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

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AFLR(I)B, LABOR & WAGES CONTROL COMMITTEE
JAN. - DEC. 1946
(1 OF 2)

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4032/CC

G. A. C. Form 353 (Old No. 400)
Revised July 20, 1918

LIST OF PAPERS

Office of the
Chief Commissioner

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

ALLIED COMMISSION

Vol IV Page 3

From 1 Feb 46
To

SERIAL NUMBER	FROM—	DATE	TO—	SYNOPSIS
78	Ltr CC4032	4 Nov 46	Col Hamblen	CC views re dismissal bonus; Encl.
79	Ltr AFLWC/A/31	18 Nov 46		AFLWC - Agenda
80	Ltr AFLWC/M/H1	1 Dec 46	CC	Min 12 meeting AFLWC
81	Cbl C 67708	16 Dec 46	RAAC	Re procedure for handling recomm AFLWC

5472

INSTRUCTIONS.—When papers on a subject become numerous they will be numbered serially and brief entries made on this form.

0997

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

4032/CC

A. C. Form 353 (Old No. 490)
Revised July 25, 1918

LIST OF PAPERS

Office of the
Chief Commissioner

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

ALLIED COMMISSION

From: 01 Feb 46
To :

SERIAL NUMBER	FROM—	DATE	TO—	SYNOPSIS
66b	Ltr LA/CIV/41	11 Jul 46		Mins of 9th Meet of 13 Cp Lc Sb Cm
66c	Ltr AFLWC/A/27	18 Jul 46		Agenda of 8th Meet of LWC
67	Memo Stone	19 Jul 46	Acting VP Econ Sec	Request fr explanation re AC absense at AFLWC Meet 25 Apr 46
67a	Ltr Stone	19 Jul 46	Hamblen	Quries re assgmt of AC repres to AFHQ LWC
68	Memo CC	22 Jul 46	Walton	Memo fr Walton to read as repres of AC at AFHQ LWC Committee 25 Jul
69	Min AFLWC/M/D1	27 July 46		Min 8th Meeting of AFLWC
70	Ltr AFLWC/M/D10	26 Aug 46		Mis to Meet held 24 Aug 46
71	Memo Carr	26 Aug 46	CC	Increase in the cost of living Bonus
71a	Ltr AFLWC/M/F1	1 Sep 46		Minutes of 9th Meeting of LWC
72	Ltr ES/4.04 Carr	4 Sep 46	CC	9th Meet of LWC
72a	Ltr A-15 Hamblen	19 Sep 46	CC	Trnsmtl Minutes re Commune of Venice
73	Ltr AFLWC/A/29	20 Sep 46		AFLWC Meet - Agenda to 10th & Mins to 9th ; Mins to 13 Cps AL S/C
74	Ltr 5201/22/EC	26 Sep 46	Sec of AFLWC	Trnsmtl Minutes re Commune of Venice
74a	Ltr AFLWC/M/F1	27 Sept 46	CC	Minutes of 10 meeting AFLWC
75	Cbl C65210	7 Oct 46	Ex Comm	Tren of commune fr zone A to B
76	Cbl QG 1060	11 Oct 46	Econ Sect	Trans of Commune of Venice from Zone A to Zone B
77	Ltr AFLWC/M/G1	25 Oct46		Min 11 Meeting Labour and Wage Committee

5471

INSTRUCTIONS.—When papers on a subject become numerous they will be numbered serially and brief entries made on this form.

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Q. M. G. Form 353 (Old No. 490)
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4032/CC

LIST OF PAPERS

Office of the
Chief Commissioner

File under No. 4032 AFIR (I) B

LABOR & WAGES CONTROL COMMITTEE

ALLIED COMMISSION

Vol. IV

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SERIAL NUMBER	FROM—	DATE	TO—	SYNOPSIS
59	Ltr AFLWC/M/20 Davy	1 Feb 46	AFLWC	Minutes of 2nd Meeting of LWC
60	Ltr AFLWC/A/16 Davy	16 Feb 46	AFLWC	Agenda to 2nd Meeting
61	Min Reil	18 Feb 46		Minutes of 4th Meeting of LWC
62	Ltr AFLWC/M/31	28 Feb 46	AFLWC	Minutes of 3rd Meeting of LWC
63	Min LA/CIV/41	13 Mar 46		Minutes of 6th Meeting of LWC
64	547 AFLWC/A/17	15 Mar 46		Agenda
65	Ltr AFLWC/M/A1 Davy	4 Apr 46	Distrib 'A'	Mins of 4th Meet of Labour and Wages Committee - Amendment
66	Min AFLWC/M/A9	26 Apr 46	AFLWC	Mins of 5th Meet of Labor and Wages Committe -
66a	Ltr Sec of AFLWC	27 Jul 46	RAAC	Ltr re Dismissal Bonus

INSTRUCTIONS.—When papers on a subject become numerous they will be numbered serially and brief entries made on this form.

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ROUTINE

AFHQ G-5

RAAC ,INFO: GHQ CMF ALCOM ROME

FOR AFLWC FOR G

UNCLASSIFIED:

1. Recommendations detailed under para 6 sub para (A) 1, 2, and 3 are approved by this Headquarters and will be adopted forthwith.

Reur reference minutes 12 meeting dated 29 November 1946 bracket subject recommendations of Committee and implentation bracket.

2. AFHQ Administration Memo 20/46 will be amended accordingly .

3. Minute 6 recommending Venezia Giulia Sub Committee be regarded as a parallel Committee to Rome Committee is not approved.

47/CC

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INFO ACTION - ECON 3.

INFO : CHIEF COMMISSIONER

EX COMMR

7106 REGT

FILE

FLOAT

DEC 17 1946

Copy of Communication
DEC 5 1946

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

REF: AFLWC/M/M1

1st December 46

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

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

PRESENT :

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

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

IN ATTENDANCE:

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

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

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

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

The Secretariat reported that the amendment to AFHQ Admin. [illegible] at the TENTH Meeting of the Committee (minute

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

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

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

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

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

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

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

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

Yves Gaston Pierre
Carlo Bill Willer
Michael Picarelli
Antonio Palladino

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

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

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

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

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

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

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

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

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

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

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

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

The Secretariat reported that a decision was awaited from AFHQ

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Government Decree regarding the Republic Bonus ... the official gazette No. 270 dated 27th November 1946.

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

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

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

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

(l) Minute 5 : TERMINATION BONUS.

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

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

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

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

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

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

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

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

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

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

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

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

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

4. REVISION OF ALLIED FORCE WAGE SCALES.

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

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

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

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

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

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

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

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

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

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

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

MTOUSA

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MTOUSA

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

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

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

(b) That failing (a) above :-

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

GHQ

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

II. Serials (ii) to (vii) take the following action on receipt of letters from the Secretariat :-

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

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

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

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

7. COURTS OF VENEZIA GIULIA SUB-COMMITTEE.

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

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

8. APPLICATION OF TERMS OF AFHQ ADMIN MEMO 28/46 TO VENEZIA GIULIA.

5455

Representative GHQ pointed out that Minute 4 (c) (ii), of the TENTH Meeting of the Committee held on 26th September 1946 reads as follows :-

" That the rate of pay of Chief Executives in Zone "B" and Venezia Giulia should be increased proportionately in accordance with the [illegible] authorised by AFHQ Admin Memo 17/46. This

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considered impracticable.

7. BOARDS OF VENEZIA GIULIA SUB-COMMITTEE.

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

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

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

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

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

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

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

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

). RECRUDING OF WIRELESS MECHANIC.

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

• RESIGNATION OF MR. W.H. BRAINE.

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

• APPOINTMENT OF CHAIRMAN OF THE COMMITTEE.

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

Representatives GHQ and MTOUSA stated that it would be necessary to consult their respective Headquarters on a matter of this

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

3. DATE OF NEXT MEETING.

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

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

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

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DEC 4 1946

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

REF: AFLWC/M/H1

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

1st December 46

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

PRESENT :

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

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

IN ATTENDANCE:

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

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

5A. (a) The minutes of the ELEVENTH Meeting of the Committee were received and approved.

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

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

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Labour Directorate, G.H.Q., C.M.F.
H.Q., MTOUSA.
C.G., P.B.S.
H.Q., Rome Area Allied Command.
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The Secretariat reported that the amendment to AFHQ Admin. Memo. 17/46 recommended at the TENTH Meeting of the Committee (minute 2(b) refers) had been approved and published in AFHQ Admin Memo 27/46.

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

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

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

Yves Gaston Pierre
Carlo Bill Willer
Michael Picarelli
Antonio Palladino

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(l) Minute 5 : TERMINATION BONUS.

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

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

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

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

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

REF: AFLWC/M/M1

1st December 46

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

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REPRESENTATIVES OF:
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IN ATTENDANCE:

REPRESENTATIVES OF:
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Italian Ministry of Labour.

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

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

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

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

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

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

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

7. RECORDS OF VENEZIA GIULIA SUB-COMMITTEE.

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

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

8. APPLICATION OF TERMS OF AFHQ ADMIN MEMO 28/46 TO VENEZIA GIULIA.

Representative GHQ pointed out that Minute 4 (c) (ii), of the TENTH Meeting of the Committee held on 26th September 1946 reads as follows :-

" That the rate of pay of Chief Executives in Zone "B" and Venezia Giulia should be increased proportionately in accordance with [illegible] authorized by AFHQ Admin Memo 17/46. This

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

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

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

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

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

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

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

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

. RECRUDING OF WIRELESS MECHANIC.

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

. RESIGNATION OF MR. W.H. BRAINE.

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

. APPOINTMENT OF CHAIRMAN OF THE COMMITTEE.

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

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

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

6. DATE OF NEXT MEETING.

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

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

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

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ANNEXURE I

Copy No. _____

1 Armd Div.

26 Nov 46

ALLIED FORCE LABOUR AND WAGES SUB COMMITTEE - VENEZIA GIULIA

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

PRESENT: CHAIRMAN: | Major | D.H. DUKE DAQMG 1 ARMD DIV

REPRESENTATIVES OF:

G.H.Q. C.M.F.		Major	M.J. OUTBUSH
88 (US) Div		Major	R.M. PRAT
MMG Venezia Giulia		Capt.	N.A. HOLSTEIN
13 Inf Bde		Capt.	A.W.H. CURRIE
2 Armd Bde		Capt.	B.O. CURRIE
2920 C.L.U.		Capt.	J. SOKOLYNCK
61 Inf Bde		Lieut.	C.B. WOOD

IN ATTENDANCE

1 Armd Div		Lieut.	L.J. COLE
24 Gds Bde		Lieut.	J. HEATON

SECRETARY | Major | F.K. WALKER S.L.O.O. 2920 C.L.U.

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

VENEZIA GIULIA.

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

PRESENT:	CHAIRMAN:	:	Major	D.M. DUKE D.A.Q.M.G. 1 AAD DIV
	REPRESENTATIVES OF:			
	G.H.Q. C.M.F.	:	Major	H.J. OUTBUSH
	88 (US) Div	:	Major	R.M. [illegible]
	MMG Venezia Giulia	:	Capt.	M.A. HOLSTEIN
	13 Inf Bde	:	Capt.	A.W.H. GURREN
	2 Armd Bde	:	Capt.	B.O. GURREN
	2920 C.L.U.	:	Capt.	J. SOMMERECK
	61 Inf Bde	:	Lieut.	C.B. WOOD
	IN ATTENDANCE			
	1 Armd Div	:	Lieut.	L.J. COLE
	24 Gds Bde	:	Lieut.	J. HEATON
	SECRETARY	:	Major	F.N. WALKER S.L.C.O. 2920 C.L.U.

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4. RATES OF PAY CHIEF EXECUTIVE

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

It was pointed out that this point had been raised on behalf of Venezia Giulia at the TENTH meeting of the A.F.L.W.C. (minute 4 refers) and that the now Committee had recommended that the rate of pay of Chief Executive in Zone "B" Italian Territory and Venezia Giulia should be increased proportionately in accordance with the C.L.B. increase authorized by AFHQ Admin Memo 17/46. This would bring the rate from 20.000 Lire per month to 22.000 Lire per month inclusive of Cost of Living Bonus.

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

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

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

5. FORMULA FOR COMPILING OVERTIME RATES.

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

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

The V.G. Sub Committee accepted this definition.

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

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

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

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

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7. FINANCIAL POWERS

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

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

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

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

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

9. LONG SERVICE INCREASE.

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

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

10. FAMILY ALLOWANCE - VENEZIA GIULIA.

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

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

11. A.M.G. EMPLOYEES PRIVILEGES.

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

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

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

GHQ CMF letter 2310/92 dated 24 Sept 46 (Appendix F) was explained to the Committee by representative GHQ with special emphasis to para 5 concerning the discharge of civilian labour in favour of German SEP. The explanation of this letter was necessitated by a request from representative AMG (Labour Division) for the Allied Forces in Venezia Giulia to employ as much civil labour as possible owing to the large percentage unemployed. The Sub Committee agreed that the terms of this letter should be strictly adhered to.

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

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

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

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

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

VENEZIA GIULIA
C.M.F.

(F.K. WALKER) Major
SECRETARY

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APPENDIX 'A'

COPY

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

Tel. : 4969
Ref. : VG/AMG/LAB/ 00/1351

15 Nov 46

Subject : Salary of Chief Executive Civilian.

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

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

2. It is submitted that

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

(b) the present system of placing a 20,000 Lire ceiling on the net monthly salary, only provides for a differential of approx. 800 Lire per month in respect of the net salaries of the two grades and, moreover exposes the "Chief Executive" grade to the probability of being remunerated at a lower net salary, when eventually an increase is granted on the 'cost of living bonus' to all other grades of the A.F.H.Q. "Wage and Salary Schedule";

(c) the salary for a "Chief Executive" grade should be expressed in terms of "Base Pay" plus "cost of living bonus" in exactly the same way as other grades, so that any eventual

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of the new grade, "Chief Executive".

2. It is submitted that

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

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

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

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

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

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

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

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APPENDIX 'B'

COPY

HEADQUARTERS
ALLIED MILITARY GOVERNMENT
FINANCE DIVISION
VENEZIA GIULIA

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

17 Oct 46

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

Subject: Emoluments of Civilian Employees of the Allied Forces.

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

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

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

(b) that, since state employees in Venezia Giulia now receive a cost of living bonus equal to that of state employees in ROME, Allied Forces employees in Venezia Giulia should receive a higher rate of C.L.B., the increase to be based on the difference between C.L.B. granted to Allied Forces employees in ROME Province

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

Subject: Emoluments of Civilian Employees of the Allied Forces.

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

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

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

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

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CONFEDERAZIONE GENERALE DEL LAVORO

CAMERA CONFEDERALE DEL LAVORO DI POLA

Prot. No. 1531/Sez.I
Rif. vost. circ. prot. n.

POLA 5 Ottobre 1946
Via Jacopo di Pola
Telefono No. 15-

Oggetto: Indennità' caroviti agli operai dipendenti dai reparti militari alleati.

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

e per conoscenza

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

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

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

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

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P A D O V A

per conoscenza

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

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3. Preghiamo codesto Superiore Ufficio voler esaminare la possibilità che il disposto aumento per gli operai dipendenti dai reparti militari alleati di Pola sia effettuato colla stessa decorrenza di quelli di Trieste (1° maggio 1946) e ciò ad evitare una differenza notevole di trattamento economico tra gli stessi lavoratori al servizio dei Reparti Militari.

UN SEGRETARIO:

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APPENDIX 'C'

T R A N S L A T I O N

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

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

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

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

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APPENDIX 'D'

COPY

HEADQUARTERS
ALLIED MILITARY GOVERNMENT
Pol. Div.

To : S.C.A.O. AMG 13 Corps
(Attn. C.P.O.)

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

File : F/44/1 27 Sept 46

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

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

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

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have been employed with L.M.G. since June last year and are still employed on the same type of work as they were some 15 months ago, which work does not allow for them to be placed in a higher grade. Whilst other employees have been promoted in accordance with their capabilities & duties the examination point for promotion in accordance with the work being done has almost been reached.

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

It is therefore recommended that some scheme be introduced whereby all employees after, say, 15 months service receive an annual increment over and above the basic wage as laid down in AFHQ Admin Memo (so as to place them on a par with other Std and pre-Admin Memo Std employees), provided that they had not received promotion to a higher grade during preceding year.

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E.S. CRAWFORD, Lt. Col.
ADJT COMMISSIONER
FOR/ ADJT.

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CONFEDERAZIONE GENERALE ITALIANA DEL LAVORO

CAMERA CONFEDERALE DEL LAVORO DI POLA

Prot. N. 2700/Segr.I
Risposta alla nota _____

POLA 5 Ottobre 1946
Via Sergio di Pola
Telefono No. 134

Oggetto: Assegni supplementari per il bilancio e arretrati.

LOCAL SUBORDINATES
ALLIED FORCES LABOR AND WAGES COMMITTEE
(Labor Branch HQ 13 Corps)
P O L A

e per conoscenza

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

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

2. Poichè per tutte le altre categorie di lavoratori, su disposizione del Governo Militare Alleato, vengono appunto riconosciuti agli effetti economici i suddetti e rioni di famiglia, interessiamo codesto Superiore Ufficio affinchè voglia compiacersi estenderli anche ai dipendenti dai propri reparti e ciò per riconoscere le maggiori ne-

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P. D C V.

e per conoscenza

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

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

3. Il trattamento supplementare per tali carichi e per gli altri 154 atori è il seguente:

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

UN SEGRETARIO

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APPENDIX "E"

T R A N S L A T I O N

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

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

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

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

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

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

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Appendix 'F'

G.H.Q., C.M.F.

23IC/Q2

24 Sept 44

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

TO: HQ BTA
REAR HQ XIII CORPS
Eq & DISTRICT ____

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

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

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

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

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

(c) Examine to what extent economies can be effected by pooling certain types of labour between

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

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

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

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

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

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

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

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

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

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

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

I.L.W.D. LAUREL, Brigadier,
for Brigadier,
i/c Admin.

JAJF/AG

Copy to: SACS P & SS

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the wage, automatic promotion to the detriment [illegible] rewarding good workers and in consequence takes away the incentive to put forward extra effort or ability.

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

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

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

JAJF/AG

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APPENDIX 'A' TO 2310/42 dtd Sept 46

NOTES ON THE EMPLOYMENT OF CIVIL LABOUR

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

Civilians in this group may only be employed against deficiencies in WE, the mere fact that military personnel cannot be provided against a deficiency on a WE is NOT justification for the employment of civilians. Military necessity is the only justification and employing units must be prepared to justify on these grounds all civilians employed in this group.

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

The same considerations apply as for Group I except that in the case of Mess Staff and Servants, the scales applicable are those in ACI 380/45.

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

GROUP III - Interpreters

These may only be employed on the authority of Heads Of Services at formation and Area HQ. It is

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The same considerations apply to the Group [illegible] except that in the case of Mess Staff and Servants, the scales applicable are those in ACI 380/45.

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

GROUP III - Interpreters

5459 These may only be employed on the authority of Heads Of Services at formation and Area HQ. It is thought that in some instances one or more interpreters are being employed as a convenience when the actual interpreting duties do not justify the employment of an interpreter at all. The fact that more than one official in a unit requires the occasional services of an interpreter does not of itself justify the employment of a second interpreter. The wages of this grade are comparatively high and the employment of interpreters must be kept to the essential minimum. All the authorities for the employment of interpreters will in future be reviewed every two months.

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GROUP IV - Hotel Staff

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

GROUPS V & VI - Marine Grades and Artificers

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

In present

GROUP VII - Unskilled labour

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

In present

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any authorised Unit Service units to employ civilians in these Groups, these authorities will however be for a specific period and purpose and will only be issued after careful examination. All existing authorities should be reviewed forthwith.

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

GROUP VII - Unskilled labour

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

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

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

/3 .....

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For washing and Finishing complete

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

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

LABOUR WHICH IS NOT A PROPER CHARGE AGAINST ARMY FUNDS

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

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

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(g) Domestic Servants - Nurses etc. for Married Families
(h) Grooms for the care of horses used for recreational purposes
(j) Personnel employed in extra synopsis recomendation e.g. Officers' Club.

5 CRITERIA FOR THE RETENTION OF CIVIL LABOUR

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

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

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

(4) That the necessary authority has been obtained.

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ANNEXURE II

NOTES ON COMPARISON TABLES.

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

2. The effect of this agreement is to increase basic pay by 33⅓ (Article 1), to establish an average "contingenza" of 185 Lire per day with a minimum of 160 and a maximum of 200 (Article 6), and to increase the family allowance for children by 50% (Article 19).

