since the proposed increase was not occasioned by a "drift" of labour to civilian firms. Para 6 of the minutes of the first meeting of the Sub-Committee gives the reason for the increase in Eastern Sicily. It may be added that subsequent agitation in Eastern Sicily confirmed the Committee's views.
2. Under "Italian Industry Rates" the column "Basic Max" has been used to show the minimum payable rates in Catania and Messina Provinces including everything except Family Allowance. This is because Civilian Firms are following directives issued by the Associazione degli Industriali della Provincia, which gives minimum rates for all categories as a round sum including all indemnities except Family Allowances. The intention of the Committee therefore was to bring up the Allied maximum rates to a figure somewhere near the minimum being paid in private industry.
3. "Qualified" Tradesmen and "Skilled" Tradesmen are shown separately for private industry but together for Allied rates since there is no Allied equivalent to "Qualified" Tradesman. For the purpose of assessing the increase, the average of the two in private industry (approximately 270 lire) was placed against the Allied maximum (approx: 200) giving a difference of 70 lire per day.

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SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES : MAY, 1945 IN EASTERN SICILY

Unit Affected	Location	Less		Notes. When calculating the Take-Home rate as paid by Italian Industry the "Notional Family" will be used, consisting of Man, Wife and two dependent children.	Aff					
		Grade	Nos							
	Not applicable									
BUFF BOOK Rates					ITALIAN INDU					
Grade	M or F	Basic Max	PLUS C of L	Caro pane	TAKE HOME	Basic Max+	"Inde- enza" +	Wife	2 Chiln	Car vi
SKILLED TRADESMEN	M	135	67	-	202	325	-	10	18	
"QUALIFIED" TRADESMEN	M		NO EQUIVALENT			235		10	18	
SEMI-SKILLED LABOURERS	M	85	75	+	160	310		10	18	
UNSKILLED	M	75	75		150	205		10	18	

NOTE :- + In place of the Basic Maximum is shown the total pay including all Bonus and indemnities, (these being now inseparable in Sicily), but excluding Family Allowances.

TABLE : CIVILLAN LABOUR RATES : MAY, 1945 IN EASTERN SICILY

TABLE : CIVILLAN LABOUR RATES : MAY, 1945 IN EASTERN SICILY												
Loss		Note. When calculating the Take-Home rate as paid by Italian Industry the "Notional Family" will be used, consisting of Man, Wife and two dependent children.					Unit Affected	Location	Loss		Nos	
Nos							Not applicable					
ITALIAN INDUSTRY Rates												
PLUS		TAKE HOME	Basic Max+	"Indo-enza" +	Wife	2 Childn	Care vita	Tax	S.I. & Sick-ness	TAKE HOME		
Care pane												
EQUIVALENT	-	202	325	-	10	18	-	353	23	20	43	310
			235		10	18		263	16	12	28	235
					10	18		238	15	10	25	213
	+	160	240		10	18		233	14	9	23	210
		150	205		10	18						

In place of the Basic Maximum is shown the total pay including Bonus and indemnities, (these being now inseperable in Italy), but excluding Family Allowances.

APPENDIX "J"

HEADQUARTERS ALLIED COMMISSION

APC 794

LABOR SUB-COMMISSION

RP/rmw/ab

9 August 1945

PROPOSED AMENDMENTS TO ALLIED FORCES RULES AND REGULATIONS

1. Employees in the clerical and administrative grades who have been employed with the Allied Forces for not less than six months shall be entitled to one-half months notice of termination or in lieu thereof one-half months pay, where dismissal is without fault on the part of the employees. Such employees will be required to give one-half months notice of resignation.
2. Employees in all other grades who have been employed with the Allied Forces for not less than three months shall be entitled to one weeks notice of termination or in lieu thereof, one weeks pay where dismissal is without fault on the part of the employee.

NOTES ON ITALIAN LAW AND PRACTICES IN REGARD
TO (a) NOTICE OF DISMISSAL AND (b) THE PAY-
MENT OF A DISMISSAL BONUS TO DISCHARGED WORKERS.

Notice of Dismissal

Italian law provides, by virtue of a Royal Decree of 13 November 1924, and by collective agreements, that in respect of Italian private industry and commerce an employee must issue a notice of dismissal to a worker in advance, and establish the period of such advance notices.

Insofar as Manual Workers are concerned the advance notice required is one week.

For Office Workers the periods vary from a minimum of two weeks up to a maximum of four months. For example, two weeks notice is required for clerical workers, while four months notice is required for such employees as managers, directors, etc. For engineers and technical experts a minimum of one month's notice is required and a maximum of two months.

Law. Inasmuch as assessing the period of notice to be

Employed without notice of termination or in lieu thereof one-half months pay, to one-half months notice of termination or in lieu thereof one-half months pay, where dismissal is without fault on the part of the employees. Such employees will be required to give one-half months notice of resignation.

2. Employees in all other grades who have been employed with the Allied Forces for not less than three months shall be entitled to one weeks notice of termination or in lieu thereof, one weeks pay where dismissal is without fault on the part of the employee.

NOTES ON ITALIAN LAW AND PRACTICES IN REGARD
TO (a) ISSUES OF DISMISSAL AND (b) THE PAY-
MENT OF A DISMISSAL BONUS TO DISCHARGED WORKERS.

Notices of Dismissal

Italian law provides, by virtue of a Royal Decree of 13 November 1924, and by collective agreements, that in respect of Italian private industry and commerce an employer must issue a notice of dismissal to a worker in advance, and establishes the period of such advance notices.

Insofar as Manual Workers are concerned the advance notice required is one week.

For Office Workers the periods vary from a minimum of two weeks up to a maximum of four months. For example, two weeks notice is required for clerical workers, while four months notice is required for such employees as managers, directors, etc. For engineers and technical experts a minimum of one month notice is required and a maximum of two months.

Seniority is also taken into account in assessing the period of notice to be issued, for instance, a director with less than five years seniority will have two months notice of dismissal, whereas if the director had seniority of more than ten years, the notice required would be four months.

In the event of an employer failing to issue the required notice of dismissal, the employer would be required to pay salary or wages even according to the period of advance notice to which the employee would be entitled.

Discharge Bonus or Indemnity

Italian Royal Decree of 13 November 1924 also provides for the payment of a Discharge Bonus or Indemnity to workers whose services in Italian private industry or commerce are terminated for reasons other than misconduct, etc., as follows:

Office Workers - As a general rule office workers are entitled to a dismissal indemnity of not less than two weeks pay for each year of service. This is a minimum and may be increased, as has been done, by provisions of collective agreement, and custom allows of varying and its according to particular contracts in the various industries and undertakings. For instance, office workers in industry are entitled to receive 25/30 days pay for each year of service, while in banking employees receive one month's pay for each year of service.

/Manual Workers.....

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Manual Workers - There is no general provision made by Decree in respect of manual workers, but collective agreements have established provisions in the different branches of industry. Generally manual workers are entitled to an indemnity of one weeks pay for each year of service.

The indemnity is paid in each case by the employer, who in the case of office workers is obliged to accumulate the necessary funds to provide for such payments, through the "Istituto delle Assicurazioni".

APPENDIX "K"

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

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

<u>Members:</u> Royal Navy, Loughorn	Lt. (S) Milnes
Hq 66 AA Bde	Capt. S. Anderson
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 IRTA 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 these two areas to PBS insofar as AFHQ Adm Memo No. 25, 1945 is applicable) and resolved that the two areas should be included.

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

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

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s/ H. J. REUPER
t/ H. J. REUPER
Major, AUS
Chairman

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