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

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

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

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

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

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COMPARISON TABLES - DAILY PAID WORKERS

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

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

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ANNEXURE II

COMPARISON TABLES - DAILY PAID WORKERS

...mum rates			ALLIED FORCES (Zone 'B') Minimum rates					
Contin-genza	Family Allwc.	Total Wage	Category	M or F	Basic Pay	C.L.B.	Family Allwc.	Total Wage
200	118	545	SPECIALIZED WORKERS	M HF	170	215	90	475
200	118	523	QUALIFIED WORKERS	M HF	140	215	90	445
200	118	512	SEMI SKILLED WORKERS	M HF	125	215	90	430
200	118	496	UNSKILLED WORKERS	M HF	100	215	90	405

...mum rates			ALLIED FORCES (Zone 'A') Minimum rates					
Contin-genza	Family Allwc.	Total Wage	Category	M or F	Basic Pay	C.L.B.	Family Allwc.	Total Wage
185	118	517	SPECIALIZED WORKERS	M HF	170	179	90	439
185	118	496	QUALIFIED WORKERS	M HF	140	179	90	409
185	118	485	SEMI SKILLED WORKERS	M HF	125	179	90	394
185	118	471	UNSKILLED WORKERS	M HF	100	179	90	369

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COMPARISON TABLES - CLERICAL AND ADMIN GRADES

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

ITALIAN INDUSTRY (Zone 2) Minimum rates						ALLED F
Category	M or F	Basic Pay	Contingenza	Family Allowance	Total Wage	Category
EXECUTIVE PROFESSIONAL	M HF	12500(481)	4310(185)	3276(126)	20586(792)	EXECUTIVE PROFESSIONAL
SENIOR SUPERVISORY SUB PROFESSIONAL	M HF	10050(387)	4810(185)	3276(126)	18136(698)	SENIOR SUPERVISORY SUB PROFESSIONAL
JUNIOR SUPERVISORY SPECIALIZED	M HF	7350(283)	4810(185)	3276(126)	15436(594)	JUNIOR SUPERVISORY SPECIALIZED
QUALIFIED	M HF	6150(237)	4810(185)	3276(126)	14236(548)	QUALIFIED

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

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ANNEXURE II

COMPARISON TABLES - CLERICAL AND ADMIN GRADES

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

...inimum rates			ALLIED FORCES (Zone 'A') Minimum rates					
...in-...za	Family Allowance	Total Wage	Category	M or F	Basic Pay	C.L.B.	Family Allowance	Total Wage
...185)	3276(126)	20586(792)	EXECUTIVE PROFESSIONAL	M HF	8580(330)	4654(179)	2340(90)	15574(59
...185)	3276(126)	18136(698)	SENIOR SUPERVISORY SUB PROFESSIONAL	M HF	5980(230)	4654(179)	2340(90)	12974(499)
...185)	3276(126)	15436(594)	JUNIOR SUPERVISORY SPECIALIZED	M HF	4420(170)	4654(179)	2340(90)	11414(439)
...185)	3276(126)	14236(54...)	QUALIFIED	M HF	3640(140)	4654(179)	2340(90)	10634(409)

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

DEC 1946

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

REF: AFLWC/M/M1

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

1st December 46

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

PRESENT :

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

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

IN ATTENDANCE:

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

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

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

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

The Secretariat reported that the amendment to AFHQ Admin.

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REPRESENTATIVES OF:
Labour Directorate, G.H.Q., C.M.F.
H.Q., MTOUSA.
C.G., P.B.S.
H.Q., Rome Area Allied Command.
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1. It was proposed and unanimously agreed that Lt. Col. Paul T. GRAVES, Economic Section, H.Q. Allied Commission should act as Chairman of the Meeting.

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

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

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

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

5[illegible]

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

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

Yves Gaston Pierre
Carlo [illegible] Willer
Michael Picarelli
Antonio Palladino

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

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

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

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

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

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

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

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

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

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

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

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

The Secretariat reported that a decision was awaited from AFHQ

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

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

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

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

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

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

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

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

(l) Minute 5 : TERMINATION BONUS.

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

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

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

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

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

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

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

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

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

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

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

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

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

4. REVISION OF ALLIED FORCE WAGE SCALES.

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

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

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

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

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

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

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

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

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

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

"Q" Branch, G.H.Q., CMF.
Financial Adviser, G.H.Q., CMF.
G-1, MTOUSA.

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It was recalled that this question had been dealt with by the [illegible] its TENTH Meeting (Minute 2 (1) refers), and that the solution reached had been arrived at in consultation with the C.G.I.L. However, the Committee felt that a further study should be made of overtime computation and specific recommendations should be made to bring Allied Force Regulations in line with Italian Industrial practice. The Committee authorized the Chairman and the Secretariat to make this study and recommend to AFHQ accordingly.

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

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

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

(b) That failing (a) above :-

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

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

II. Serials (ii) to (vii) take the following action on receipt of letters from the Secretariat :-

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

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

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

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

7. BOARDS OF VENEZIA GIULIA SUB-COMMITTEE.

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

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

8. APPLICATION OF TERMS OF AFHQ ADMIN MEMO 28/46 TO VENEZIA GIULIA.

Representative GHQ pointed out that Minute 4 (c) (ii), of the TENTH Meeting of the Committee held on 26th September 1946 reads as follows :-

" That the rate of pay of Chief Executives in Zone "B" and Venezia Giulia should be increased proportionately in accordance with

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adopted, would entail less time lag than the present procedure and would be advantageous should the recommendation contained in para (a) above be considered impracticable.

7. ZONES OF VENEZIA GIULIA SUB-COMMITTEE.

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

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

8. APPLICATION OF TERMS OF AFHQ ADMIN MEMO 28/46 TO VENEZIA GIULIA.

Representative GHQ pointed out that Minute 4 (c) (ii), of the TENTH Meeting of the Committee held on 26th September 1946 reads as follows :-

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

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

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

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

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

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

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

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

RECRADING OF WIRELESS MECH.NIC.

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

RESIGNATION OF MR. W.H. BRAINE.

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

APPOINTMENT OF CHAIRMAN OF THE COMMITTEE.

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

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

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

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

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

6. DATE OF NEXT MEETING.

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

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

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

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ANNEXURE I

Copy No. _____

1 Armd Div

26 Nov 46

ALLIED FORCE LABOUR AND WAGES SUB COMMITTEE - VENEZIA GIULIA

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

PRESENT: CHAIRMAN: : Major D.H. DUKE
DAQMG 1 ARMD DIV

REPRESENTATIVES OF:

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

IN ATTENDANCE

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

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

++++++++++++++++++++++++++++++

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

2. WINTER BONUS VENEZIA GIULIA.

[illegible] explained that a WINTER BONUS on the basis of the

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

IN ATTENDANCE

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

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

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2. WINTER BONUS VENEZIA GIULIA.

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

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

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

3. DEFINITION OF PAID HOLIDAYS.

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

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

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4. RATES OF PAY CHIEF EXECUTIVE

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

It was pointed out that this point had been raised on behalf of Venezia Giulia at the TENTH meeting of the A.F.L.W.C. (minute 4 refers) and that the new Committee had recommended that the rate of pay of Chief Executive in Zone "B" Italian Territory and Venezia Giulia should be increased proportionately in accordance with the C.L.B. increase authorized by AFHQ Admin Memo 17/46. This would bring the rate from 20.000 Lire per month to 22.000 Lire per month inclusive of Cost of Living Bonus.

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

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

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

5. FORMULA FOR COMPILING OVERTIME RATES.

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

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

The V.G. Sub Committee accepted this definition.

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

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

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

The Sub Committee recommended that the matter be referred to the main Commit who were to discuss general increases in Allied Force Rates at its TWELTH meeting tog that the same percentage of increases be granted to Allied Force emp

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

[illegible] meeting and [illegible]

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

7. FINANCIAL POWERS

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

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

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

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

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

9. LONG SERVICE INCREMENT.

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

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

10. FAMILY ALLOWANCE - VENEZIA GIULIA.

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

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

11. A.M.G. EMPLOYEES RATIONING.

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

The Sub Committee authorised S.L.O.C. 2020 C.L.U. to investigate and present a report at the next meeting of the Sub Committee.

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

CMFC C.F Letter 2310/42 dated 24 Sept 46 (Appendix F) was explained to the Committee by representative (AG) with special emphasis to para 5 concerning the discharge of civilian labour in favour of German SEP. The explanation of this letter was necessitated by a request from representative AMG (Labour Division) for the Allied Forces in Venezia Giulia to employ as much civil labour as possible owing to the large percentage unemployed. The Sub Committee agreed that the terms of this letter should be strictly adhered to.

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

(E.K. WALKER) Major

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

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

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

(F.K. WALKER) Major
SECRETARY

5419 VENEZIA GIULIA
C.M.F.

DISTRIBUTION :

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Air HQ R.A.F. ITALY	2	Labour 88 (US) Div	2 copies
G.5 A.F.H.Q.	2	N.O.I.C. Trieste	1
A.F.L.W.C. c/o R.A.A.C.	100	18 Group Pnr Corps	1
Lab Sub Commission HQ AC	1	2920 Civil Labour Unit	1
Brig i/c Admin GHQ	1	2901 " " "	1
"Q" Branch GHQ	1	13 Inf Bde	1
ADL Lab Directorate GHQ	1	61 Inf Bde	1
HQ 1 Armd Div	2	2 Inf Bde	1
AMG Venezia G. (Finance)	1	24 Gds Bde	1
AMG " " (Labour)	1	Filo	2
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APPENDIX 'A'

COPY

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

15 Nov 46

Tel. : 4569
Ref. : VG/AMG/LAB/ 00/1351

Subject : Salary of Chief Executive Civilian.

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

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

2. It is submitted that

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

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

(c) the salary for a "Chief Executive" grade should be expressed in terms of "Basic Pay" plus "cost of living bonus" in

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advisability or otherwise of placing a "Grade ... of the new grade, "Chief Executive".

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

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

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

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

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

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

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

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APPENDIX 'B'

COPY

HEADQUARTERS
ALLIED MILITARY GOVERNMENT
FINANCE DIVISION
VENEZIA GIULIA

Tel. 29701 ext. 60
Ref. VG/AMG/FIN/E/2

17 Oct 46

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

Subject: Emoluments of Civilian Employees of the Allied Forces.

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

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

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

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

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A.M.G. VENEZIA GIULIA
(Attn. Capt. HOLSTEN)

Subject: Emoluments of Civilian Employees of the Allied Forces.

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

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

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

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

CONFEDERAZIONE GENERALE ITALIANA DEL LAVORO

CAMERA CONFEDERALE DEL LAVORO DI POLA

Prot. No. 1531/Soz.I
Rispondere alla nota _

POLA 5 Ottobre 1946
Via Decima No. 2
Telefono No. 134

Oggetto: Indennità carovita agli operai dipendenti dai reparti militari alleati.

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

e per conoscenza

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

1. Con decorrenza 1.9.1946 agli operai dipendenti dai reparti militari alleati in servizio nella zona di Trieste venne aumentato il 'cost of living bonus' senza che tale aumento venisse esteso anche agli operai pure in servizio presso i Reparti Militari Alleati nella zona di POLA.

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

3. Preghiamo codesto Superiore Ufficio voler esaminare la possibilità che il disposto aumento per gli operai dipendenti dai reparti

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1 per conoscenza

220 Field Company
Royal Engineers
P C L A
(ex Cass GIL)

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

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

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

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UN SEGRETARIO:

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APPENDIX 'C'

T R A N S L A T I O N

To all the workers working with the Allied Units in Trieste the living bonus was increased wef 1.5.46.
The workers in Pola are with out this increase.

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

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

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to note that this increase [illegible] other one from Trieste (1 May 46) and so to avoid the different econ-
omical treatment between the steel workers in service by Allied Units.

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APPENDIX 'D'

C O P Y

HEADQUARTERS
ALLIED MILITARY GOVERNMENT
FOR. AREA.

To : S.C.A.O. AMG 13 Corps
(Attn. C.F.O.)

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

File : P/44/1 27 Sept 46

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

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

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

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employed on the same types of work as they were some 15 months ago, which work does not allow for them to be promoted to a higher grade. Whilst other employees have been promoted in accordance with their capabilities & duties the saturation point for promotions in accordance with the work being done has almost been reached.

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

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

5414

W.S. CRAWFORD, Lt. Col.
ASST. COMMISSIONER
POW AREA.

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CONFEDERAZIONE GENERALE ITALIANA DEL LAVORO

CAMERA CONFEDERALE DEL LAVORO DI POLA

Prot. N. 2700/Soc.I
Risposta alla nota _____

POLA 5 Ottobre 1946
Via Gruppo di Pola
Telefono Nr. 134

Oggetto: Assegni supplementari per familiari a carico.

LOCAL SUBCOMMITTEE
ALLIED FORCES LABOR AND WAGES COMMITTEE
(Labor Branch HQ 13 Corps)
P O L A

e per conoscenza

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

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

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

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e per conoscenza

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

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

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

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

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

UN SEGRETARIO

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APPENDIX "B"

TRANSLATION

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

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

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

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

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The supplementary bus-ticket for three days and for other
durations can be obtained :-

With one person in two with	Rs. 20 -	for day
With two " " "	Rs. 35 -	For day
With three " " "	Rs. 50 -	" "
With four or more persons in two with	Rs. 65 -	" "

Appendix 'F'

G.H.Q., C.M.F.

23IC/Q2

24 Sept 40

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

TO: HQ BEA
REAR HQ XIII CORPS
HQ 3 DISTRICT

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

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

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

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

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

(c) Examine to what extent economies can be effected

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

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

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

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

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

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

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

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

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

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

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

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

JAJF/AG

Copy to: SACS P & S
Brig i/c Adm V & RS

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put forward extra effort or ability.

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

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

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

JAJF/AG

Copy to: 541

SACS
Brig i/c Adm
A
Q (Mov)
G (SD)
Works
Tn (Main) RQMS
CSO
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Med
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REME
Postal
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V & RS
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FA (B)
8 BCPO
War Diary (2)
File

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APPENDIX 'A' TO 2310/2 A & Q(a) Sept 46

NOTES ON THE EMPLOYMENT OF CIVIL LABOUR

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

Civilians in this group may only be employed against deficiencies in WE, but where it is not that military personnel cannot be provided against a deficiency on a WE is NOT justification for the employment of civilians. Military necessity is the only justification and employing units must be prepared to justify on these grounds all civilians employed in this group.

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

The same considerations apply as for Group I except that in the case of Mess Staffs and Servants, the scales applicable are those in ACI 330/45.

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

GROUP III - Interpreters

These may only be employed on the authority of Heads Of Services at formation and Area HQ. It is thought that in some instances one or more interpreters

5[illegible]

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The same considerations apply as for Group I except that in the case of those Staff and Servants, the scales applicable are those in ACI 380/45.

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

GROUP III - Interpreters

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

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GROUP IV - Hotel Staff

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

GROUPS V & VI - Marine Grades and Artisans

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

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

GROUP VII - Unskilled labour

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

In present conditions all other units should be

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issued after careful examination. All existing authorities should be reviewed forthwith.

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

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

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For washing and Finishing complete

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

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

LABOUR WHICH IS NOT A PROPER CHARGE AGAINST ARMY FUNDS

The following cannot be employed on a charge against Army Funds:

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

CRITERIA FOR THE RETENTION OF CIVIL LABOUR

(1) That the duties on which the labour is to be employed are es-

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

be used [illegible] personnel, the minimum numbers will be employed and supervised to ensure maximum efficiency.

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(f) Any type of Civil Labour required by Army Kinema Corporation
(g) Domestic Servants - Nurses etc. for Married Families
(h) Grooms for the care of horses used for recreational purposes
(j). Personnel employed in extra syrpais accomodation e.g. Officers' Club.

CRITERIA FOR THE RETENTION OF CIVIL LABOUR

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

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

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

(4) That the necessary authority has been obtained.

ANNEXURE II

NOTES ON COMPARISON TABLES.

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

2. The effect of this agreement is to increase basic pay by 3% (Article 1), to establish an average "contingenza" of 185 Lire per day with a minimum of 160 and a maximum of 200 (Article 6), and to increase the family allowance for children by 50% (Article 19).

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

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

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

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DAILY PAID WORKERS		MONTHLY PAID WORKERS	
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1st child	: 42 Lire	1st child	: 45 Lire
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TOTAL	: 118 Lire	TOTAL	: 126 Lire

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COMPARISON TABLES - DAILY PAID WORKERS

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

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

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ANNEXURE II

COMPARISON TABLES - DAILY PAID WORKERS

...nimum rates				ALLIED FORCES (Zone 'B') Minimum rates					
...c	Contin-genza	Family All.wc.	Total Wage	Category	M or F	Basic Pay	C.L.B.	Family Allwc.	Total Wage
	200	118	545	SPECIALIZED WORKERS	M HF	170	215	90	475
	200	118	523	QUALIFIED WORKERS	M HF	140	215	90	445
	200	118	512	SEMI SKILLED WORKERS	M HF	125	215	90	430
	200	118	496	UNSKILLED WORKERS	M HF	100	215	90	405

...nimum rates				ALLIED FORCES (Zone 'A') Minimum rates					
...c	Contin-genza	Family Allwc.	Total Wage	Category	M or F	Basic Pay	C.L.B.	Family Allwc.	Total Wage
	185	118	517	SPECIALIZED WORKERS	M HF	170	179	90	439
	185	118	496	QUALIFIED WORKERS	M HF	140	179	90	409
	185	118	485	SEMI SKILLED WORKERS	M HF	125	179	90	394
	185	118	471	UNSKILLED WORKERS	M HF	100	179	90	369

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COMPARISON TABLES - CLERICAL AND ADMIN GRADES

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

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

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

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ANNEXURE II

COMPARISON TABLES - CLERICAL AND ADMIN GRADES

e 1) Minimum rates			ALLIED FORCES (Zone 'B') Minimum rates					
Contin-genza	Family Allowance	Total Wage	Category	M or F	Basic Pay	C.L.B.	Family Allowance	Total Wage
5200(200)	3276(126)	21576(830)	EXECUTIVE PROFESSIONAL	M HF	8580(330)	5590(215)	2340(90)	16510(63
5200(200)	3276(126)	19026(732)	SENIOR SUPERVISORY SUB PROFESSIONAL	M HF	5980(230)	5590(215)	2340(90)	13910(535)
5200(200)	3276(126)	16176(622)	JUNIOR SUPERVISORY SPECIALIZED	M HF	4420(170)	5590(215)	2340(90)	12350(475)
5200(200)	3276(126)	14976(576)	QUALIFIED	M HF	3640(140)	5590(215)	2340(90)	11570(445)

2) Minimum rates			ALLED FORCES (Zone 'A') Minimum rates					
Contin-genza	Family Allowance	Total Wage	Category	M or F	Basic Pay	C.L.B.	Family Allowance	Total Wage
4810(185)	3276(126)	20586(792)	EXECUTIVE PROFESSIONAL	M HF	8580(330)	4654(179)	2340(90)	15574(599)
4810(185)	3276(126)	18136(698)	SENIOR SUPERVISORY SUB PROFESSIONAL	M HF	5980(230)	4654(179)	2340(90)	12974(499)
4810(185)	3276(126)	15436(594)	JUNIOR SUPERVISORY SPECIALIZED	M HF	4420(170)	4654(179)	2340(90)	11414(439)
4810(185)	3276(126)	14236(548)	QUALIFIED	M HF	3640(140)	4654(179)	2340(90)	10634(409)

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

ANNE 1

Copy No. _____

1 Armd Div

26 Nov 46

ALLIED FORCE LABOUR AND WAGES SUB COMMITTEE - VENEZIA GIULIA

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

PRESENT: CHAIRMAN: : Major D.H. DUKE
DAQMG 1 ARMD DIV

REPRESENTATIVES OF:

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

IN ATTENDANCE

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

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

++++++++++++++++++++++++++++

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

2. WINTER BONUS VENEZIA GIULIA.

A W.C. representative explained that a WINTER BONUS on the basis of the

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G.H.Q. C.M.F.	:	Major	H.J. OUTHUSH
38 (US) Div	:	Major	R.M. PAIR
AMG Venezia Giulia	:	Capt.	N.A. HOLSTEIN
13 Inf Bde	:	Capt.	A.W.R. GURNEY
2 Armd Bde	:	Capt.	B.C. GURNEY
2920 C.L.U.	:	Capt.	J. SOMMERECK
61 Inf Bde	:	Lieut.	C.B. WOOD

IN ATTENDANCE

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

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

++++++++++++++++++++++++++++++

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

2. WINTER BONUS VENEZIA GIULIA.

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

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

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

3. DEFINITION OF PAID HOLIDAYS.

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

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

SPARE.

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4. RATES OF PAY CHIEF EXECUTIVE.

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

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

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

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

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

5. FORMULA FOR COMPILING OVERTIME RATES.

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

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

The V.G. Sub Committee accepted this definition.

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

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

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

The Sub Committee recommended that the matter be referred to the main Committee

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

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

The V.G. Sub Committee accepted this definition.

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

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

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

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

7. FINANCIAL POWERS

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

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

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

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

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

9. LONG SERVICE INCREASE.

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

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

10. FAMILY ALLOWANCE - VENEZIA GIULIA.

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

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

11. A.M.G. EMPLOYEES PRIVILEGES.

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

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

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

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

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

54

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

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

5400

(F.K. WALKER) Major
SECRETARY

VENEZIA GIULIA
C.M.F.

DISTRIBUTION :

RNLO AFHQ	2 copies	8 R.C.P.O.	1 copy
Air HQ R.A.F. ITALY	2	Labour 88 (US) Div	2 copies
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"Q" Branch GHQ	1	13 Inf Bde	1
ADL Lab Directorate GHQ	1	61 Inf Bde	1
HQ 1 Armd Div	2	2 Inf Bde	1
AMG Venezia G. (Finance)	1	24 Gds Bde	1
AMG " " (Labour)	1	File	2
Financial Advisor GHQ	1	Spares	12
D.P.I.C. GHQ	1		

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APPENDIX 'A'

COPY

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

15 Nov 46

Tel. : 4969
Ref. : VG/AMG/LAB/ 00/1351

Subject : Salary of Chief Executive Civilian.

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

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

2. It is submitted that

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

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

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

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

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

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

5401

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

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

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

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

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

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

APPENDIX 'B'

COPY

HEADQUARTERS
ALLIED MILITARY GOVERNMENT
MIN. NOB DIVISION
VENEZIA GIULIA.

Tel. 29701 ext. 60 17 Oct 46
Ref. VG/LAG/FIN/L/2

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

Subject: Emoluments of Civilian Employees of the Allied Forces.

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

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

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

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

5/10

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

Subject: Emoluments of Civilian Employees of the Allied Forces.

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

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

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

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

5400

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

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

CONFEDERAZIONE GENERALE ITALIANA DEL LAVORO

CAMERA CONFEDERALE DEL LAVORO DI POLA

Prot. No. 1531/Sez.I
Rispettare alla nota _ _

POLA 5 Ottobre 1946
Via Jacopo di Pola
Telefono No. 13-

Oggetto: Indennità' carovita agli operai dipendenti dei reparti militari alleati.

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

e per conoscenza

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

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

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

3. Preghiamo codesto Superiore Ufficio voler esaminare la possibilità che il disposto aumento per gli operai dipendenti dai reparti [illegible] decorrenza di

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

e per conoscenza

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

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

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

UN SEGRETARIO:

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

APPENDIX 'C'

T R A N S L A T I O N

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

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

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

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53!

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APPENDIX 'D'

COPY

HEADQUARTERS
ALLIED MILITARY GOVERNMENT
POL. AREA

To : S.C.A.O. AMG 13 Corps
(Attn. C.F.O.)

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

File : P/44/1

27 Sept 46

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

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

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

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

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

E.S. CRPWOOD, Lt. Col.
ARMY COMMISSIONER
POLA AREA.

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

CONFEDERAZIONE GENERALE ITALIANA DEL LAVORO

CAMER. CONFEDER.LE DEL LAVORO DI POLA

Prot. N. 2700/Sez.I
Risposta alla nota _____

POLA 5 Ottobre 1946
Via Arsenale 2/c
Telefono No. 134

Oggetto: Assegni supplementari per familiari a carico.

LOCAL SUBCOMMITTEE
ALLIED FORCES LABOR AND WAGES COMMITTEE
(Labor Branch HQ 13 Corps)
P O L A

e per conoscenza

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

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

2. Poichè per tutte le altre categorie di lavoratori, su disposizione del Governo Militare Alleato, vengono appunto riconosciuti agli effetti economici i suddetti carichi di famiglia, interessiamo codesto Superiore Ufficio affinchè voglia compiacersi estenderli anche ai

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

e per conoscenza

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

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

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

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

UN SEGRETARIO

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APPENDIX "A"

T R A N S L A T I O N

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

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

The supplementary treatment for those men now and for other workers are as follows :-

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

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extend this order also to their wife and so to give the biggest
grant to the person with the most persons to live with.

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

with one person to live with	Lire 60 - for day
with two " " " "	Lire 35 - for day
with three " " " "	Lire 50 - " "
with four or more persons to live with	Lire 65 - " "

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Appendix 'F'

G.H.Q., C.M.F.

231C/QS

24 Sept 44

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

TO: HQ BTA
REAR HQ XIII CORPS
HQ 2 DISTRICT

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

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

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

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

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

539

(c) Examine to what extent economies can be effected by pooling certain types of labour between

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

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

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

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

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

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

/2 ...

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

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

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

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

T.T.V.D. LAURIE, Brigadier,
for Brigadier,
i/c Admin.

JAJF/AG

Copy to: SACS
Brig i/c Adm
A
Q (Plcy)
P & SS
V & RS
Labour (10 copies)

539

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

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

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

E.D.W.D. MAURIE, Brigadier,
for Brigadier,
i/c Admin.

JAJF/AG

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SAOS	P & SS
Brig i/c Adm	V & RS
A	Labour (10 copies)
Q (Mov)	Claims & Hirings
G (SD)	DPIO
Works	FA (E)
Tn (Main) RCME	8 RCPO
CSO	War Diary (2)
ST	File
Med	
Ord	
REME	
Postal	

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APPENDIX 'A' TO A310/42.3 dtd Sept 46

NOTES ON THE EMPLOYMENT OF CIVIL LABOUR

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

Civilians in this group may only be employed against deficiencies in WE, but it must be clear that military personnel cannot be provided against a deficiency on a WE is NOT justification for the employment of civilians. Military necessity is the only justification and employing units must be prepared to justify on these grounds all civilians employed in this group.

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

The same considerations apply as for Group I except that in the case of Mess Staff and Servants, the scales applicable are those in ACI 380/45.

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

GROUP III - Internees

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on these grounds all civilians employed in this group.

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

The same considerations apply as for Group I except that in the case of Mess Staff and Servants, the scales applicable are those in AGI 380/45.

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

GROUP III - Interpreters

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

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GROUP IV - Hotel Staff

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

GROUPS V & VI - Marine Grades and Artisans

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

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

GROUP VII - Unskilled labour

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

In present conditions all other units should be

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...ay otherwise be in Service units by employ civilians in those groups, these authorities will however be for a specific period and purpose and will only be issued after careful examination. All existing authorities should be reviewed forthwith.

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

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

/3 .....

For washing and Finishing complete

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

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

LABOUR WHICH IS NOT A PROPER CHARGE AGAINST ARMY FUNDS

The following cannot be employed on a charge against Army Funds:

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

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(g) Domestic Servants - Nurses etc. for Married Families
(h) Grooms for the care of horses used for recreational purposes
(j) Personnel employed in extra syncpais recreation e.g. Officers' Club.

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CRITERIA FOR THE RETENTION OF CIVIL LABOUR

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

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

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

(4) That the necessary authority has been obtained.

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ANNEXURE II

NOTES ON COMPARISON TABLES.

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

2. The effect of this agreement is to increase basic pay by 35% (Article 1), to establish an average "contingenza" of 185 Lire per day with a minimum of 160 and a maximum of 200 (Article 6), and to increase the family allowance for children by 50% (Article 19).

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

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

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

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

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

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COMPARISON TABLES - CLERICAL AND ADMIN GRADES

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

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

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

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ANNEXURE II

COMPARISON TABLES - CLERICAL AND ADMIN GRADES

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

mum rates			ALLIED FORCES (Zone 'A') Minimum rates				
	Family Allowance	Total Wage	Category	M or F	Basic Pay	C.L.B.	Family Allowance	Total Wage
5)	3276(126)	20586(792)	EXECUTIVE PROFESSIONAL	M HF	8580(330)	4654(179)	2340(90)	15574(599)
5)	3276(126)	18136(698)	SENIOR SUPERVISORY SUB PROFESSIONAL	M HF	5980(230)	4654(179)	2340(90)	12974(499)
85)	3276(126)	15436(594)	JUNIOR SUPERVISORY SPECIALIZED	M HF	4420(170)	4654(179)	2340(90)	11414(439)
85)	3276(126)	14236(548)	QUALIFIED	M HF	3640(140)	4654(179)	2340(90)	10634(409)

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

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COMPARISON TABLES - DAILY PAID WORKERS

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

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

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ANNEXURE II

COMPARISON TABLES - DAILY PAID WORKERS

...imum rates			ALLIED FORCES (Zone 'B') Minimum rates					
Contin-genza	Family Allwc.	Total Wage	Category	M or F	Basic Pay	C.L.B.	Family Allwc.	Total Wage
200	118	545	SPECIALIZED WORKERS	M HF	170	215	90	475
200	118	523	QUALIFIED WORKERS	M HF	140	215	90	445
200	118	512	SEMI SKILLED WORKERS	M HF	125	215	90	430
200	118	496	UNSKILLED WORKERS	M HF	100	215	90	405

...imum rates			ALLIED FORCES (Zone 'A') Minimum rates					
Contin-genza	Family Allwc.	Total Wage	Category	M or F	Basic Pay	C.L.B.	Family Allwc.	Total Wage
185	118	517	SPECIALIZED WORKERS	M HF	170	179	90	439
185	118	496	QUALIFIED WORKERS	M HF	140	179	90	409
185	118	485	SEMI SKILLED WORKERS	M HF	125	179	90	394
185	118	471	UNSKILLED WORKERS	M HF	100	179	90	369

DEC 4 1946

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

REF: AFLWC/M/H1

1st December 46

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

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

PRESENT :

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

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

IN ATTENDANCE:

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

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

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

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

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

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H.Q., [illegible].
C.G., P.B.S.
H.Q., Rome Area Allied Command.
H.Q., Allied Commission.

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

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

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

Yves Gaston Pierre
Carlo Bill Miller
Michael Picarelli
Antonio Palladino

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

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(e) Minute 2 (f): CATEGORIZATION OF GRADES NOT ALREADY LISTED IN AFHQ ADMIN MEMO NO 14/46.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(l) Minute 5 : TERMINATION BONUS.

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

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

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

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

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

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

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

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

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

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

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

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

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

4. REVISION OF ALLIED FORCE WAGE SCALES.

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

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

Reference was then made to minute 6 of the First Meeting of

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

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

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

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

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

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

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

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

"Q" Branch, G.H.Q., CMF.
Financial Adviser, G.H.Q., CMF.
G-4, MTOUSA.
[illegible] MTOUSA

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

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

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

(b) That failing (a) above :-

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

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

II. Serials (ii) to (vii) take the following action on receipt of letters from the Secretariat :-

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

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

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

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

7. POWERS OF VENEZIA GIULIA SUB-COMMITTEE.

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

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

8. APPLICATION OF TERMS OF AFHQ ADMIN MEMO 28/46 TO VENEZIA GIULIA.

Representative GHQ pointed out that Minute 4 (c) (ii), of the TENTH Meeting of the Committee held on 26th September 1946 reads as follows :-

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7. GRADES OF VENEZIA GIULIA SUB-COMMITTEE.

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Representative GHQ pointed out that Minute 4 (c) (ii), of the TENTH Meeting of the Committee held on 26th September 1946 reads as follows :-

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

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

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

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

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

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

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

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

5. RECRUITING OF WIRELESS MECHANIC.

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

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

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

7. APPOINTMENT OF CHAIRMAN OF THE COMMITTEE.

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

Representatives GHQ and MTOUSA stated that it would be necessary to consult their respective Headquarters on a matter of this

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3. APPOINTMENT OF CHAIRMAN OF THE COMMITTEE.

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

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

4. DATE OF NEXT MEETING.

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

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

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

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ANNEXURE I

Copy No. _____

1 Armd Div

26 Nov 46

ALLIED FORCE LABOUR AND WAGES SUB COMMITTEE - VENEZIA GIULIA

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

PRESENT: CHAIRMAN: : Major D.H. DUKE
DAAG 1 ARMD DIV

REPRESENTATIVES OF:

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

IN ATTENDANCE

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

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

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

2. WINTER BONUS VENEZIA GIULIA.

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G.H.Q. C.M.F.	:	Major	R.J. OUTBUSH
88 (US) Div	:	Major	R.M. PEAK
AMG Venezia Giulia	:	Capt.	N.A. HOLSTEIN
13 Inf Bde	:	Capt.	A.W.R. GURNEY
2 Armd Bde	:	Capt.	B.C. GURNEY
2920 C.L.U.	:	Capt.	T. SOBEYNECK
61 Inf Bde	:	Lieut.	C.B. WOOD

IN ATTENDANCE

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

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

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1541 The minutes of the XIIIth Corps Acting Lcard Sub Committee held on 6th September 46 were received and approved by the newly formed Venezia Giulia Sub Committee.

2. WINTER BONUS VENEZIA GIULIA.

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

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

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

3. DEFINITION OF PAID HOLIDAYS.

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

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

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4. RATES OF PAY CHIEF EXECUTIVE

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

It was pointed out that this point had been raised on behalf of Venezia Giulia at the TENTH meeting of the A.F.L.W.C. (minute 4 refers) and that the new Committee had recommended that the rate of pay of Chief Executive in Zone "B" Italian Territory and Venezia Giulia should be increased proportionately in accordance with the C.L.B. increase authorized by AFHQ Admin Memo 17/46. This would bring the rate from 20.000 Lire per month to 22.000 Lire per month inclusive of Cost of Living Bonus.

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

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

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

5. FORMULA FOR COMPILING OVERTIME RATES.

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

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

The V.G. Sub Committee accepted this definition.

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

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

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

The Sub Committee recommended that the matter be referred to the main Committee who were to discuss general increases in Allied Force Rates at its TWELTH meeting there-

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TENTH meeting and had been reported on as follows.

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The V.G. Sub Committee accepted this definition.

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

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

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

7. <u>FINANCIAL POWERS</u>

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

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

8. <u>RETROACTIVITY OF C.L.B. - POLA PROVINCE.</u>

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

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

9. LONG SERVICE INCREASE.

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

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

10. FAMILY ALLOWANCE - VENEZIA GIULIA.

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

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

11. A.M.G. EMPLOYEES PRIVILEGES.

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

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

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

GHQ CMF letter AG10/Q2 dated 24 Sept 46 (Appendix F) was explained to the Committee by representative GHQ with special emphasis to para 5 concerning the discharge of civilian labour in favour of German SEP. The explanation of this letter was necessitated by a request from representative AMG (Labour Division) for the Allied Forces in Venezia Giulia to employ as much civil labour as possible owing to the large percentage unemployed. The Sub Committee agreed that the terms of this letter should be strictly adhered to.

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

(E.K. WALKER) Major

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11. A.M.G. EMPLOYEES PRIVILEGES.

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

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

(F.K. WALKER) Major
SECRETARY

VENEZIA GIULIA
C.M.F. 459

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APPENDIX 'A'

COPY

HEADQUARTERS
ALLIED MILITARY GOVERNMENT
VENEZIA GIULIA
LABOR DIVISION

15 Nov 46

Tel. : 4919
Ref. : VG/AMG/LAB/ 00/1351

Subject : Salary of Chief Executive Civilian.

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

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

2. It is submitted that

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

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

(c) the salary for a "Chief Executive" grade should be expressed in terms of "Base Pay" plus "cost of living bands" in

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[illegible] subject, which raises the [illegible] advisability or otherwise of placing a "ceiling" on the net salary of the new grade, "Chief Executive".

2. It is submitted that

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

(b) the present system of placing a 20,000 Lire ceiling on the net monthly salary, only provides for a differential of approx. 800 Lire per month in respect of the net salaries of the two grades and, moreover exposes the "Chief Executive" grade to the probability of being remunerated at a lower net salary, when eventually an increase is granted on the cost of living bonus to all other grades of the A.F.H.Q. "Wage and Salary Schedule";

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

5458 (d) the base wage should be 14,000 Lire, while the cost of living bonus should be that payable to the "Executive" or "Professional" grade.

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

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

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

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

APPENDIX 'B'

COPY

HEADQUARTERS
ALLIED MILITARY GOVERNMENT
FINANCE DIVISION
VENEZIA GIULIA

Tel. 29701 ext. 60 — 17 Oct 46
Ref. VG/AMG/FIN/E/2

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

Subject: Emoluments of Civilian Employees of the Allied Forces.

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

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

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

(b) that, since state employees in Venezia Giulia now receive a cost of living bonus equal to that of state employees in ROME, Allied Forces employees in Venezia Giulia should receive a higher rate of C.L.B., the increase to be based on the difference between C.L.B.

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

Subject: Emoluments of Civilian Employees of the Allied Forces.

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

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

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

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

5431

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

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CONFEDERAZIONE GENERALE DEL LAVORO

CAMERA CONFEDERALE DEL LAVORO DI POLA

Prot. No. 1531/Soz.I
Rif. vostra alla nota _

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

Oggetto: Indennità' erogate agli operai dipendenti dai reparti militari alleati.

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

e per conoscenza

220 Field Company
Royal Engineers
P O L A
(ex Cmas GHL)

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

2. In seguito a pratica svolta da questa Camera Confederale del Lavoro e' stato possibile ottenere il detto aumento anche per gli operai di Pola con decorrenza però dal 15 settembre 1946, cioè 4 mesi e mezzo dopo quelli di Trieste.

3. Preghiamo codesto Superiore Ufficio voler prendere in possibilità che il discusso aumento per gli operai dipendenti dai reparti

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P A D O V A

e per conoscenza

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

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

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

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

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UN SEGRETARIO:

(80)

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APPENDIX 'C'

T R A N S L A T I O N

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

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

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

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...We ask Kelly who pays...

to make that this increase should be in effect in the same det, as other one i.e. Tricate (1 May 46) and so to avoid the different economical treatment between the same workers in service by Allied Units.

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APPENDIX 'D'

COPY

HEADQUARTERS
ALLIED MILITARY GOVERNMENT
PCM. AREA.

To : S.C.A.O. AMG 13 Corps
(Attn. C.F.O.)

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

File : P/44/1

27 Sept 46

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

It is felt that employees who give good and faithful service within their capabilities, but who are not qualified for promotion to higher grade, should receive some financial recognition apart from the more or less automatic increase from minima to maximum scales in pay and grade.

It is therefore recommended that some sliding scale be introduced whereby all employees after, say, 13 months service receive an annual increment over and above the basic wage as laid down in AFHQ Admin Memos (so as to place them on a par with other Statal and pre-Statal employees), provided that they had not received promotion to a higher grade during preceding year.

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capabilities & duties the saturation point for promotions in accordance with the work being done has almost been reached.

It is felt that employees who give good and faithful service within their capabilities, but who are not qualified for promotion to higher grades, should receive some financial recognition apart from the more or less automatic increase from minimum to maximum scales in pay and grade.

It is therefore recommended that some sliding scale be introduced whereby all employees after, say, 18 months service receive an annual increment over and above the basic wage as laid down in AFHQ Admin Memos (so as to place them on a par with other Stated and permanent employees), provided that they had not received promotion to a higher grade during preceding year.

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E.S. CRPWOOD, Lt. Col.
AREA COMMISSIONER
POW AREA.

(80)

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CONFEDERAZIONE GENERALE ITALIANA DEL LAVORO

CAMERA CONFEDERALE DEL LAVORO DI POLA

Prot. N. 2760/Sez.I
Risposto alla n/pr. _____

POLA 5 Ottobre 1946
Via Arsenale di Pola
Telefono N°. 134

Oggetto: Assegni supplementari per famiglie a carico.

LOCAL SUBCOMMITTEE
ALLIED FORCES LABOR AND WAGES COMMITTEE
(Labor Branch HQ 13 Corps)
P A D O V A

e per conoscenza

220 Field Company
Royal Engineers
P O L A
(ex Casa GIL)

1. Risulta che gli operai addetti ai reparti militari Alleati percepiscono tutti indistintamente gli stessi assegni del 'costo of living bonus' e ciò senza distinzione se uno ha o non ha a carico persone di famiglia.

2. Poichè per tutte le altre categorie di lavoratori, su disposizione del Governo Militare Alleato, vengono appunto riconosciuti agli effetti economici i suddetti carichi di famiglia, interessiamo codesto Superiore Ufficio affinchè voglia compiacersi estenderli anche ai dipendenti dei propri reparti e ciò per riconoscere le maggiori necessità finanziarie relative al carico di famiglia

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e per conoscenza

220 Field Company
Royal Engineers
P O L A
(ex Casa GIL)

1. Risulta che gli operai addetti ai reparti militari Alleati percepiscono tutti indistintamente gli stessi assegni del 'costo of living bonus' e ciò senza distinzione se uno ha o non ha a carico persone di famiglia.

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3. Il trattamento supplementare per tali carichi e per gli altri lavoratori è il seguente:

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con una persona a carico	L. 20 giornaliere
con due persone a carico	L. 35 "
con tre persone a carico	L. 50 "
con quattro persone a carico ed oltre	L. 65 "

UN SEGRETARIO

(70)

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ANNEXURE "E"

T R A N S L A T I O N

It appears that the workers working with Allied Forces Units, all receive, without difference, the same living bonus, and it makes no difference to them have one person or many to live with or not.

Because all the other workers, with the order of MK, get all this special bonuses, we kindly advise this Supreme Command to extend this order also to their units and so to give the biggest bonus to the person with the most persons to live with.

The supplementary treatment for these bonuses and for other workers are as follows :-

with one person to live with	Lire 20 - for day
with two " " "	Lire 35 - for day
with three " " "	Lire 50 - " "
with four or more persons to live with	Lire 65 - " "

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bonus to the person with the most [illegible]

The supplementary treatment for those who are and for other workers are as follows :-

with one person to live with	Lire 20 - for day
with two " " " "	Lire 35 - for day
with three " " " "	Lire 50 - " "
with four or more persons to live with.	Lire 65 - " "

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Appendix 'F'

G.H.Q., O.K.F.

23IT/Q2

24 Sept 44

Subject : Abuse in the employment of Civil and Military Labour.

TO. HQ 9TA
REAR HQ XIII CORPS
HQ 3 DIVISION

1. Examination of the system paid for civil labour shows that a considerable amount of labour is now being paid from public funds for which there is no justification. In addition it is apparent that labour units are in many cases being used uneconomically and on duties for which they were not authorised.

2. The War Office has recently issued instructions calling for rigid economy in local expenditure including expenditure on local labour, which constitutes a large item in the overall expenditure of the Army overseas.

3. Energetic action must therefore be taken to review all existing employment, both by labour employing services at formation HQ and by individual unit commanders, and the necessary instructions should be issued to all concerned immediately to :

(a) Examine the necessity for all civilian labour employed and to discharge any labour that is not absolutely essential.

(b) Ensure that all civil labour retained is a proper charge against public funds, and in any case where it is considered to retain labour which is not a proper charge against public funds to ensure that wages of such labour are only paid from private funds.

(c) Examine to what extent economies can be effected by pooling certain types of labour between neighbouring units, e.g. watermen.

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2. The War Office has recently issued instructions calling for rapid economy in local expenditure including expenditure on local labour, which constitutes a large item in the overall expenditure of the Army overseas.

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(b) Ensure that all civil labour retained is a proper charge against public funds, and in any case where it is decided to retain labour which is not a proper charge against public funds to ensure that wages of such labour are only paid from private funds.

(c) Examine to what extent economies can be effected by pooling certain types of labour between neighbouring units, e.g. washerwomen.

5437 (d) Ensure that with reducing commitments, labour employed is kept constantly under review so that any civil labour can be discharged immediately the need for it has passed.

(e) Examine the duties on which labour units or units are employed with a view to effecting economies.

4. The Services at GHQ will take necessary action to implement the instructions in para 3 respect of labour at GHQ installations but will ensure that economies effected do not prejudice the phased rundown of installations. Officers in charge of such establishment are however responsible for ensuring that authorities for the employment of labour are not abused and for notifying in writing to the Head of their Service any directions in which employment could be curtailed without prejudice to the efficient working of the installations;

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5. The need for economy in the employment of civil labour must not be overlooked as an excuse to use SEP/FW labour in replacement of discharged civilians, the AHQ policy on the employment of SEP/FW remains unchanged.

6. There appears to be a general tendency to raise the rate of pay in the grade to the maximum as soon as possible. COs of units should be reminded that this is contrary to the spirit of the wages scheme. The range between minimum and maximum for any grade is intended to allow good work and ability to be rewarded by an increase in the wage, automatic promotion to the maximum removes the possibility of rewarding good workers and in consequence takes away the incentive to put forward extra effort or ability.

7. In connection with the foregoing it has been indicated that it may be necessary to establish a Labour Inspectorate which will visit units with a view to ascertain for what purposes civilian and military labour is being employed and to what extent economies should be effected.

8. The notes attached at Appendix "A" have been drawn up with a view to assisting Services and units in reviewing the employment of civil labour. Attention is drawn to the instructions contained therein regarding authorisation of employment and review of authorities relating thereto.

I.L.W.D. LAURIE, Brigadier,
for Brigadier,
i/c Admin.

JAJF/AC

Copy to: SACS P & SS
Brig i/c Adm V & RS

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put forward extra effort if necessary.

7. In connection with the foregoing it has been indicated that it may be necessary to establish a Labour Inspectorate which will visit units with a view to ascertaining for what purposes civilian and military labour is being employed and to what extent economies should be effected.

8. The notes attached at Appendix "A" have been drawn up with a view to assisting Services and units in reviewing the employment of civil labour. Attention is drawn to the instructions contained therein regarding authorisation of employment and review of authorities relating thereto.

I.D.W.D. LAURIE, Brigadier,
for Brigadier,
i/c Admin.

JAJF/AG

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Brig i/c Adm
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APPENDIX 'A' TO A310/2 dated Sept 46

NOTES ON THE EMPLOYMENT OF CIVIL LABOUR

GROUP I - PROFESSIONAL, ADMINISTRATIVE, SUPERVISORY AND CLERICAL STAFF.

Civilians in this group may only be employed against establishments in WE, the aim being that military personnel cannot be provided against a deficiency on a WE is NOT justification for the employment of civilians. Military necessity is the only justification and employing units must be prepared to justify on these grounds all civilians employed in this group.

GROUP II - MT Drivers and Mess Staff and Servants (such as waiters, cooks & ordnlies)

The same considerations apply as for Group I except that in the case of Mess Staffs and Servants, the scales applicable are those in AGI 380/45.

Note: In certain cases units may be employing Group I and II civilians in excess of WE on the authority of a formation or Area Comd. Such authorities are valid for not more than two months and if the need is likely to exceed that period action must be taken to obtain an increase in WE before the period expires. When disposing of applications for employment in excess of WE formation and Area Comds will consider the application in relation to other similar units and will satisfy themselves that the need is real and not due to some fault in the administration of the unit.

GROUP III - Interpreters

These may only be employed

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(such as waiters, cooks & orderlies)

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GROUP III - Interpreters

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These may only be employed on the authority of Heads Of Services at formation and Area HQ. It is thought that in some instances one or more interpreters are being employed as a convenience when the actual interpreting duties do not justify the employment of an interpreter at all. The fact that more than one officer in a unit requires the personal services of an interpreter does not of itself justify the employment of a second interpreter. The wages of this grade are comparatively high and the employment of interpreters must be kept to the essential minimum. All the authorities for the employment of interpreters will in future be reviewed every two months.

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GROUP IV - Hotel Staff

The employment of civilians in this group is governed by Administrative Instructions No.3 and 15. It should not be necessary to employ any civilians in excess of those engaged and paid by the civilian manager. Economies can be effected by reducing the number of hotels occupied.

GROUPS V & VI - Marine Grades and Artificers

These grades are normally only employed on Specific Service functions on the authority of the Head of The Service or his authorised delegates. In exceptional circumstances Grade of Formations and Areas may authorise non service units to employ civilians in these groups, these authorities will however be for a specific period and purpose and will only be issued after careful examination. All existing authorities should be reviewed forthwith.

Since many of the Service units employing Group V and VI civilians have now had their establishments substantially reduced, Service Head should ensure that corresponding reductions have been made in civilian employees. In no circumstances should civilians be retained in employment against some possible future requirement.

GROUP VII - Unskilled labour

Unskilled labour will normally only be employed in Service Units and Establishments, and then on the authority of the Head of the Service or his authorised delegate. Heads of Services at Formation, Area and Sub Area will before the 15 Oct 46 review all existing authorities whether or not issued under delegated powers, and ensure that only the minimum essential labour is authorised after that date.

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GROUP VII - Unskilled Labour

Unskilled labour will normally only be employed in Service Units and Installations, and then on the authority of the Head of the Service or his authorised delegate. Heads of Services at Formation, Area and Sub Area will before the 15 Oct 46 review all existing authorities whether or not issued under delegated powers, and ensure that only the minimum essential labour is authorised after that date.

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Unskilled labour will normally only be employed in Service Units and Establishments, and then on the authority of the Head of the Service or his authorised delegate. Heads of Services at Formation, Area and Sub Area will before the 15 Oct 46 review all existing authorities whether or not issued under delegated powers, and ensure that only the minimum essential labour is authorised after that date.

In present conditions all other units should be capable of performing all "Housekeeping" duties with unit military personnel (with the exception of laundry women authorised under GRO 477/43). All existing authorities for the employment of unskilled labour in such units will be cancelled by 15 Oct, any unit which considers that its particular circumstances justify the retention of unskilled labour, must apply for a fresh authority before that date. All such applications will be most carefully screened at Formation, Area or Sub Area HQ.

It is evident that in many cases the scale on which washerwomen are employed is grossly excessive, for all general purposes washerwomen should be employed with the following scales which will be regarded as maxima.

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For washing and Finishing complete

	Summer KD Season	Winter
Up to 25 men	3	2
Up to 50 men	5	3
Up to 75 men	7	5
Up to 100 men	9	7
Up to 200 men	14	10
For each additional increment up to 100 men NOT MORE THAN	2	1

It is also evident that there is extravagance in the employment of cleaners employed in HQ Buildings. Civil Labour will only be used for this purpose when it cannot be undertaken by unit personnel, the minimum numbers will be employed and will be adequately supervised to ensure maximum efficiency.

LABOUR WHICH IS NOT A PROPER CHARGE AGAINST ARMY FUNDS

The following cannot be employed on a charge against Army Funds:

(a) Barbers
(b) Gardeners
(c) Mess Cooks, waiters and orderlies in excess of scale
(d) Any type of civil labour required by Voluntary Organisations e.g. CVWW, BRCS.
(e) Any type of Civil Labour required by ETI
(f) Any type of Civil Labour required by Army Kinema Corporation
(g) Domestic Servants - Nurses etc. for Married Families
(h) Grooms for the care of horses used for recreational purposes
(j) Personnel employed in extra syrpeis accomodation e.g. Officers' Club.

CRITERIA FOR THE EMPLOYMENT OF CIVIL LABOUR

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(e) Any type of Civil Labour required by NAAFI
(f) Any type of Civil Labour required by Army Kinema Corporation
(g) Domestic Servants - Nurses etc. for Married Families
(h) Grooms for the care of horses used for recreational purposes
(j) Personnel employed in extra synopsis accomodation e.g. Officers' Club.

CRITERIA FOR THE RETENTION OF CIVIL LABOUR

(1) That the duties on which the labour is to be employed are essential for the military task and efficiency of the unit, and cannot be eliminated without detriment to that task and efficiency.

(2) That the duties in question cannot be undertaken by any military personnel on the strength, if necessary by a reorganisation of administrative arrangements within the unit.

(3) That the duties in question will entail a full days work for each individual that is to be retained.

(4) That the necessary authority has been obtained.

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ANNEXURE II

NOTES ON COMPARISON TABLES.

1. Tables are based on minimum Italian Industrial rates laid down by national collective agreement of 27th October 1946. This agreement is published by the Confederation of Employers (Confederazione Generale dell'Industria Italiana) in circular No. 225 dated 30th October 1946, and by the Workers Union (Confederazione Generale Italiana del Lavoro) in a booklet dated 31st October 1946.

2. The effect of this agreement is to increase basic pay by 35% (Article 1), to establish an average "contingenza" of 185 Lire per day with a minimum of 160 and a maximum of 200 (Article 6), and to increase the family allowance for children by 50% (Article 19).

3. Family allowances, in the tables, are based on an average family of a wife and two children, and are composed as follows:-

DAILY PAID WORKERS		MONTHLY PAID WORKERS	
Wife	: 34 Lire	Wife	: 36 Lire
1st child	: 42 Lire	1st child	: 45 Lire
2nd child	: 42 Lire	2nd child	: 45 Lire
TOTAL	: 118 Lire	TOTAL	: 126 Lire

4. For the purposes of comparison, an average contingenza of 185 Lire per day has been used for Zone 2. It will be appreciated, however, that in actual fact, this figure varies from province to province.

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DAILY PAID WORKERS		MONTHLY PAID WORKERS	
Wife	: 34 Lire	Wife	: 36 Lire
1st child	: 42 Lire	1st child	: 45 Lire
2nd child	: 42 Lire	2nd child	: 45 Lire
TOTAL	: 118 Lire	TOTAL	: 126 Lire

4. For the purposes of comparison, an average contingenza of 185 Lire per day has been used for Zone 2. It will be appreciated, however, that in actual fact, this figure varies from province to province.

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(A)

COMPARISON TABLES - DAILY PAID WORKERS

ITALIAN INDUSTRY (Zone 1) Minimum rates						ALLIED FORCE
Category	M or F	Basic Pay	Contingenza	Family Allwc.	Total Wage	Category
SPECIALIZED WORKERS	M HF	227	200	118	545	SPECIALIZED WORKERS
QUALIFIED WORKERS	M HF	205	200	118	523	QUALIFIED WORKERS
SEMI SKILLED WORKERS	M HF	194	200	118	512	SEMI SKILLED WORKERS
UNSKILLED WORKERS	M HF	178	200	118	496	UNSKILLED WORKERS

ITALIAN INDUSTRY (Zone 2) Minimum rates						ALLIED FORCE
Category	M or F	Basic Pay	Contingenza	Family Allwc.	Total Wage	Category
SPECIALIZED WORKERS	M HF	214	185	118	517	SPECIALIZED WORKERS
QUALIFIED WORKERS	M HF	193	185	118	496	QUALIFIED WORKERS
SEMI SKILLED WORKERS	M HF	182	185	118	485	SEMI SKILLED WORKERS
UNSKILLED WORKERS	M HF	168	185	118	471	UNSKILLED WORKERS

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ANNEXURE II

COMPARISON TABLES - DAILY PAID WORKERS

imum rates			ALLIED FORCES (Zone 'B') Minimum rates					
Contin-genza	Family Allwc.	Total Wage	Category	M or F	Basic Pay	C.L.B.	Family Allwc.	Total Wage
200	118	545	SPECIALIZED WORKERS	M HF	170	215	90	475
200	118	523	QUALIFIED WORKERS	M HF	140	215	90	445
200	118	512	SEMI SKILLED WORKERS	M HF	125	215	90	430
200	118	496	UNSKILLED WORKERS	M HF	100	215	90	405

mum rates			ALLIED FORCES (Zone 'A') Minimum rates					
Contin-genza	Family Allwc.	Total Wage	Category	M or F	Basic Pay	C.L.B.	Family Allwc.	Total Wage
185	118	517	SPECIALIZED WORKERS	M HF	170	179	90	439
185	118	496	QUALIFIED WORKERS	M HF	140	179	90	409
185	118	485	SEMI SKILLED WORKERS	M HF	125	179	90	394
185	118	471	UNSKILLED WORKERS	M HF	100	179	90	369

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COMPARISON TABLES - CLERICAL AND ADMIN GRADES

ITALIAN INDUSTRY (Zone 1) Minimum rates						ALLIED FO	
Category	M or F	Basic Pay	Contin-genza	Family Allowance	Total Wage	Category	M or F
EXECUTIVE PROFESSIONAL	M HF	13100(504)	5200(200)	3276(126)	21576(830)	EXECUTIVE PROFESSIONAL	M H
SENIOR SUPERVISORY SUB PROFESSIONAL	M HF	10550(406)	5200(200)	3276(126)	19026(732)	SENIOR SUPERVISORY SUB PROFESSIONAL	M H
JUNIOR SUPERVISORY SPECIALIZED	M HF	7700(296)	5200(200)	3276(126)	16176(622)	JUNIOR SUPERVISORY SPECIALIZED	M H
QUALIFIED	M HF	6500(250)	5200(200)	3276(126)	14976(576)	QUALIFIED	M H

ITALIAN INDUSTRY (Zone 2) Minimum rates						ALLIED F	
Category	M or F	Basic Pay	Contin-genza	Family Allowance	Total Wage	Category	M or F
EXECUTIVE PROFESSIONAL	M HF	12500(481)	4810(185)	3276(126)	20586(792)	EXECUTIVE PROFESSIONAL	M
SENIOR SUPERVISORY SUB PROFESSIONAL	M HF	10050(387)	4810(185)	3276(126)	18136(698)	SENIOR SUPERVISORY SUB PROFESSIONAL	M
JUNIOR SUPERVISORY SPECIALIZED	M HF	7350(283)	4810(185)	3276(126)	15436(594)	JUNIOR SUPERVISORY SPECIALIZED	M
QUALIFIED	M HF	6150(237)	4810(185)	3276(126)	14236(548)	QUALIFIED	M

NOTE: Figures in parenthesis represent rate per day. In the case of Italian Industry these fig

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ANNEXURE II

COMPARISON TABLES - CLERICAL AND ADMIN GRADES

inimum rates			ALLIED FORCES (Zone 'B') Minimum rates					
n-a	Family Allowance	Total Wage	Category	M or F	Basic Pay	C.L.B.	Family Allowance	Total Wage
00)	3276(126)	21576(830)	EXECUTIVE PROFESSIONAL	M HF	8580(330)	5590(215)	2340(90)	16510(635)
00)	3276(126)	19026(732)	SENIOR SUPERVISORY SUB PROFESSIONAL	M HF	5980(230)	5590(215)	2340(90)	13910(535)
00)	3276(126)	16176(622)	JUNIOR SUPERVISORY SPECIALIZED	M HF	4420(170)	5590(215)	2340(90)	12350(475)
00)	3276(126)	14976(576)	QUALIFIED	M HF	3640(140)	5590(215)	2340(90)	11570(445)

inimum rates			ALLIED FORCES (Zone 'A') Minimum rates					
in-za	Family Allowance	Total Wage	Category	M or F	Basic Pay	C.L.B.	Family Allowance	Total Wage
185)	3276(126)	20586(792)	EXECUTIVE PROFESSIONAL	M HF	8580(330)	4654(179)	2340(90)	15574(599)
185)	3276(126)	18136(698)	SENIOR SUPERVISORY SUB PROFESSIONAL	M HF	5980(230)	4654(179)	2340(90)	12974(499)
185)	3276(126)	15436(594)	JUNIOR SUPERVISORY SPECIALIZED	M HF	4420(170)	4654(179)	2340(90)	11414(439)
185)	3276(126)	14236(548)	QUALIFIED	M HF	3640(140)	4654(179)	2340(90)	10634(409)

te per day. In the case of Italian Industry these figures are approximated to the nearest lira.

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NOV 20 1946

ALLIED FORCE LABOUR AND WAGES COMMITTEE.
A.F.H.Q.

REF: AFLWC/M/21

Postal Address:
c/o Labour Branch (Br),
HQ, Rome Area Allied Command,
A.P.O. 794 - U.S. Army.

13th November 46.

SUBJECT: Allied Force Labour & Wages Committee - AGENDA.

TO : Distribution "A".

The TWELFTH Meeting of the Labour and Wages Committee will be held at 14.00 hours on Friday 29th November 1946 in the Conference Room of the Labour Branch (Br), H.Q. Rome Area Allied Command, ROME, to consider the following Agenda :-

1. Minutes of the ELEVENTH Meeting of the Committee held on 24th October 1946.

2. To review Allied Force Wage Scales in relation to increases recently granted in Italian Industry. (Minute 3 of the ELEVENTH Meeting refers).

3. Any other business.

4. To set a date for the Next Meeting.

W.R. Braddell, Major,
Secretary (Br),
ALLIED FORCE LABOUR AND WAGES COMMITTEE.

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Declassified E.O. 12356 Section 3.3/NND No. 785015

CO 4032

4 November 1946.

Dear Arch:

I have already discussed with you informally, following my letter of 19 July to you, my opposition to the decision taken by the CAF on the question of making the dismissal bonus payable to civilian employees of the Allied Forces calculable only as from 1 January 1946 for those employees who have been continuously employed by the Allies from a date prior to 1 January 1946.

It is understood that the basis for the ruling in question was that it would be administratively impossible to make the dismissal bonus payable as from an earlier date because of the view that, if adopted, my recommendation to comply with Italian law or labor agreements would require the back payment of an additional dismissal bonus to those employees discharged prior to the coming into effect of any new regulation designed to correct the present ruling.

In Brigadier Napier's ruling dated 23 August 1946, copy of which is enclosed, it was stated that failure to give increased benefits to the civilians already discharged would cause considerable discontent. I do not consider this a valid objection. Our policy should be designed to preserve the morale of those employees on our payrolls -- not those who have left our payrolls. In any case, Brigadier Napier's objection applies with equal force to all employees who were discharged before the present rule went into effect and they are far greater in number.

I know you are well aware of the high prestige which the Allies maintained in Italy during the functioning of the ACC, to which organization you personally contributed so much. Since its dissolution, the relations of the Allies with Italian labor have suffered several setbacks. First was the delay in bringing out the wage increases reflected in AFHQ Administrative Memorandum 14; second has been our failure to pay the "premio della repubblica"; and the third has been our arbitrary action in refusing to pay the dismissal bonus from the date of employment if the date of employment was prior to 1 January 1946.

As pointed out in my memorandum dated 25 July submitted to the Allied Force Labor and Wages Committee meeting held on that date, the financial effect of bringing our policy into line with Italian labor policy in this respect would not be considerable. My recommendation had the concurrence of the chairman of the Committee, Mr. Draime.

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Colonel A. L. Hamblen, U.S. Army,
Assistant Chief of Staff, G-5,
Allied Force Headquarters,
APO 512 - U.S. Army.

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4032/62

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Declassified E.O. 12356 Section 3.3/NND No. 785015

I do hope that this question may be favorably reconsidered at the earliest possible date. The early wind-up of many Allied agencies with resulting discharge of their civilian employees will before long bring this matter to a head and since the employees who entered our service in 1943, 1944, and 1945 will all be penalized by the present decision a very bad impression is going to be created.

Sincerely yours,

EMORY W. STONE
Rear Admiral, USNR
Chief Commissioner

Inc.-1 CMJ CMF ltr 23 Aug 46 copy
1 Adm Stone memo 25 July 46 copy

Copy to: Mr. Braine, Labor Attache, British Embassy
Economic Div.
Ex Commr
CC Files

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C O P Y

GENERAL HEADQUARTERS
CENTRAL MEDITERRANEAN FORCES
Office of the Brig i/c Administration

FA/207/15/1.

TO: The Secretary,
Allied Force Labour and Wages Committee, (2 Copies)

SUBJECT: Dismissal Bonus Payable to Civilian Employees

Reference your AFLWC/M/D3 of 30 Jul 46.

It is considered by GHQ CMF and by HQ MTOUSA that no new argument has been produced which would make this proposal administratively possible.

It is still the opinion of G-4 and "Q" that it would be absolutely impossible to pay this bonus back to the date of original employment, while to apply it, as suggested by the Allied Commission only to those still in our employment would cause considerable discontent in the 200,000 civilians we have already discharged.

(Sgd.) ????? J.L.C. NAPIER
Brigadier
Brigadier i/c Administration

538 7 Aug 46.

COPY TO: "Q" GHQ CMF (1)
G-4 MTOUSA (2)
Labour Directorate GHQ CMF (1)

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Declassified E.O. 12356 Section 3.3/NND No. 785015

COPY

APPENDIX "B"

Admiral Stone, Chief Commissioner of the Allied Commission, has instructed me to present the following memorandum. The Admiral feels very strongly on this subject and most warmly recommends that favorable action be taken on this question.

MEMORANDUM

1. This Memorandum refers to the effective date of calculation of dismissal bonus of Allied Force civilian employees.

2. The background of this and other bonuses is that a Sub-Committee of the Labor and Wages Committee, with Italian delegates in attendance, considered the disparity between Allied Force wage scale and that prevailing in general industry, with particular regard to Christmas bonus, holidays with pay, and dismissal bonus. The recommendation of the Sub-Committee, which was adopted by the main Committee, was that a consolidated bonus be added to the current pay of civilian workers calculated on an appropriate percentage basis and intended to compensate for benefits not specifically provided by the Allied Force wage scale. It was recommended that the percentage increase or consolidated bonus, should be added to current pay as from 1 January 1946.

3. The proposals were considered by the Joint Military Finance Committee, AFHQ, on 18 December 1945 and subsequently by the appropriate authorities at AFHQ, who agreed in principle to the recommendations but substituted specific bonus payments for the suggested consolidated bonus. Administrative Memorandum No. 5 of 1946 contained the relevant instructions and provided inter alia for effect to be given as from 1 January 1946 to civilian employees in service on or after 4 March 1946.

4. But even if the proposals for a consolidated bonus were rejected, it seems appropriate for particular regard to be had to Italian law on this subject when giving effect to single bonus payments, and this raises the question of the effective date for calculating the dismissal bonus. The date 1 January 1946, although appropriate for the calculation of current payments as in the original proposals, is not appropriate when calculating dismissal bonus.

5. It would be appropriate to follow exactly Italian law for this particular item, viz., dismissal bonus, extracted from the proposed consolidated bonus, and to calculate it as from the date of commencement of the employment. The additional cost of the present proposal would not be considerable. More than two-thirds of the present civilian employees are in grades other than clerical and administrative, or hotel and mess; and the effect of the present proposal for such employees would, at the time of dismissal, add four days' pay to those engaged September 1943; 3 days' pay to those engaged June 1944, with corresponding smaller amounts for later engagements. For clerical and administrative workers, the corresponding increases would be 54 days' pay, 36 days' pay, etc. It should be noted, however, that owing to turnover of staff and reduced clerical commitments the numbers concerned with such length of service would be relatively few.

6. The moral effect of this concession is of the utmost importance. In addition to rewarding long and faithful service on the part of those still in Allied employment on terms no more favorable than they would receive if employed by Italian employers, it would remove a source of grievance and enhance the prestige of the Allied authorities at a critical moment. Moreover, it should be remembered that it is less a concession than it is simple recognition of the

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Declassified E.O. 12356 Section 3.3/NND No. 785015

workers' rights under Italian law. In my view -- as I stated as Chief Civil Affairs Officer in my decision in the Schio Massacre case -- the Allied military authorities are bound under the law of occupation to be the custodian of Italy's fundamental legal institutions. The protection of the legal rights of workers is surely fundamental. We therefore should comply with Italian labor laws and calculate the dismissal bonus as from the date of engagement.

/s/ ELLERY W. STONE
Rear Admiral, USNR
Chief Commissioner

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Declassified E.O. 12356 Section 3.3/NND No. 785015

CS 4032

4 November 1946.

Dear Arch:

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It is understood that the basis for the ruling in question was that it would be administratively impossible to make the dismissal bonus payable as from an earlier date because of the view that, if adopted, my recommendation to comply with Italian law or labor agreements would require the back payment of an additional dismissal bonus to those employees discharged prior to the coming into effect of any new regulation designed to correct the present ruling.

In Brigadier Napier's ruling dated 22 August 1946, copy of which is enclosed, it was stated that failure to give increased benefits to the civilians already discharged would cause considerable discontent. I do not consider this a valid objection. Our policy should be designed to preserve the morale of those employees on our payrolls -- not those who have left our payrolls. In any case, Brigadier Napier's objection applies with equal force to all employees who were discharged before the present rule went into effect and they are far greater in number.

I know you are well aware of the high prestige which the Allies maintained in Italy during the functioning of the AFHQ, to which organization you personally contributed so much. Since its dissolution, the relations of the Allies with Italian labor have suffered several setbacks. First was the delay in bringing out the wage increases reflected in AFHQ Administrative Memorandum 14; second was [illegible] our failure to pay the "mensile della repubblica"; and the third has been our arbitrary action in refusing to pay the dismissal bonus from the date of employment if the date of employment was prior to 1 January 1946.

As pointed out in my memorandum dated 23 July submitted to the Allied Force Labor and Wages Committee meeting held on that date, financial effect of bringing our policy [illegible] line with Italian labor policy in this respect would not be considerable. My recommendation had the concurrence of the chairman of the Committee, Mr. Irvine.

535

Colonel A. L. Hamblen, U.S. Army,
Assistant Chief of Staff, G-5,
Allied Force Headquarters,
APO 512 - U.S. Army.

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Declassified E.O. 12356 Section 3.3/NND No. 785015

I do hope that this question may be favorably reconsidered at the earliest possible date. The early wind-up of many Allied agencies with resulting discharge of their civilian employees will before long bring this matter to a head and since the employees who entered our service in 1943, 1944, and 1945 will all be penalized by the present decision a very bad impression is going to be created.

Sincerely yours,

HARRY W. STUNK
Rear Admiral, USNR
Chief Commissioner

Encl.-1 CNO ltr 23 Aug 46 copy
2 Navy Memo 23 July 46 copy

Copy to: Mr. Braine, Labor Attache, British Embassy
Economic Div.
Ex Comm
CC Files

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Declassified E.O. 12356 Section 3.3/NND No. 785015

COPY

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Declassified E.O. 12356 Section 3.3/NND No. 785015

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/s/ ELLERY W. STONE
Rear Admiral, USNR
Chief Commissioner

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(WE)

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Declassified E.O. 12356 Section 3.3/NND No. 785015

COPY

GENERAL HEADQUARTERS
CENTRAL MEDITERRANEAN FORCES
Office of the Brig i/c Administration

BA/207/15/1.

TO: The Secretary,
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(Sgd.) ????? J.L.C. NAPIER
Brigadier
Brigadier i/c Administration

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23 Aug 46.

COPY TO: "Q" GHQ CMF (1)
G-4 MTOUSA (2)
Labour Directorate GHQ CMF (1)

(78)

OCT 30 1946

ALLIED FORCE LABOUR AND WAGES COMMITTEE.
A.F.H.Q.

REF: AFLWC/M/G1

66493

Postal Address:
c/o Labour Branch (Br),
HQ, Rome Area Allied Command,
A.P.O. 794 - U.S. Army.

25th October 1946.

The ELEVENTH Meeting of the Allied Force Labour and Wages Committee was held at 09.30 hours on 24th October 1946 in the Conference Room of Labour Branch (Br), Rome Area Allied Command, ROME.

PRESENT:

CHAIRMAN:
Lt. Col. F.F. BOLTON - A.D.L. Hq 3 District

REPRESENTATIVES OF:
Labour Directorate, G.H.Q., C.M.F.
H.Q., MTOUSA
C.G., F.B.S.
H.Q., No. 3 District.
H.Q., Rome Area Allied Command.
H.Q., Allied Commission.

IN ATTENDANCE:

REPRESENTATIVES OF:
No. 8 Base Command Pay Office.
C.G.I.L.
Italian Ministry of Labour.

1. Owing to the absence of the appointed Chairman, Mr. W.H. BRAINE, British Embassy, it was proposed and unanimously agreed that Lt. Col. F.F. BOLTON, A.D.L., H.Q. 3 District, should act in his stead.

2. (a) The Minutes of the TENTH Meeting of the Committee held on 26th September 1946 were received and approved.

(b) MINUTE 2(b): PROPOSED AMENDMENT TO AFHQ ADMIN MEMO 17/46.

The Secretariat reported that the necessary amendment to A.F.H.Q. Admin. Memo. 17/46 had been requested.

(c) MINUTE 2(d): APPLICATION OF SIMPLIFIED WAGE SCALE TO SICILY AND SARDINIA.

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H.Q., No. 3 District.
H.Q., Rome Area Allied Command.
H.Q., Allied Commission.

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C.G.I.L.
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(c) MINUTE 2(d): APPLICATION OF SIMPLIFIED WAGE SCALE TO SICILY AND SARDINIA.

The Secretariat reported that the proposals of the Committee had been submitted to A.F.H.Q. Agitation amongst R.A.F. employees in SARDINIA had been reported.

(d) MINUTE 2(m): TRANSFER OF VENICE FROM ZONE "A" TO ZONE "B".

It was reported that the transfer of the Commune of VENICE from Zone "A" to Zone "B" had been authorized by A.F.H.Q. Admin Memo 22/46, the effective date being 1st October 1946.

(e) MINUTE 2(n): APPLICATIONS FOR APPOINTMENT TO GRADE OF CHIEF EXECUTIVE.

YVES GASTON PIERRE
CARLO BILL MILLER
MICHAEL PICARELLI
ANTONIO PALLADINO

The Secretariat reported that H.Q. MTOUSA had investigated and supported these applications from 6686th Railhead Group, U.S. ARMY and that they had been recommended by the Chairman and Secretariat and passed to A.F.H.Q. for authorization.

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(f) MINUTE 2(c): CATEGORIZATION OF GRADES NOT ALREADY LISTED IN AFHQ ADMIN MEMO 14/46.

The Secretariat stated that it was understood that the proposals of the Committee were still under consideration by A.F.H.Q.

(g) MINUTE 2(p): REPUBLIC BONUS.

The Chairman said that he understood that there was no change in the position as stated at the TRTF Meeting.

(h) MINUTE 2(o): LINOTYPE OPERATORS.

The Secretariat reported that a decision was awaited from A.F.H.Q.

(i) MINUTE 4. : AMENDMENT OF RATE OF PAY OF CHIEF EXECUTIVES.

The Secretariat reported that the proposals of the Committee had been forwarded to A.F.H.Q. and were under consideration.

(j) MINUTE 5. : STATUS OF VOLUNTARY ORGANIZATIONS.

The Secretariat reported that a letter had been forwarded to A.F.H.Q. requesting a clarification of the status of voluntary organizations. Representative G.H.Q. stated that he understood instructions would be issued shortly.

(k) MINUTE 10. : SOCIAL INSURANCE CONTRIBUTIONS, PRIVATELY EMPLOYED DOMESTICS.

The Secretariat reported that the Istituto Nazionale della Previdenza Sociale had confirmed that the amount of the weekly social insurance contribution was governed by the size of the Commune as stated in para 6 of GRO 523/46.

(l) INCOME TAX.

The Secretariat reported that the recommendations of the Committee had been passed to A.F.H.Q.

(m) EMPLOYMENT OF BRITISH CIVILIANS.

Representative GHQ stated that this subject was under consideration at G.H.Q.

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Representative GHQ stated that this subject was under consideration at G.H.Q.

(n) APPOINTMENT OF CHIEF EXECUTIVES.

Dott. Maria BUONINCONTI	:	Allied Financial Agency
Mario LIBERATO	:	61st QM Base Depot, P.B.S.
Victor A. BOSSI	:	Signal Liaison Office, HQ 6686th Railhead GP(Prov) Bagnoli Railhead P.B.S.

The Secretariat reported that applications in respect of BUONINCONTI and LIBERATO had been rejected and the application in respect of BOSSI had been recommended and submitted to A.F.H.Q. for authorization.

3. INCREASES IN BASIC PAY, COST OF LIVING BONUS AND FAMILY ALLOWANCE IN ITALIAN INDUSTRY.

Copies of agreements dated 1st October 1946 and 11th October 1946 (Appendices "A" and "B"), reached between the C.G.I.L. and the Confederazione Generale dell'Industria Italiana, were received by the Committee.

Representatives Italian Ministry of Labour and C.G.I.L. agreed that the increases authorized by these agreements had not yet been given to

Declassified E.O. 12356 Section 3.3/NND No. 785015

the worker. They stated that although an average cost of living bonus had been fixed, the actual amount for each particular province had yet to be decided upon.

The Committee observed that the present Allied Force Cost of Living Bonus already agreed favourably with that authorized by the agreement produced, and were of the opinion that evidence from each particular province in which the Allied Forces employed labour would be necessary before any proposal to adjust existing wage rates could be considered.

The opinion of the respective financial Representatives would have to be sought.

The Committee, therefore, referred the subject to the Labour Representatives of G.H.Q. and M.T.O.U.S.A. in order that comparison tables could be produced for consideration at the next Meeting.

4. NATIONAL AGREEMENT FOR HOTEL EMPLOYEES.

An agreement, dated 14th September 1946, reached between the Italian Hotel owners Association and the Italian Federation of Hotel and Mess Workers was considered.

It was observed that the main effect of the agreement was to reduce the working hours of hotel employees to nine hours per day.

As employees of requisitioned hotels enjoyed a steady basic wage, were not reliant upon gratuities and were provided with good meals at a very low cost, and in view of the practice of derequisitioning hotels wherever possible, the Committee were of the opinion that no change should be made in existing regulations.

5. BONUS TO EMPLOYEES WHO TERMINATE EMPLOYMENT AT THEIR OWN REQUEST.

A copy of an Italian industrial agreement dated 30th March 1946 was received from the Italian Ministry of Labour. (Relevant extract is attached as Appendix "C"). The Italian Ministry of Labour Representative stated that this agreement represented the normal Italian industrial practice in respect of administrative and clerical employees. He stated that there wa no provision for the payment of the bonus to daily paid employees who terminated employment at their own request.

Representative G.H.Q. stated he could not agree to the payment of a dismissal bonus to employees who leave employment voluntarily. Represen ative ALCOM said that the views of the Chief Commissioner were that Italian industrial practice should be followed. The Chairman pointed out that the Italian practice was to give not a dismissal but a termination bonus and that this was not given as a compensation for dismissal but as a reward for satisfactory services performed.

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The Committee recommended that, following Italian industrial practice, a TERMINATION bonus be authorized for all administrative and Clerical employees who terminate employment at their own request, always provided that termination is by mutual consent and satisfactory services have been performed, such bonus to consist of one half of the sum to which they would have been eligible as dismissal bonus, had they been dismissed.

6. METHOD OF DETERMINING A HEAD OF FAMILY.

The Committee reaffirmed its opinion that the present method of determining whether an employee should be classed as Head of Family or not laid too heavy a responsibility on the employing Officer. It was agreed that abuse of regulations was prevalent.

Representative G.H.Q. submitted a scheme intended to serve as a guide to employing Officers in this matter. (See Appendix "D"). The Committee approved the scheme and recommended that Representatives G.H.Q. and M.M.C.U.S.A. should circulate it to employing units, with a view to checking present abuse and clarifying existing regulations.

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Declassified E.O. 12356 Section 3.3/NND No. 785015

7. EMPLOYMENT OF IMPORTED LABOUR.

Representative P.B.S. raised the question of civilian employees who were domiciled in a province other than that in which their employing unit was located. Many such employees were now being dismissed and the tendency was to seek further employment with another Allied Unit rather than return to their normal place of residence.

The Committee was of the opinion that, wherever possible, local labour should be employed and that normally, imported labour, once dispensed with, should not be re-engaged.

8. APPOINTMENTS TO THE GRADE OF CHIEF EXECUTIVE.

IDA BAJARDI) Finance Office, 65Both Railhead Group
MLLN. GAUDO) (Prov), U.S. Army.

M. ROZNER 77 C.R.M. Works, 36 Area.

Applications were received in respect of the above named civilians and the Committee authorized the Chairman and Secretariat to deal with them in accordance with existing procedure, rates for female employees to be subject to a reduction of 15% in accordance with Italian Industrial practice.

9. DATE AND PLACE OF NEXT MEETING.

Representative G.H.Q. proposed that the next Meeting be held at RAVA, the advantage being that the bulk of labour employed by British Units was in the North and that British Labour and Financial Representatives were located at R.AVA. Representative M.T.O.U.S.A. pointed out that American labour and American Representatives were located at LIVORNO and South. Representative ALCOM objected on the grounds of travelling involved.

The Committee agreed that the Secretariat should refer the matter to A.F.H.Q. for a decision, stating the advantages and disadvantages of the proposal. It was therefore agreed that the date and place of the next Meeting should be notified by the Secretariat in due course.

Curtis J. IVEY, Major
Secretary (Am.)

E.R. BADMAN, Major
Secretary (Br)

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Applications were received in respect of the above named civilians and the Committee authorized the Chairman and Secretariat to deal with them in accordance with existing procedure, rates for female employees to be subject to a reduction of 15% in accordance with Italian Industrial practice.

9. DATE AND PLACE OF NEXT MEETING.

Representative G.H.Q. proposed that the next Meeting be held at PADUA, the advantage being that the bulk of labour employed by British Units was in the North and that British Labour and Financial Representatives were located at PADUA. Representative M.T.O.U.S.A. pointed out that American labour and American Representatives were located at LIVORNO and South. Representative ALCOM objected on the grounds of travelling involved.

The Committee agreed that the Secretariat should refer the matter to A.F.H.Q. for a decision, stating the advantages and disadvantages of the proposal. It was therefore agreed that the date and place of the next Meeting should be notified by the Secretariat in due course.

Curtis J. IVEY, Major
Secretary (Am.)

E.R. BADMAN, Major
Secretary (Br)

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Appendix "A"

T R A N S L A T I O N

AGREEMENT FOR THE DETERMINATION OF THE AVERAGE-CONTINGENCY INDEMNITY.

In Rome, on the 1st October 1946, has been reached the following agreement which determines the average Contingency Indemnity.

between

the Confederazione Generale Italiana del Lavoro, represented by Avv. Leopoldo Rubinacci, Sig. Fiecchia, Arturo Chiari, and Carlo Venegoni.

and

the Confederazione Generale dell'Industria Italiana, represented by Avv. Toscani and Ing. De Micheli.

PREAMBLE:

1. It is understood that the variations in the present Contingenza, consequent upon the establishment of conventional rates for the various provinces, will be taken into consideration when estimating overhead expenses.

2. It is agreed that the difference between the actual basic wage now in issue and the minimum basic pay that has already been or may be authorized by agreement between the "Confederazioni" and the "Federazioni" will be made up of part of this new increase of the Contingenza.

It has been agreed upon the following :-

The average basic contingenza, valid from the 1st October 46 to 30th November 46 is that of 185 Lire and is related to the average cost of living in the eight Provinces of MILAN, TURIN, NAPLES, MANTOVA, ROME, ROVIGO, MACERATA and CAGLIARI, during the period from 1st June 46 to 15th September 46 based on the new elements, the maximum being 200 Lire and the minimum 160.

CENTRAL COMMISSION FOR THE DETERMINATION OF THE ELEMENTS ENTERING IN THE CALCULATION OF THE COST OF LIVING INDICES.

53 TO A special Central Commission has been created, comprising 3 representatives of the C.G.I.L. and 3 representatives of the "Confederazione Industriali" headed by an expert of recognised authority on the matter, to the effect of elaborating a new budget of expenses of an average family upon which the fluctuations of the cost of living and the subsequent variations of the contingenza may be calculated.

MODIFICATIONS OF THE FAMILY BUDGET TABLES.

The new Central Commission has the mandate to modify the Tables of expenses of an average family, by increasing the number of calories for an adult person to

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2.600 and by reducing, where necessary, the part of expenses for clothing and other necessities, so that, without appreciably altering the total amount of the expenses the part spent on food during the period considered be increased up to at least 75% of this total.

PERIODICITY OF VARIATIONS OF CONTINGENCY INDEMNITY - START OF VARIATIONS AND PERIOD TO BE REFERRED TO.

The parties agree that departing from the basic cost of living for the period from the 15th of June to the 15th of September computed according to the new elements which compose the family budget, the future modifications of the contingenza will be made every two months, but no change will take place during these periods. The first adjustment will be based on the variations of the index number between 15th September - 15th November in comparison with those for the period from the 15th of June to the 15th of September and will be applicable from the first of December 1946.

CONVENTIONAL APPLICATION OF THE FLUCTUATION OF THE INDEX NUMBER TO THE CONTINGENZA INDEMNITY.

The coefficient for conversion of the percentage fluctuation of the index number into the percentage variation of the Contingency Indemnity will be determined at the final stage of this conference and be based on the inversed relation between the Basic Average Contingency and the total wage (basic pay plus contingenza) derived from the half of the total of the basic pay of an Unskilled Worker plus that of a Specialised Worker of Group "A" in Zone 1.

Read, confirmed and signed

For the Confederazione Generale Italiana del Lavoro.
(Sgd.) Avv. Leopoldo RUBINACCI

For the Confederazione Generale Industria Italiana.
(Sgd.) Avv. Rosario TOSCANI
Ing. DE MICHELI

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Appendix "B"

TRANSLATION

TEXT OF THE AGREEMENT

11th October 1946

Preamble

The purpose of the agreements concluded today is to revise the wages position in relation to the needs of the workers and within the powers of the employers, in keeping with the financial and economic policy of the government, and in relation to an improvement in the standard of living of the working classes which is bound up with the revival of industry. The essential factor in making this revision is to arrive at a wages truce for at least six months, during which time the policy and the provisions of the government may be able to produce the solutions desired. With these intentions, having demonstrated their sense of responsibility, goodwill and understanding, the two parties agree upon the following:-

The minimum basic pay of workers employed by industrial firms will be revised to reach a level equal to the scales established by the contracts of 6.12.1945 and 23.5.1946 augmented by an increase of 35%. This to take effect from the first day in the first pay period in October.

A further possible increase of this new wage level which arises from the above mentioned increases may be conceded to those branches of industry which may not have been in agreement, such concessions to be made exclusively by national collective contracts for particular branches of industry which will incorporate any local wage agreements that might be made.

In order not to prejudice the principle of stability which is the governing factor of this agreement, and in order not to affect the necessary general wage balance, this further increase cannot be higher than 15% and the amount will be varied in relation to the circumstances of the particular branch of industry concernod.

The following has also been agreed. An increase of 50% in the family allowance for children. Payment for holidays which fall on weekdays. An increase of the present leave period from 6 to 12 days, arrangements to be made to avoid adverse effect on production. The grant of Christmas bonus and of the 13th month, both including the full contingenza.

53 As far as clerical workers are concerned, the parties agree to extend to them the above increases, technical adjustments to be agreed upon separately.

The increases in basic pay awarded by this agreement absorb the third elements, indemnities, etc. in the following proportions: 20% of the present total to be effective from the date of the application of the interconfederal agreement; 30% of the present total to be effective from the date of the application of the national agreements for each particular branch of industry.

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APPENDIX "C".

TRANSLATION

ARTICLE 3 OF AGREEMENT BETWEEN C.G.I.L. AND CONFEDERAZIONE GENERALE DELL'INDUSTRIA ITALIANA DATED 30TH MARCH 1946 (FOR CLERICAL EMPLOYEES OF ITALIAN IN[illegible])

In the case of termination of employment by resignation, the employee will be paid a relative proportion of the Dismissal bonus authorized by para 24 of the contract dated 5th August 1937 :-

(a) 50% if the employee has at the time of resignation not completed 5 years service.

(b) 75% if the employee has at the time of resignation completed 5 years but less than 10 years service.

(c) The full amount if the employee has at the time of resignation completed 10 years service.

Females who resign in order to get married or because of pregnancy or childbirth will be paid the full amount as set out in para 24.

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years but less than 10 years

(c) The full amount if the employee has at the time of resignation completed 10 years service.

Females who resign in order to get married or because of pregnancy or childbirth will be paid the full amount as set out in para 24.

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APPENDIX "D".

HEADS OF FAMILY.

1. A claim for Head of Family Allowance will be supported by a "Certificato di Stato di Famiglia" (Specimen attached). This must be signed and must bear the stamp of the Commune. The person whose name appears as serial one may be paid the allowance without further evidence. The "Certificato di Stato di Famiglia" will be retained by the employing unit so long as the person drawing the allowance is employed.

2. Should the Head of Family fall sick or for any other reason become unemployed the "Certificato di Stato di Famiglia" will be returned to him by the employing unit.

3. Any other member of the family who wishes to claim Head of Family Allowance will obtain Form Mod. A.F. 43 (Estratto di Autorizzazione) specimen attached, issued by the ISTITUTO NAZIONALE DELLA PREVIDENZA SOCIALE. This form will be produced together with the "Certificato di Stato di Famiglia" and will be accepted by the employing unit as proof of entitlement to the allowance. Both forms must be signed and bear the stamp of the issuing authority. They will be retained by the employing unit so long as the person concerned remains in its employment or until the Head of Family, as shown on the "Certificato di Stato di Famiglia" is ready to resume employment. In each case the "Certificato di Stato di Famiglia" will be returned to the employee and the "Estratto di Autorizzazione" to the appropriate branch of the ISTITUTO NAZIONALE DELLA PREVIDENZA SOCIALE.

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3. Any other member of the family who wishes to claim Head of Family Allowance will obtain Form Mod. A.F. 43 (Estratto di Autorizzazione) specimen attached, issued by the ISTITUTO NAZIONALE DELLA PREVIDENZA SOCIALE. This form will be produced together with the "Certificato di Stato di Famiglia" and will be accepted by the employing unit as proof of entitlement to the allowance. Both forms must be signed and bear the stamp of the issuing authority. They will be retained by the employing unit so long as the person concerned remains in its employment or until the Head of Family, as shown on the "Certificato di Stato di Famiglia" is ready to resume employment. In each case the "Certificato di Stato di Famiglia" will be returned to the employee and the "Estratto di Autorizzazione" to the appropriate branch of the ISTITUTO NAZIONALE DELLA PREVIDENZA SOCIALE.

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Rip. IV - Mod. 31

S. P. Q. R.

C O M U N E D I .....

IV Ripartizione - Servizi Demografici

CERTIFICATO DI STATO DI FAMIGLIA

Si certifica che la famiglia del Sig. ..... abitante in via ..... risulta composta dei seguenti membri

N.	Cognome e Nome	Paternità	Nascita				Relazione di parentela	Professione
			Comune	giorno	mese	anno		

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N.	Cognome e Nome	Paternità	Nascita				Relazione di parentela	Professione
			Comune	giorno	mese	anno		

Mod. A. F. 43

ISTITUTO NAZIONALE DELLA PREVIDENZA SOCIALE.
(Assegni Famigliari ai Lavoratori dell'Industria)

Sede di .....

ESTRATTO DI AUTORIZZAZIONE
per la corresponsione di assegni famigliari a lavoratori aventi a carico genitori o altri ascendenti in linea diretta

Si autorizza la corresponsione a favore di

.....

figlio di / fu .....

nato a ..... il .....

residente a .....

degli assegni famigliari per i genitori o altri ascendenti in linea diretta a carico, qui appresso indicati :

1) .....
cognome e nome paternita' relazione di parentela

2) .....

3) .....

4) .....

La presente autorizzazione e' valida dall'inizio del periodo di paga in corso (1) / successivo (2) alla data del ..... al .....

Decorso quest'ultimo termine essa dovra' essere restituita all'intestata Sede dell'I.N.P.S.

5370

Non sara' tenuto conto degli eventuali pagamenti di assegni famigliari eseguiti per periodi di lavoro posteriori al termine di validita' del presente documento: le relative somme non saranno quindi rimborsate al datore di lavoro.

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residente a .....

degli assegni famigliari per i genitori o altri ascendenti in linea diretta a carico, qui appresso indicati :

1) .....
cognome e nome paternita' relazione di parentela

2) .....

3) .....

4) .....

La presente autorizzazione e' valida dall'inizio del periodo di paga $\frac{\text{in corso (1)}}{\text{successivo (2)}}$ alla data del ..... al .....

Decorso quest'ultimo termine essa dovra' essere restituita all'intestata Sede dell'I.N.P.S.

5374 Non sara' tenuto conto degli eventuali pagamenti di assegni famigliari eseguiti per periodi di lavoro posteriori al termine di validita' del presente documento: le relative somme non saranno quindi rimborsate al datore di lavoro.

Gli estremi della presente autorizzazione (data e indicazione della Sede da cui viene rilasciata) debbono essere annotati, a cura del datore di lavoro, nel libro matricola o documento equipollente.

....., li' .....

IL DIRETTORE

Bollo della Sede.

.....

(1) Data in cui si sono realizzate le condizioni richieste per il diritto agli assegni.

(2) Data di presentazione della domanda da parte dell'interessato nel caso di richiesta di assegni in dipendenza di uno stato di invalidita'.

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QC 1060
OCT 111430A

H/714.1
OCT 121230

GHQ CINCSHQ CMF
AFHQ , INFO: AFCOM ROME
FOR G5

POUCHE

UNCLASSIFIED:

Subject Commune of Venice. Agreed that above Commune be transferred from Zone A to Zone B effective date 1 October 46. Stress 1 October 46 to avoid excessive strain on ADM Particularly as certain units have disbanded.

AC [illegible]

INFO ACTION - RCOM SEC 2

INFO : CMTY COMMISSIONER

EX COMGR

MOAT

MILE

5351

16

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C 65210
OCT 071637B

R/7068
OCT 080945

ROUTINE

AFHQ C-5
GHQ CMF ,INFO: ALCOM ROME GHQ G-5

FOR Q FOR LABOUR DIRECTORATE

UNCLASSIFIED:

Subject is commune of Venice . Reference letter AFLWC/R/P NE 1 dated 11 September 1946 and letter DL/56/1 dated 17 September 1946.

1. Question of transfer of commune from zone A to zone B was again raised at last meeting held 26 September 1946.
2. It is the opinion of the committee that in view of labour agitation and strike threats at Venice and Mestre AMC that it is a matter of extreme urgency . Further delay may lead to further disturbances , heated demands and threats.
3. Do you concur with proposed amendment to administrative memorandum no 1/46 effective date to be 1 September 1946 query.

AC DIST

INFO ACTION - EX COMMR 2

INFO - CHIEF COMMISSIONER

FLOAT

FILE

5356

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C 65210
OCT 071657B

R/706B
OCT 080945

ROUTINE

AFHQ G-5
GHQ CMF ,INFO: ALCOM ROME GHQ CMF

FOR Q FOR LABOUR DIRECTORATE

UNCLASSIFIED:

Subject is commune of Venice . Reference letter AFLWC/M/E NR 1 dated 11 September 1946 and letter DL/56/1 dated 17 September 1946.

1. Question of transfer of commune from zone A to zone B was again raised at last meeting held 26 September 1946.
2. It is the opinion of the committee that in view of labour agitation and strike threats at Venice and Mestre AND that it is a matter of extreme urgency . Further delay may lead to further disturbances , heated demands and threats.
3. Do you concur with proposed amendment to administrative memorandum no 14/46 effective date to be 1 September 1946 query.

AC DIST

INFO ACTION - EX COMMR 2

INFO - CHIEF COMMISSIONER

FLOAT

FILE

5354

NOV 5 1946

ALLIED FORCE LABOUR AND WAGES COMMITTEE.
A.F.H.Q.

REF: AFLWC/M/F1

Postal Address:
c/o Labour Branch (Br),
HQ, Rome Area Allied Command,
A.P.O. 794 - U.S. Army.

27 September 46

The TENTH Meeting of the Allied Force Labour and Wages Committee was held at 09.30 hours on 26th September 1946 in the Conference Room of Labour Branch (Br), Rome Area Allied Command, ROME.

PRESENT:

CHAIRMAN:
Lt. Col. A.F. MILLS O.B.E., M.C. A.D.L., HQ 3 District

REPRESENTATIVES OF:
Labour Directorate, G.H.Q., C.M.F.
HQ, M.T.O.U.S.A.
G-G, P.B.S.
H.Q., No. 3 District.
H.Q., XIII Corps.
H.Q., Rome Area Allied Command.
H.Q., Allied Commission.

IN ATTENDANCE:

REPRESENTATIVES OF:
F.A., G.H.Q., CMF.
No. 8 Base Command Pay Office.
C.G.I.L.
Italian Ministry of Labour.

1. Owing to the absence of the appointed Chairman, Mr. W.H. BRAINE, British Embassy, it was proposed and unanimously agreed that Lt. Col. A.F. MILLS A.D.L., HQ 3 District, should act in his stead.

2. (a) The Minutes of the NINTH Meeting of the Committee held on 30th August were received. At the request of the Secretariat, the Committee agreed that Minute 3 (d) should be amended as follows :-

For "Minute 14 of these minutes refers"
Read "Minute 1(h) of these minutes refers"

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H.Q., M.A.C.C.S.A.
C-G, F.B.S.
H.Q., No. 3 District.
H.Q., XIII Corps.
H.Q., Rome Area Allied Command.
H.Q., Allied Commission.

IN ATTENDANCE:

REPRESENTATIVES OF:
F.A., G.H.Q., CMF.
No. 8 Base Command Pay Office.
C.G.I.L.
Italian Ministry of Labour.

1. Owing to the absence of the appointed Chairman, Mr. W.H. BRAINE, British Embassy, it was proposed and unanimously agreed that Lt. Col. A.F. MILL A.D.L., HQ 3 District, should act in his stead.

2. (a) The Minutes of the NINTH Meeting of the Committee held on 30th August were received. At the request of the Secretariat, the Committee agreed that Minute 3 (d) should be amended as follows :-

For "Minute 14 of these minutes refers"
Read "Minute 1(h) of these minutes refers"

(b) MINUTE 1(c): QUARTERLY REVISION OF COST OF LIVING BONUS.

The Secretariat reported that the necessary amendments to AFHQ Admin Memo 14/46 had been published in Admin Memo 17/46. Representative GHQ pointed out that the monthly Cost of Living Bonus for a male not Head of Family Zone "A" should read 4.654 Lire and not 4.645 Lire as given in the Admin Memo. The daily minimum basic wage of Unskilled Grades, 16/16, Female not Head of Family, should read 50 Lire per day and not 60 Lire as stated. The Committee authorized the Secretariat to take the necessary action to secure an amendment.

(c) MINUTE 1(d): TRAVELLING ALLOWANCES.

Representative ALCOM stated there were no further developments on this subject.

(d) MINUTE 1(e): APPLICATION OF SIMPLIFIED WAGE SCALE TO SICILY AND SARDINIA.

The Secretariat reported that comparison tables had been received from HQ 3 District and that the proposal would now be submitted to AFHQ for consideration.

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(e) MINUTE 1(f): PROPOSED AMENDMENTS TO AFHQ ADMIN MEMO No 14/46.

The Secretariat reported that the amendments had been published in Admin Memo 21/46. Representative XIII Corps stated that the method of determining whether an employee should be classed as Head of Family or not laid too heavy a responsibility on the employing Officer. The Committee authorised the Chairman and Secretariat to examine the question and submit proposals for consideration at the next Meeting.

(f) MINUTE 1(g): DISMISSAL BONUS PAYABLE TO CIVILIAN EMPLOYEES.

Representative ALCOM stated that there was nothing further to add on this subject.

(g) MINUTE 1(j): SICKNESS BENEFITS FOR ADMINISTRATIVE AND CLERICAL EMPLOYEES.

The Secretariat reported that the discrimination between clerical employees and manual workers had again been represented to AFHQ. Representative XIII Corps announced that A.M.G. were considering a scheme for the Social Insurance of clerical employees within Venezia Giulia.

(h) MINUTE 1(i): NIGHTSHIFT AND OFFICE WORKERS MEAL.

Representative CA stated that he understood a reduction in the bread element was likely to be made in the near future. This would affect employees within 3 District territory only.

(i) MINUTE 1(j): APPOINTMENT OF CHIEF EXECUTIVE Sig. Alberto CAMPELLONE.

The Secretariat announced that application in respect of this civilian had been approved by AFHQ.

(j) MINUTE 1(k): CATEGORIZATION OF TELEPHONE OPERATORS.

The Secretariat reported that the necessary amendment had been published in Admin Memo 15/46.

(k) MINUTE 3(f): APPOINTMENT OF CHIEF EXECUTIVE Dott Manlio CECOVINI.

The Secretariat announced that the application in respect of this civilian had been approved by AFHQ.

(l) MINUTE 5: CALCULATION OF OVERTIME PAY.

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for the Social Insurance of Clerical Employees

(h) MINUTE 1(d): TELEGRAPH AND OFFICE WORKERS MEAL.

Representative (h) stated that he understood a reduction in the bread element was likely to be made in the near future. This would affect employees within 5 District territory only.

(i) MINUTE 1(j): APPOINTMENT OF CHIEF EXECUTIVE Sig. Alberto CAMPELLONE.

The Secretariat announced that application in respect of this civilian had been approved by AFHQ.

(j) MINUTE 1(k): CATEGORISATION OF TELEPHONE OPERATORS.

The Secretariat reported that the necessary amendment had been published in Admin Memo 16/46.

(k) MINUTE 3(f): APPOINTMENT OF CHIEF EXECUTIVE Dott Manlio CECOVINI.

The Secretariat announced that the application in respect of this civilian had been approved by AFHQ.

(l) MINUTE 5: CALCULATION OF OVERTIME PAY.

The Secretariat reported that this subject had been studied by the Chairman and Secretariat. Overtime rates in Italian industry are determined by a Collective Contract dated 8th November 1939. This contract rules that overtime work on weekdays will be calculated on basic pay, plus 15%, plus Cost of Living Bonus, less family allowance. Overtime on Sundays or holidays is calculated on basic pay, plus 25%, plus Cost of Living Bonus, less family allowance. Family allowances are payable in Italian industry only on six days a week and consequently whilst Allied Force overtime rates for weekdays are considerably less than those paid in Italian industry, rates for the seventh consecutive day are considerably in excess. After consultation with the CGIL, it was considered that a revision of the Allied Force practice would be inadvisable at the present time and might lead to discontent.

The Committee endorsed the policy adopted by the Chairman and Secretariat.

(m) MINUTE 6.: TRANSFER OF VENICE FROM ZONE "A" TO ZONE "B".

It was noted by the Committee that Representative XIII Corps was now in favour of the proposals and retracted his dissent. In

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view of labour agitation in Venice and Mestre, the Committee instructed the Secretariat to represent to AFHQ the necessity for a quick decision on the matter.

(n) MINUTE 8.: APPLICATIONS FOR APPOINTMENT TO GRADE OF CHIEF EXECUTIVE.

The Secretariat reported that application in respect of LEPORE Romolo (R.A.A.C.) had been submitted to AFHQ for consideration. Applications from Quartermaster, 6686th Railhead Group U.S. Army, had been re-submitted for re-consideration by the Committee. Representative MTOUSA agreed to investigate and make recommendations accordingly.

(o) MINUTE 9.: CATEGORIZATION OF GRADES NOT ALREADY LISTED IN AFHQ ADMIN MEMO No. 14/46.

The Secretariat reported that the proposals of the Committee had been submitted to AFHQ and were under consideration.

(p) MINUTE 11: REPUBLIC BONUS.

The Chairman stated that he understood that decisions were still awaited.

(q) MINUTE 12: LINOTYPE OPERATORS.

The Secretariat reported that suitable proposals had been submitted to AFHQ and were now under consideration.

3. MINUTES OF THE MEETING OF THE XIII CORPS ACTING LOCAL SUB-COMMITTEE HELD ON 6TH SEPTEMBER 1946.

(a) The Minutes of the Meeting of the XIII Corps Acting Local Sub-Committee held on 6th September 1946 were received and approved.

(b) It was noted that the Sub-Committee's financial powers of 80 Lire per day would not be affected in the case of lower paid grades. The Cost of Living Bonus of higher paid grades however has been increased, in some cases, by as much as 20 Lire per day and financial powers would be reduced accordingly.

4. AMENDMENT OF RATE OF PAY OF CHIEF EXECUTIVES.

XIII Corps pointed out that the rate of pay for

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The Secretariat reported that the proposals of the Committee had been submitted to AFHQ and were under consideration.

(p) MINUTE 11: REPUBLIC BONUS.

The Chairman stated that he understood that decisions were still awaited.

(q) MINUTE 12: LINOTYPE OPERATORS.

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(b) It was noted that the Sub-Committee's financial powers of 80 Lire per day would not be affected in the case of lower paid grades. The Cost of Living Bonus of higher paid grades however has been increased, in some cases, by as much as 20 Lire per day and financial powers would be reduced accordingly.

4. AMENDMENT OF RATE OF PAY OF CHIEF EXECUTIVES.

(a) Representative XIII Corps pointed out that the rate of pay for Chief Executives had been based on the wage Scale authorised by AFHQ Admin Memo 34/45. Under the present Allied Force Wage Scale, authorised by Admin Memo 17/46, there was a difference of only 890 Lire per month between the pay of a Chief Executive and that of the highest paid clerical and Supervisory grade.

(b) The Committee were of the opinion that the margin between the Chief Executive and the highest paid clerical and supervisory grade was too narrow. To make available suitably qualified personnel, and provide an incentive for continued efficiency, it was felt that the wage rates of Chief Executives should not be constant but should be subject to any variation in the Cost of Living Bonus which may be made from time to time.

(c) In view of the above, the Committee recommended that :-

(i) The rate of pay of Chief Executives in Zone "A" should remain at 20,000 Lire per month inclusive of Cost of Living Bonus.

(ii) That the rate of pay of Chief Executives in Zone "B" and

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Venezia Giulia should be increased proportionately in accordance with the C.L.B. increases authorised by AFHQ Admin Memo 17/46. This would bring the rate from 20,000 Lire per month to 22,000 Lire per month inclusive of Cost of Living Bonus.

(iii) That in the event of future increases in the Cost of Living Bonus being authorised, such increases should apply to Chief Executives as well as other categories.

5. STATUS OF VOLUNTARY ORGANIZATIONS.

Representative R.A.A.C. raised the question of Voluntary Organizations such as Y.M.C.A., C.W.L. and Salvation Army who were not complying with Allied Force Labour Regulations regarding Christmas and Dismissal bonuses and Annual Leave with pay.

It was pointed out that these organizations are not under direct military control and that a ruling should be given by higher authority as to whether, when in a theatre of operations, they will comply with labour regulations prescribed by AFHQ.

The Committee authorised the Secretariat to prepare a letter to AFHQ requesting a clarification of the status of such organisations as far as labour regulations are affected.

6. DISMISSAL BONUS.

Representative R.A.A.C. asked for a clarification of the position regarding eligibility to dismissal bonus of employees who terminate employment at their own request.

Italian Ministry of Labour Representative stated that the practice in Italian industry in this respect was under revision.

The Committee referred the matter to the Secretariat for investigation findings to be discussed at the next Meeting.

7. ALLIED FORCE EMPLOYEES IN THE PROVINCE OF VENICE.

A letter from the Confederazione Generale Italiana del Lavoro (Appendix "A") was received by the Committee.

Declassified E.O. 12356 Section 3.3/NND No. 785015

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7. ALLIED FORCE EMPLOYEES IN THE PROVINCE OF VENICE.

A letter from the Confederazione Generale Italiana del Lavoro (Appendix "A") was received by the Committee.

It was noted that this subject had been considered by the Committee at the NINTH Meeting (Minute 4 refers) when Representatives C.G.I.L. and Italian Ministry of Labour had agreed that no change in the effective date would be possible.

The Committee reaffirmed its opinion that an increase in the Cost of Living Bonus retroactive to 1st May 46 would not be practicable and agreed that likewise, it would be impossible to grant a flat monthly bonus in lieu.

8. NATIONAL AGREEMENT FOR HOTEL EMPLOYEES.

A letter was received from the Confederazione Generale Italiana del Lavoro (Appendix "B"), informing the Committee of a national agreement for

Declassified E.O. 12356 Section 3.3/NND No. 785015

Hotel employees, made on 14th September 1946.

The Committee were of the opinion that the adoption of this agreement by the Allied Forces could not be discussed until the full agreement had been perused.

The Secretariat was directed to obtain copies of the agreement for study at the next Meeting of the Committee.

9. QUARTERLY REVISION OF COST OF LIVING BONUS.

The possibility of a revision of the "Contingenza" in Italian industry taking place on 1st October 1946 was discussed. To meet this eventuality, the Committee authorized the Chairman and Secretariat, to survey the situation and should any change in Allied Force wage rates be warranted, submit proposals to AFHQ accordingly.

Representative 3 District stated that comparison tables for all territory under command were in the course of preparation and it was recommended that these should be taken into consideration by the Chairman and Secretariat when the quraterly revision of the cost of living bonus took place.

10. SOCIAL INSURANCE CONTRIBUTIONS, PRIVATELY EMPLOYED DOMESTICS.

At the request of Representative XIII Corps the Committee directed the Secretariat to ascertain whether the amount of the weekly social insurance contribution was governed by the size of the Commune or by the rate of pay. (GRO 523/46 para 6 refers).

11. INCOME TAX.

The question of whether income tax should be taken into consideration when compiling comparison tables was discussed. The Secretariat reported that Allied Force employees were liable to pay income tax in the same way as employees in civilian industry and that to make a deduction in respect of income tax from civilian industry rates was to make an unfair comparison. The Committee authorised necessary action to be taken to secure an amendment to Appendix "A" to AFHQ Admin Memo 25/45.

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12. EMPLOYMENT OF BRITISH CIVILIAN

1 2 3 4

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12. EMPLOYMENT OF BRITISH CIVILIANS.

The administrative difficulties in obtaining specific authority from the War Office for the employment of British civilians were discussed and in order to avoid irregularities it was recommended that an overall authority for the whole theatre should be sought from the War Office, such authority to be delegated to Labour Branches at Formation Headquarters. Such authority should be exercised only in exceptional circumstances where it can be established that the post could not be filled by an Italian civilian.

13. APPOINTMENT OF CHIEF EXECUTIVES.

Dott. Maria BUCCINOCNTI	:	Allied Financial Agency
Mario LIBERATO	:	61st QM Base Depot, P.B.S.
Victor A. BOSSI	:	Signal Liaison Office, HQ 6686th Railhead GP (Prov) Bagnoli Railhead, P.B.S.

The Chairman and Secretariat were authorised by the Committee to examine applications in respect of these employees and submit to AFHQ accordingly.

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14. In view of AFHQ Admin Memo 20/46 the Committee agreed that distribution lists of Sub-Committees etc. should be amended to include HQ Allied Commission, G-5 AFHQ, G-4 MTOUSA and "Q" Branch, GHQ.

15. DATE OF NEXT MEETING.

It was agreed that the Next Meeting of the Committee would be held at 09.30 hrs. on the 24th October 1946.

(Sgd.) Curtis J. IVEY,
Major,
Secretary (Am.)

(Sgd.) E.R. BADMAN,
Major,
Secretary (Br.)

Declassified E.O. 12356 Section 3.3/NND No. 785015

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Declassified E.O. 12356 Section 3.3/NND No. 785015

APPENDIX "A"

T R A N S L A T I O N

CONFEDERAZIONE GENERALE ITALIANA DEL LAVORO
Aderente Alla
Federazione Mondiale Sindacale

Ufficio Contratti e Vertenze

Rome, 21st September 1946.
Via Boncompagni, 19
Telefoni 480-151-2-3-4

Prot. N. 17836 FA/le

SUBJECT: Workers in the Employ of the Allied Forces in Venezia Province.

SECRETARY ALLIED FORCE LABOUR AND WAGES COMMITTEE
c/o Labour Branch (Br),
Rome Area Allied Command
APO 794 U.S. Army

Receipt is acknowledged of your statement by which we were informed that the COST of LIVING BONUS is made retroactive from the 1st of August 1946.

May we ask you, to kindly examine the possibility of submitting to the Committee for favourable consideration the request contained in our note No. 14321.46 RB/m; p.b. of 13th August 1946, where ample justification was given for the reasons which suggest a special treatment for the workers in the employ of the Allied Forces in Venezia Province.

Should the Committee accept the above request, it is proposed that a flat Monthly Bonus be allotted with effect from the 1st of May 1946 to the employees concerned.

However, in order to avoid technical difficulties, payment of this 5315 Bonus should only be made to the workers in employment at the present time.

THE SECRETARIAT
(Signature Illegible)

1238

Declassified E.O. 12356 Section 3.3/NND No. 785015

APPENDIX "B"

T R A N S L A T I O N

CONFEDERAZIONE GENERALE ITALIANA DEL LAVORO
Aderente alla
Federazione Mondiale Sindacale

Rome, 20th September 1946,
Via Boncompagni, 19
Telefoni 480-151-2-3-4

Ufficio Contratti e Vertenze

Prot. No. 17635 FA/le

SUBJECT: Workers Employed in Hotels requisitioned by the Allied Forces.

SECRETARY ALLIED FORCE LABOUR AND WAGES COMMITTEE
c/o Labour Branch (Br),
Rome Area Allied Command
APO 794 U.S. ARMY.

We have the pleasure to inform the above named Committee, that a national agreement for hotel employees has been reached on the 14th September 1946.

In order to keep the Committee informed of national agreements regarding the treatment of the different categories of workers we beg to inform you that the conditions of employment of the workers concerned have been modified as follows :-

(a) An 8 hours working day has been established for cloak room attendants.

(b) The working day for all other personnel is 9 hours.

One hour will be added to the above time-table to allow workers to take their meals.

Overtime is paid on the basis of an increase of 50% of the salary in case of work performed during the day, and in case of night work by an increase of 100%. Night work is the work performed between 24.00 hrs. and 6.00 hrs.

The above mentioned Committee is requested to take the present state-
535/1 ment into consideration.

THE SECRETARIAT.
(Signature Illegible)

1239

Declassified E.O. 12356 Section 3.3/NND No. 785015

SEP 27 1946

Ref. : 5201/22/EC

26 September 1946.

SUBJECT: Commune of Venice.

TO : The Secretariat
Allied Force Labour & Wages Committee.

1. Forwarded herewith is copy of Minutes 1 and 2 of DMM, subject: "Commune of Venice", showing concurrence of G-4 in letter M/T 11 dated 11 Sept 46.

For the Chief Commissioner:

A. W. Knisely.
Brigadier,
Executive Commissioner.

Copy to: G-5 AFHQ - without encl.
C. C. " "
Econ Sec

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Declassified E.O. 12356 Section 3.3/NND No. 785015

Brig. Carr Action
Tod. Can
23/9 me
Re para 5, we
should support
whatever the
practice (or the
law, or regula-
tions, if any) is
in Malaya
re distns.
23/IX

Encl cc

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Declassified E.O. 12356 Section 3.3/NND No. 785015

SEP 2 1946

ALLIED FORCE LABOUR AND WAGES COMMITTEE.
A.F.H.Q.

REF: AFLWC/A/29

20th September 1946

Postal Address:
c/o Labour Branch (Br),
H.Q. Rome Area Allied Comman
A.P.O. 794 - U.S. Arm

SUBJECT: Allied Force Labour and Wages Committee - AGENDA.

TO : Distribution "A".

The TENTH Meeting of the Labour and Wages Committee will be held at 09.30 hours on Thursday, 26th September 1946, in the Conference Room of the Labour Branch (A H.Q. Rome Area Allied Command, Room 4, to consider the following Agenda :-

1. Minutes of the NINTH Meeting of the Committee held on 30th August 1946.

2. Minutes of the Meeting of the XIII Corps Acting Local Sub-Committee held on 6th September 1946.

3. To consider a proposal from representative XIII Corps for an amendment to the rate of pay of Allied Executives as listed in Note 1 of Appendix "B" to AFHQ Admin Memo No. 44/46.

4. To consider the status of Voluntary Organisations in relation to Allied Force Labour Regulations.

5. To clarify the position regarding eligibility to dismissal bonus of employees who terminate employment at their own request.

6. To receive a letter from the Confederazione Generale Italiana del Lavo regarding Minute 4 of the NINTH Meeting of the Committee.

7. Any other business.

8. To set a date for the next Meeting.

E.R. BADMAN, Captain,
A/Secretary (Br),
ALLIED FORCE LABOUR AND WAGES COMMITTEE

Return to cc files

Copy Number.....

Rear HQ 13 Corps.

Ref:- LA/CIV/41.
Tel:- Trieste Auto 29370
Date:- 7th Sept. 1946.

ALLIED FORCE LABOUR AND WAGES COMMITTEE

13 CORPS LOCAL SUB COMMITTEE

The 13 Corps Acting Local Sub-Committee of the Allied Force Labour & Wages Committee met at Labour Branch Rear HQ 13 Corps on 6th September, 1946.

PRESENT: Acting Chairman : Major A.L.J.C. CHAPLIN DADL 13 Corps.

REPRESENTATIVES OF:

AMG 13 Corps	:	Capt.	M.A. HOLSTEN
NOIC Trieste	:	Comdr(S)	F.T. CLEMENTS
RE(Wks) Rear HQ	:	Capt.	J.H. DUNN
ST 13 Corps	:	Capt.	[illegible] CORMICK
2920 Civ Lab Unit	:	Major	E.K. WALKER

SECRETARY: Major K.L.B. PIPE - Labour Branch, 13 Corps.

-o-o-o-o-o-o-o-o-o-

1. The Chairman stated that he had been asked to preside in the absence of Lieut-Colonel F.F. BOLTON.

2 A. The Chairman read Minute 2 of the [illegible] Meeting of the 13 Corps Local Sub-Committee held on 8th Aug 46 which authorised the meeting of an Acting Sub-Committee to consider and recommend on alteration if necessary of Cost of Living Bonus in [illegible] CITTA, when Contingenza had been fixed in local industry.

B. Capt. HOLSTEN stated that pending agreements by employees and employers in TRIESTE an arbitration award in industry had been made which resulted in 8 lire per day increase in Contingenza and an increased Family Allowance which considerably benefitted Heads of Families. It was renewable monthly.

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Declassified E.O. 12356 Section 3.3/NND No. 785015

RE(Wks) Rear HQ	:	Capt.	J.H. DUNN
ST 13 Corps	:	Capt.	M. CORLETT
292C Civ Lab Unit	:	Major	F.K. WALKER

SECRETARY: Major K.L.S. PIPE - Labour Branch, 13 Corps.

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535

The Acting Sub-Committee then proceeded to consider the comparative tables of Allied Force and Local Industry Rates (Appendices 'A' & 'B' to these minutes). The Chairman said that a suggestion had been received that abolition of the sliding scale of Cost of Living Bonus was desirable. In TRIESTE PROVINCE at present it was possible to receive a 5 lire increase in Basic Pay offset by a reduction in Cost of Living Bonus of 6 lire, involving a net loss of 1 lire per day. A flat rate of Cost of Living Bonus would be much more convenient for Unit paying Civilian Labour.

Capt. HOLSTEN stated that a sliding scale of Cost of Living Bonus reduced the differences between skilled and unskilled and tended to equalise rates of pay. The skilled man received little inducement to advance in his trade skill.. In local industry, Contingenza was at a flat rate.

75

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Commander CLEMENTS and Major WALKER considered that a flat rate was easier to work and more practical.

The Chairman pointed out that it would be possible to fix a flat rate on the existing maximum rates of Cost of Living Bonus paid on the lowest Basic Rates and not touch the Sub-Committee's present financial powers of 80 lire per day for TRIESTE PROVINCE for Male Daily Paid grades. In applying this principal of a flat rate to the Comparision Tables it was seen that the differences were in general ironed out. Capt. HOLSTEN said that it could not be stated when there would be agreement in local industry. In the meantime the arbitration award was effective. Cost of Living was rising, butter now standing at 1000 lire per kilo in the open market. Commander CLEMENTS pointed out that Unskilled Females in industry earned nearly as much as Males and would not benefit under a flat rate on the present scale of bonuses.

The Chairman reminded the Acting Sub-Committee that the Allied Forces had always accepted the principle of female rates being 15% below Males. The question of rates in GORIZIA & POLA was also to be considered. Differences between Cost of Living in those provinces and TRIESTE PROVINCE had materially decreased since the Sub-Committee's last award in April 46. Capt. HOLSTEN stated that Cost of Living for a notional family was about 500 lire per month less in GORIZIA & POLA. The Chairman mentioned that GORIZIA had originally been a buffer state between TRIESTE & UDINE. The Sub-Committee had no financial powers now over UDINE rates as these were promulgated by AFHQ in the new scheme laid down by AFHQ Adm Memo-14/46.

Capt. HOLSTEN said that the Allied Forces had always accepted the principal of broad regional wage rates for their employees. It had been a mistake to create differences in VENEZIA GIULIA. 88 (US) Div would be glad to have one rate only. The Chairman pointed out that at the time of last award the differences of rates between TRIESTE and the rest of VENEZIA GIULIA had been most marked. The situation had changed however.

Capt. CORRICK stated that there were 900 Allied Force employees in POLA affected.

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Capt. CORWICK stated that there were 900 Allied Force employees in POLA affected.

The Meeting decided that it was desirable to:-

(A) fix Cost of Living Bonus at a flat rate.

(B) apply the principle more closely of females receiving 15% less than males.

It was considered that the premises for maintaining a separate higher rate of Cost of Living Bonus in TRIESTE PROVINCE no longer obtained.

The Acting Local Sub-Committee therefore recommended that with effect from 16th September 1946, Cost of Living Bonus for Allied Force Employees in VENEZIA GIULIA be fixed at the following rates:-

(73)

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(i) DAILY WAGE GROUP:

Adults	: Males	295	lire per day.
	: Females	250	"
Juveniles	:	120	"

(ii) MONTHLY WAGE GROUP (Adm, Officer & Clerical Grades)

Adults	: Males	8190	lire per month
	: Females	6890	"
Juveniles	:	3620	"

(iii) EMPLOYEES IN HOTEL CLUB AND MESSES and OTHER EMPLOYEES WHOSE WAGES ARE PAID PARTLY IN KIND.

Adults	: Males	7500	lire per month
	: Females	6480	"
Juveniles	:	1980	"

The Acting Local Sub-Committee also noted the fact that under the change now recommended, EXECUTIVE GRADES on their maximum would obtain 19, 190 lire per month and thereby encroach near the 20,000 lire flat rate for CHIEF EXECUTIVES. A suitable recommendation would be put forward for consideration at the next full meeting of the Local Sub-Committee.

.....Major
(K.L.B. PIPE) Secretary

CMF
AC/JF

DISTRIBUTION

RNLO AFHQ	1-2	HQ 86 AREA	151-152
AIR HQ RAF ITALY	3-4	1 AGRA	153-154
G-5 AFHQ	5-6	'Q'(Mov) Rear HQ 13 CORPS	155
AFLWG c/o RAAC	7-126	RE(WKS) REAR HQ 13 CORPS	156
[illegible]	127-128	SS REAR HQ 13 CORPS	157

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.....Major
(K.L.B. PIPE) Secretary

CMF
AC/JF

DISTRIBUTION

FWLO AFHQ	1-2 :	HQ 86 AREA	151-152
AIR HQ RAF ITALY	3-4 :	1 AGRA	153-154
G-5 AFHQ	5-6 :	'Q'(Mov) Rear HQ 13 CORPS	155
AFLWG c/o RAAC	7-126:	RE(WKS) REAR HQ 13 CORPS	156
LABOUR SUB-COMMISSION HQ AC	127-128:	ST REAR HQ 13 CORPS	157
BRIG i/c ADM GHQ	129-130:	MED REAR HQ 13 CORPS	158
'Q' BRANCH GHQ	131-132:	ORD REAR HQ 13 CORPS	159
DDL GHQ CMF	133-134:	REME REAR HQ 13 CORPS	160
ADL 3 DISTRICT	135:	NOIC TRIESTE	161
AMG 13 CORPS	136-137:	ADV AIR HQ RAF ITALY	162
AMG UDINE	138-139:	18 GROUP PNR CORPS	163
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DPIC GHQ	143:	2920 CIVIL LAB UNIT	167-168
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'Q' BRANCH REAR HQ 13 CORPS	145-146:	SPARES	170-180
CG 88(UB) DIV(G-4 SECTION)	147-148:		
1 ARMD DIV	149-150:		

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Declassified E.O. 12356 Section 3.3/NND No. 785015

DAILY PAID EMPLOYEES

COMPARISON TABLE OF A.F. AND CIVILIAN INDUSTRY RA

Grade	M or F	ALLIED FORCE RATES Basic Min - Max	C.D.L.B.	Take Home	U.K. RATES OF CIVILI Basic	Contingenza (Family of 4) 5 - 65
SKILLED BRICKLAYER	M	90 - 120	295	385 - 415	168	178 + 50
CARPENTER	M	90 - 120	295	385 - 415	152	178 + 50
DRIVER MECH	M	95 - 125	295 - 289	390 - 414	152	178 + 50
JOINER	M	95 - 125	295 - 289	390 - 414	152	178 + 50
FITTER M.T.	M	100 - 135	295 - 279	395 - 414	152	178 + 50
TAILOR WITH MACHINE	M	105 - 125	295 - 289	400 - 414	192	178 + 50
UNSKILLED UNSKILLED	M	85	295	380	132	178 + 50
UNSKILLED	F	72	250	322	125	178 + 50
UNSK JUVENILE UNDER 18	M	45	119	164	105. 16 20YRS	92 (JORIER ONLY)

IN ITALIAN

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T R I E S T E PROVINCE Appendix "A"

COMPARISON TABLE OF A.F. AND CIVILIAN INDUSTRY RATES OF PAY.

E RATES		MIN. RATES OF CIVILIAN INDUSTRY					A.F. Difference
L.B.	Take Home	Basic	Contingenza (Family of 4) 5 - 65	Supplementary contingenza	Family Allowance 5-53	Take Home	
295	385 - 415	168	178 + 50	24	40	460	-75to-45
295	385 - 415	152	178 + 50	24	40	444	-59to-29
- 289	390 - 414	152	178 + 50	--	40	420	-30to- 6
- 289	390 - 414	152	178 + 50	--	40	420	-30to- 6
- 279	395 - 414	152	178 + 50	--	40	420	-25to- 6
- 289	400 - 414	192	178 + 50	--	40	460	-60to-44
95	380	132	178 + 50	--	40	400	- 20
50	322	125	178 + 50	--	40	393	- 73
19	164	105. 16 20YRS	92 (WORKER ONLY)	--	--	197	- 33

IN INDUSTRY RATES FOR A FAMILY OF FIVE AND 28 LIRE

533

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ADMIN AND CLERICAL GRADES
MONTHLY PAID EMPLOYEES

COMPARISON TABLES OF A.F. AND CIVILIAN IN

GRADE	M or F	ALLIED FORCE RATES			MIN RATES O
		BASIC Min - Max	C.O.L.B.	TAKE HOME	BASIC	CONTINGENT (Family of
ACCOUNTANT	M	2200 - 5400	8190 - 7230	10390 - 12630	9700	4628
CLERK	M	2200 - 3600	8190 - 7670	10390 - 11270	5700	4628
JUNIOR ADM. ASST.	M	2200 - 5400	8190 - 7230	10390 - 12630	8400	4628
TYPIST	M	2000 - 3600	8190 - 7670	10190 - 11270	4800	4628

A.F. FEMALES 15 % LESS

TYPIS

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Declassified E.O. 12356 Section 3.3/NND No. 785015

TRIESTE PROVINCE Appendix "B"

24 AUG 1946.

COMPARISON TABLES OF A.F. AND CIVILIAN INDUSTRY RATES OF PAY.

FORCE RATES			MIN RATES OF CIVILIAN INDUSTRY					A.F. DIFFERENCE
	C.O.L.D.	TAKE HOLE	BASIC	CONTINGENZA (Family of four)	Supplementary contingenza	Family Allowance	Take Home	
00	8190 - 7230	10390 - 12630	9700	4628	1300	1196	16824	-6434 to 4194
0	8190 - 7670	10390 - 11270	5700	4628	1300	1196	12824	-2434 to-1554
0	8190 - 7230	10390 - 12630	8400	4628	1300	1196	15524	-5134 to 2894
0	8190 - 7670	10190 - 11270	4800	4623	1300	1196	11924	-1734 to- 654

TYPIST IS A FEMALE ONLY IN INDUSTRY.

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Declassified E.O. 12356 Section 3.3/NND No. 785015

1782

2675 files

ALLIED FORCE HEADQUARTERS
G-5 Section
APO 512

Ref : A-15

19 September 1946

SUBJECT: Commune of Venice.

TO : Chief Commissioner,
Allied Commission,
APO 794.

Forwarded herewith, for your information and onward transmission to the Secretariat, Allied Force Labour and Wages Committee, is a copy of Minutes 1 and 2 of IRS, subject 'Commune of Venice', showing concurrence of G-4 in letter M/E 11, dated 11 September 1946.

BY COMMAND OF LIEUTENANT GENERAL MORGAN:

for A. L. HAMBLEN,
Colonel, GSC,
Assistant Chief of Staff, G-5.

Encl : As above.

ALH/JM/jw

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Declassified E.O. 12356 Section 3.3/NND No. 785015

SEP 4 1946

HEADQUARTERS ALLIED COMMISSION
APO 794
Economic Section

Ref.: ES/404 — 4 August 1946

SUBJECT: 9th Meeting of the Labour and Wages Committee

TO : Chief Commissioner

1. The ninth meeting of the Labour and Wages Committee opened at 09.30 hours on Friday, 30th August and lasted until 17.15 hours, with a break for lunch. The Italian side was represented by two members of the Ministry of Labour and one member of the C.G.I.L. They were given ample opportunity to speak and availed themselves of it.

2. Cost of Living Bonus

It was stated that the increased bonus had been approved by A.F.H.Q. and that instructions would be published within the next few days. In connection with this matter your representation (copy attached) that certain employees who are in receipt of rates of pay higher than those now prescribed by the Administrative Memorandum should enjoy these increased bonuses was circulated and discussed. The main argument against the proposal was that the employees in question were in receipt of rates of pay higher than those being paid in Italian industry and for this reason a standstill in their rates of pay had been imposed. If these employees became eligible for these increased bonuses, the policy of keeping the rates of pay of Allied employees and of those in Italian industry in line would be contravened.

I drew particular attention to your points of not forcing down standards of living and of the hardship which would be caused. The Committee agreed that there might be cases of hardship, but that under the circumstances this was unavoidable.

All members of the Committee except myself were opposed to the proposal, which was not agreed to.

3. Sicily and Sardinia

It was agreed to apply the new wage scale and cost of living bonus to Sicily and Sardinia.

4. Continuity of Employment

It was agreed that under paragraph 7 of Admin. Memo. 14 present rates of salary should be continued on re-engagement if the break in service was not more than one month.

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5. Dismissal Bonus

A.F.H.Q. reply was reported, rejecting your proposal presented at the Eighth meeting. At my request further consideration of the question was deferred and it is therefore still open so that representations can be conducted by you, if you desire, separately.

6. Sickness benefits, Administrative and Clerical Workers.

A.F.H.Q. reply failed to appreciate:

(a) that there is distinction between manual and non-manual employees in the matter of sickness benefits;

(b) that it will be necessary on assumption of costs by the Allied Governments to make a new arrangement with the Italian Government for manual workers who are at present covered.

It was decided to make the matter clear to A.F.H.Q. so that action on both these points can be initiated.

The above matters arose from the minutes of the previous meeting.

7. XIII Corps

The Committee recognised that in this area the Command desired to make their own adjustments of cost of living bonus.

They also raised the same point as in paragraph 6 above regarding sickness benefits and it was decided to join their representations to the reference to A.F.H.Q.

An interesting point arose on the payment of wages in lieu of leave accrued but not taken. The Committee decided to advise that recent concession of leave with pay was intended for recreation purposes and not for monetary benefit so that a man who had worked a full year should not, by refusing to take leave, receive a full year's pay, plus 24 days extra pay in lieu of leave. At the same time the concession of leave with pay placed obligation on employing units so to plan their operations as to admit of a proportion of workers being absent on leave.

5353

8. Retroactive date of Cost of Living Bonus

After lengthy discussion at which all sides were given a full hearing the Committee decided that it was unable to recommend that the cost of living bonus due to date from 1st August should be backdated to 1st May. It felt that not only would the Allied authorities

Agree
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encounter difficulty in obtaining the necessary financial authorities to the extent that the cost fell upon them, but that it would be difficult, if not impossible, to assume that the Italian Treasury could accept that share of the burden which would fall on them, in the absence of firm statements from the Italian Treasury to this effect.

9. Overtime Computation

The Committee accepted evidence that cost of living bonus is included in overtime computations by agreement and practice in private industry and decided to recommend accordingly for Allied employment.

10. Grading of Venice Province for Cost of Living Bonus

The Italian Government supported the workers' request that Venice be added to the list of six large cities receiving the higher bonus. Evidence was produced that there was an industrial agreement dated 1st July to this effect and that the statistical information related Venice to the higher levels, both as regards food and as to other items of cost of living. The Committee's deliberations became confused on this point since several members wished to consider how the rates of wages compared in Venice Province. The Chairman repeatedly tried to bring them back to consideration of cost of living and at long last succeeded in getting a unanimous decision on cost of living bonuses, namely that the Committee accepted the evidence put forward and recommended higher grading for Venice; with a rider that there should be test checks made in various localities showing how actual wage take-home packets were now comparing with Italian industry.

11. Withholding of Bonuses for misconduct.

H.Q.M.T.O.U.S.A. requested advice on their suggestion that where dismissal occurred owing to misconduct, all bonuses should be withheld, in addition to the statutory withholding of the dismissal bonus. It was pointed out that two wrongs do not make a right and that under Italian law workers had a right to receive their pay and their bonuses, and that from the point of view of the employer dismissal constituted the punishment within his powers. If the misconduct constituted a breach of the civil law, with possible loss of property owing to theft, for example, the employer must pursue that aspect by civil action, without inviting a counter-action for withholding wages and those bonuses which constituted deferred pay.

12. Republic Bonus

It was reported that authority was being sought from Washington and London to pay the Republic Bonus and pending receipt of instructions no announcement could be made.

M. CARR
Brigadier
Acting Vice President

Attachment

(72)

SEP 9 1946

Chief Comm

ALLIED FORCE LABOUR AND WAGES COMMITTEE.
A.F.H.Q.

REF: AFLWC/M/E1

1st September 1946

Postal Address:
c/o Labour Branch (Br),
HQ, Rome Area Allied Command
A.P.O. 794 - U.S. Army

The NINTH Meeting of the Allied Force Labour and Wages Committee was held at 09,30 hours on 30th August 1946 in the Conference Room of Labour Branch (Br), Rome Area Allied Command, ROME.

PRESENT:

CHAIRMAN:
Mr. W.H. BRAINE - Labour Attache, British Embassy

REPRESENTATIVES OF:
Labour Directorate, GHQ CMF
HQ, M.T.O.U.S.A.
HQ, No. 3 District
HQ, XIII Corps
HQ, Rome Area Allied Command
HQ, Allied Commission

IN ATTENDANCE:

REPRESENTATIVES OF:
F.A., GHQ CMF
British Embassy
No. 8 Base Command Pay Office
U.N.R.R.A.
C.G.I.L.
Italian Ministry of Labour

1. (a) The Minutes of the EIGHTH Meeting of the Committee held on 25th July 1946 were received and approved.

(b) Minute 1 (a): DEFINITION OF THE AREA OF NAPLES.

At the suggestion of Representative 3 District the Committee recommended that the Area of Naples continues to be defined as the Commune of Naples and Castellamare.

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HQ, M.T.O.U.S.A.
HQ, No. 3 District
HQ, XIII Corps
HQ, Rome Area Allied Command
HQ, Allied Commission

IN ATTENDANCE:

REPRESENTATIVES OF:
F.A., GHQ CMF
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At the suggestion of Representative 3 District the Committee recommended that the Area of Naples continues to be defined as the Commune of Naples and Castellamare.

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(c) Minute 1 (b)(i): QUARTERLY REVISION OF COST OF LIVING BONUS.

The Secretariat reported that the proposals for the revision of the Cost of Living Bonus had been approved by A.F.H.Q. W.O.F. 1st August 1946 and the necessary amendments to Admin. Memo. No. 14/46 were awaiting publication.

(d) Minute 1 (b)(ii): TRAVELLING ALLOWANCES.

Representatives Allied Commission reported that H.Q. Allied Commission had made further representations to A.F.H.Q. on this matter.

(e) Minute 1 (b)(iii): APPLICATION OF SIMPLIFIED WAGE SCALE TO SICILY AND SARDINIA.

Representative 3 District proposed that the terms of Admin. Memo. No. 14/46 be applied in full to Sicily and Sardinia. The Committee recommended that, subject to the provision of further statistical evidence by the Secretariat, the proposal be submitted to A.F.H.Q. for consideration.

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(f) Minute 1 (b)(iv): PROPOSED AMENDMENTS TO [illegible]

The Secretariat reported that the proposed amendments had been approved by A.F.H.Q. subject to the imposition of a time bar of one month. That is, if re-employed within one month, the employee may be paid at whichever rate is to his/her advantage, but if the break in Service is more than one month, their re-employment must be as for a new employee. The Chairman explained that some vagueness existed regarding the principle of continuity of service and as it had not been included in the previous proposals, this amendment would clarify the position. The Committee therefore recommended that the original proposals be reworded to incorporate this new principle and be resubmitted to A.F.H.Q. for final approval.

(g) Minute 1 (b)(v): DISMISSAL BONUS PAYABLE TO CIVILIAN EMPLOYEES.

The Secretariat read a letter from A.F.H.Q. stating that the proposals submitted by Allied Commission produced no new argument which made them administratively possible. The Committee authorized the Secretariat to communicate this reply to Allied Commission. Representative ALCOM concurred but requested that the subject be held in abeyance by the Committee as it was still under discussion between HQ ALCOM and AFHQ.

(h) Minute 1 (b)(vi): SICKNESS BENEFITS FOR ADMINISTRATIVE AND CLERICAL EMPLOYEES.

The Secretariat read a letter from A.F.H.Q. stating that GHQ CMF and H.Q. MTOUSA are unaware of any discrimination in the application of Social Insurance benefits to various categories of civilians. The Chairman explained that the discrimination had always existed but that the Committee drew attention to it now, because an opportunity arose to correct the anomaly when financial arrangements between our countries are revised. As it would appear that the obligation to revise financial arrangements has still to be faced, the Committee recommended that the present position be restated to A.F.H.Q. stressing the necessity to extend the existing Scheme to embrace clerical as well as manual workers.

(i) Minute 1 (b)(vii): MIDSHIFT AND OFFICE WORKERS MEAL.

Representative G.H.Q. stated there was nothing further to report on this matter.

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(i) Minute 1 (b)(vii): MIDSHIFT AND OFFICE WORKERS MEAL.

Representative G.H.Q. stated there was nothing further to report on this matter.

(j) Minute 2: MINUTES OF NINTH MEETING OF THE XIII CORPS LOCAL SUB-COMMITTEE.

Application for Grade of Chief Executive: Sig. Alberto CAMPELUNG.

The Secretariat reported that the application on behalf of this employee had been received and passed to A.F.H.Q. after consideration with the Chairman.

Application of the terms of A.F.H.Q.Admin. Memo. No.14/46 to VENEZIA GIULIA.
This matter is dealt with in Minute 3 of these Minutes.

(k) Minute 3.: CATEGORIZATION OF TELEPHONE OPERATORS.

The matter had been discussed between the Secretariat and P.B.S. and recommendations forwarded to A.F.H.Q. for publishing as an amendment to A.F.H.Q. Admin. Memo. No. 14/46.

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2. MINUTES OF EXTRAORDINARY MEETING OF THE COMMITTEE HELD ON 24th AUGUST 1946.

The Minutes of the above Meeting were received and approved.

3. MINUTES OF TENTH MEETING OF XIII CORPS LOCAL SUB-COMMITTEE.

(a) The Minutes of the above Meeting were received and approved by the Committee.

(b) Minute 1 (b): Signor CAMPELUNG. Minute 1 (j) of these Minutes refers.

(c) Minute 2: Cost of Living Bonus - Venezia Giulia. Representative XIII Corps reported that XIII Corps Sub-Committee had sufficient financial powers to deal with the situation. The acting Local Sub-Committee would meet as and when necessary.

(d) Minute 3: Sickness Benefits, Administrative and Clerical Grades.

Letter from Camera Confederale del Lavoro, TRIESTE was received, and the Committee recommended that reference be made to it in the report to be submitted to A.F.H.Q. (Minute 14 of these Minutes refers).

(e) Minute 4: Leave with Pay. The Chairman explained that leave with pay had been introduced for the benefit of the employee as a period of rest and recreation and not as a right to additional wages. Normally leave should be taken during the current year and every facility should be granted by the Employing Unit to enable employees to take such leave. Leave should only be allowed to accrue in exceptional circumstances. The Committee concurred with the Chairman's definition and recommended that it be submitted to A.F.H.Q. for approval and publication and that XIII Corps Sub-Committee be informed accordingly.

(f) Minute 5: Dott. Manlio CECOVINI. The Committee agreed that application for the appointment to the Grade of Chief Executive should be approved only in respect of a job to be done and not as a method of increasing the emoluments of the employee. After consideration the Committee authorised

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(f) Minute 5: Dott. Manlio CECOVINI. The Committee agreed that application for the appointment to the Grade of Chief Executive should be approved only in respect of a job to be done and not as a method of increasing the emoluments of the employee. After consideration the Committee authorized the Chairman and Secretariat to peruse the above application and submit to A.F.H.Q. accordingly.

4. RETROACTIVITY OF COST OF LIVING BONUS.

A letter from Confederazione Generale Italiana del Lavoro (appendix "A") and a letter from the Italian Ministry of Labour (appendix "B") were received by the Committee. After a lengthy discussion, in which the financial limitations and the administrative difficulties of the Allied Forces were explained to Representatives of the C.G.I.L. and Italian Ministry of Labour, the Committee agreed that the only practicable date for increasing the Cost of Living Bonus was 1st August 1946.

Representatives C.G.I.L. and Italian Ministry of Labour said that they appreciated the reasons put forward and that they agreed that no change in the effective date would be possible.

5. CALCULATION OF OVERTIME PAY.

The Chairman drew the attention of the Committee to the fact that since November 1945, the practice in Italian Industry had been to include the Cost of Living Bonus, less family allowance,

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when computing overtime pay. Details are shown in a letter from the Ministry of Labour dated 27th August 1946 (Appendix [illegible]). After consideration, the Committee agreed that necessity to comply with Italian industrial practice, but were of the opinion that a more simplified method of calculation was desirable. The Chairman and Secretariat were therefore authorised to submit simplified proposals to A.F.H.Q. for approval.

6. TRANSFER OF VENICE FROM ZONE "A" TO ZONE "B".

Representative Italian Ministry of Labour produced an industrial agreement concluded on 1st July 1946 in Venice between the Federation of Employers and the Confederation of Employees granting a percentage increase in wages within the Commune of VENICE, bringing them in line with wages paid in MILAN and TURIN. Cost of Living Index Figures obtained from the Central Bureau of Statistics, Italian Government, confirmed that the cost of living in the Commune of VENICE was in line with that of Milan, TURIN, ROME, NAPLES and BARI. The Chairman stated that the question for the Committee to decide was whether, in view of the high Cost of Living within the Commune of VENICE, Italian industrial practice should be followed and whether VENICE, when determining the cost of living bonus for employees of the Allied Forces, should be classed as Zone "B" instead of Zone "A".

Representative XIII Corps produced comparison tables showing the Allied Force take home wage packet as from 1st August 1946 compared with what workers would receive in private industry. He pointed out that the figures varied a great deal but on the average, it would be fairer from the Allied Forces point of view to place VENICE in Zone "A" instead of Zone "B".

After consideration however, Representative XIII Corps dissenting, the Committee were of the opinion that Italian industrial practice should be followed and accordingly recommended that the definition of Zone "B" as stated in Admin. Memo. No. 14/46 be amended to include the Commune of Venice.

7. WITHDRAWAL OF BONUSES ETC. OTHER THAN DISMISSAL BONUS WHEN AN EMPLOYEE IS DISCHARGED FOR MISCONDUCT.

The Committee considered a recommendation from H.Q. MTOUSA that an employee dismissed for serious misconduct should be deprived of all bonuses, including accrued amounts for paid holidays not taken up to date, in addition [illegible]

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After consideration however, Representative XIII Corps dissenting, the Committee were of the opinion that Italian industrial practice should be followed and accordingly recommended that the definition of Zone "B" as stated in Admin. Memo. No. 14/46 be amended to include the Commune of Venice.

7. WITHDRAWAL OF BONUSES ETC. OTHER THAN DISMISSAL BONUS WHEN AN EMPLOYEE IS DISCHARGED FOR MISCONDUCT.

The Committee considered a recommendation from H.Q. MTOUSA that an employee dismissed for serious misconduct should be deprived of all bonuses, including accrued amounts for paid holidays not taken up to date, in addition to dismissal bonus.

The Chairman pointed out that this was a dangerous proposal as Christmas Bonus was in fact part of an employee's wage and therefore became a right, the fact that an employee is discharged for an alleged offence does not deprive him of his right under law.

The Committee recommended therefore that no change be made in the present disciplinary practice as laid down in Para 9 (b)(ii) Admin. Memo. No. 14/46 and requested the Secretariat to inform H.Q. MTOUSA accordingly.

8. APPLICATIONS FOR APPOINTMENT TO GRADE OF CHIEF EXECUTIVE.

The Committee received applications from H.Q. MTOUSA and RAAC regarding appointments to the grade of Chief Executive, and authorize the Chairman and Secretariat to examine the applications in accordanc with Minute 3 (f) of these Minutes.

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9. REALLOCATION OF GRADES NOT ALREADY LISTED IN A.F.H.Q. ADMIN. MEMO. NO. 14/46.

The Committee considered a list of grades (Appendix "D") submitted by R.A.A.C. Local Sub-Committee. Observations made were as follows:-

Serial 4. Hall Porter (Hotel) to be designated as Assistant Head Porter Hotel.

Serial 5. Messenger to be placed in Category 7 Appendix "B" and NOT Category 5 Appendix "B".

Serial 8. To be a dual Category 2 and 4 Appendix "A".

Serial 9. To be deleted entirely. A payment for a Tailor's machine did not form part of his take home wage.

Remaining serials were agreed as proposed by R.A.A.C.

The Committee recommended that after the above mentioned alterations were made the proposals be forwarded to A.F.H.Q. for consideration.

10. The Committee received a memorandum from H.Q. Allied Commission (Appendix "E").

It was agreed that when the simplified Wage Scale was introduced, a considerable concession had been made in permitting non Heads of Family to retain their former rate of pay. One of the conditions made however, was that they should not benefit from any subsequent increases either in Basic Pay or Cost of Living Bonus until such time as the scales, which may be revised from time to time, exceed their existing remuneration. To adopt this proposal would merely perpetuate what was really an overpayment which would be contrary to the policy of the Committee and give cause for complaint to employees of Italian Industry. Therefore, whilst the argument was appreciated, it was felt that the proposal could not be accepted.

11. REPUBLIC BONUS.

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The Secretariat reported that it was informed at the end of July that the Italian Government was about to make a Decree authorizing the payment of a Republic Bonus to those people employed on the 25th July. The payment was to be made in two instalments.

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11. REPUBLIC BONUS.

53[illegible]9

The Secretariat reported that it was informed at the end of July that the Italian Government was about to make a Decree authorizing the payment of a Republic Bonus to those people employed on the 25th July. The payment was to be made in two instalments. Altogether employees would receive Heads of Families 3,000 lire Non Heads of Families 1,500 lire. It was decided by the Secretariat after concurrence with A.F.H.Q. to settle the matter as speedily as possible and full details including a draft of the Decree were forwarded to A.F.H.Q. without calling a Meeting of the Committee. It was understood that a Staff Study had been made of the proposition and that replies were being awaited from Washington and London by A.F.H.Q.

The Committee was informed by the Representative of the Italian Ministry of Labour that although the Decree had not as yet been published it had been formally agreed by the Italian Council of Ministers.

It was understood from the members present that agitation existed in various parts of the country owing to the absence of a statement by the Allied Forces of their policy regarding the payment of this Bonus.

The Chairman pointed out that the War Offices at Washington and London were involved and that one cannot hope to get short

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notice replies to these big questions. He emphasized that everything possible was being done. As we did not wish to impair relationship with workers on our part therefore it was hoped that the workers would not do anything to impair this relationship on their part. The Committee therefore invited the CGIL to signal the Camere del Lavore involved to refrain from doing anything to prejudice good relationship between employers and employees on this matter.

12. LINOTYPE OPERATORS.

Representative G.H.Q. reported that difficulty had been experienced in establishing an appropriate rate of pay for linotype operators employed by British Army Newspaper Unit. In view of the urgency of the matter, the Committee authorized the Chairman and Secretariat to consider the question and submit proposals to A.F.H.Q. for approval.

13. Representative G.H.Q. announced A.F.H.Q. were in the process of forming a board to deal with matters put up by the Allied Force Labour and Wages Committee.

14. DATE OF NEXT MEETING.

It was agreed that the next Meeting of the Committee would be held at 09,30 hours on 26th September 1946.

(Sgd.) Curtis J. IVEY
Major,
Secretary (AM.)

(Sgd.) H.J. CUTBUSH
Major,
Secretary (Br

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APPENDIX "A"

COPY - TRANSLATION

FROM: Confederazione Generale Italiana del Lavoro.

REF : 14321/46 RB/mbp

SUBJECT: Employees of the Allied Forces - Venice.

TO : Allied Commission, ROME.

COPY TO: Ministry of Labour, ROME.

13th August 1946.

In view of the agitation amongst employees of the Allied Forces in the Province of Venice over the question of an adjustment of wages related to the real cost of living, this Secretariat takes the liberty of writing to the Allied Commiss to request a speedy solution of the dispute.

In order to avoid the existing discontent amongst the mass of the workers resulting in a stoppage of work already decided on for the 12th of this month, this Secretariat has called to Rome delegates of the workers to discuss the matter with us and representatives of the Allied Commission. The reasons (for the agitation) which this Secretariat enumerates can only be considered favourably by the Allied Commission.

May we point out that the workers in the Province of Venice are still pai on a Wage Scale which already existed on the 1st November 45, and that since this date, no increases have been granted to them, except that in some commands the stipulations of Admin.Memo. No.14 dated 29 June 46 have been applied, but this has not resulted in any substantial increase.

When comparing the salaries paid to workers of the Armed Forces with thos paid to employees of private firms, it will be found that the latter have received considerable increases bringing them nearer to the real cost of living. In fact, with the application of the increase provided for in the sliding scale for the fir and second quarter, industrial workers have received a percentage increase in the contingenza. Besides, an adjustment of the basic contingenza was made by virtue o an agreement dated 26 April 46. Finally, on the 1 July 46 an agreement between th parties was reached in Venice, which not only brought the Basic Pay in line with t of the big centres in Northern Italy (Milan, Turin, Genoa) but also gave the worke a further increase of 10% of the Basic Pay.

In view of what is stated above, this Secretariat requests that the Alli Commission not only gives immediate effect to the scales which have already been presented for consideration to the Allied Commission by this Secretariat and the Ministry of Labour, but also to make these scales applicable to Venice with retro- active effect from 1 May 46, so as to enable the workers to have at their disposal

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Commission.

May we point out that the workers in the Province of Venice are [illegible] on a wage Scale which already existed on the 1st November 45, and that since this date, no increases have been granted to them, except that in some commands the stipulations of Admin.Memo. No.14 dated 29 June 46 have been applied, but this has not resulted in any substantial increase.

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Owing to the high cost of living in Venice, brought about by the influx of refugees from Zone A and B of Venezia Giulia, this Secretariat also requests the workers of the Armed Forces in Venice be transferred from Zone "A" to Zone "B".

It is hoped that the Allied Commission will give due consideration to the above proposals in view of the urgent need to put an end to this serious agitation and it is stressed that the acceptance of these proposals would not constitute a precedent, because of the particular situation existing in that area.

Signed: ? ? ?
Secretary.

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APPENDIX "B"

COPY - TRANSLATION.

FROM : Ministry of Labour and Social Insurance.

REF : 4498/Pg 17.

13th August 1946.

SUBJECT: Venice - Employees of the Allied Forces.

TO : Mr. William H. BRAINE,
Chairman of the Allied Force Labour & Wages Committee.

This Ministry has also received a copy of the letter Ref: 14321/46 dated 13th August 1946, addressed to the Allied Commission by the Confederazione Generale Italiana del Lavoro; which refers to the agitation which has taken place amongst employees of the Allied Forces in the Province of Venice with a view to obtaining increased wages related to the increasing cost of living.

This Ministry, whilst appreciating the views of the Confederazione Generale Italiana del Lavoro, requests the above mentioned Committee to consider favourably both the demand to backdate the new Cost of Living Bonus and the demand for the transfer of Venice from Zone "A" to Zone "B" in order to avoid the agitation resulting in a stoppage of work.

Signed: ? ? ?
The Minister

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Chairman of the Allied Force Labour & Wages Committee.

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This Ministry, whilst appreciating the views of the Confederazione Generale Italiana del Lavoro, requests the above mentioned Committee to consider favourably both the demand to backdate the new Cost of Living Bonus and the demand for the transfer of Venice from Zone "A" to Zone "B" in order to avoid the agitation resulting in a stoppage of work.

Signed: ? ? ?
The Minister

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APPENDIX "C".

Rome, 27th August 194-

Ministry of Labour and Social Security
Direction General for Labour

Dear Mr. HIRD,

following your letter of 26th August I have the pleasure of sending you the following informations

1) The elements of the workers' remuneration to be taken into account for calculating the payment of overtime are (according to present agreement): the de facto basic pay, the contingency indemnity and the third element; the percentage increase must be applied only to the hourly de facto basic pay (including the minimum wages as per collective agreement, plus supplementary payment for efficiency, seniority, and the like);

2) The percentage increase to be added to the hourly de facto basic pay, for manual workers as well as for office workers, is represented by an average of 25% for overtime during the week days in the mechanical, metallurgical and building industry. This same percentage in the same industries is 50% for overtime worked during the night or holidays.

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Signed: Francesco SIMEONE.

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APPENDIX "A"

SERIAL NO.	G R A D E	PROPOSED CATEGORY	RELATIVE APPENDIX
1.	Laundrymaid (Asst)	7	B
2.	Chambermaid (Asst)	7	B
3.	Hotel Boilerman	4	B
4.	Hall Porter (Hotel)	4	B
5.	Messenger	5	B
6.	Mess Orderly	6	B
7.	Batman	6	B
8.	Fire Fighter	4	A
9.	Tailor with Machine	1	A

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SERIAL NO.	G R A D E	PROPOSED CATEGORY	RELATIVE APPENDIX
1.	Laundrymaid (Asst)	7	B
2.	Chambermaid (Asst)	7	B
3.	Hotel Boilerman	4	B
4.	Hall Porter (Hotel)	4	B
5.	Messenger	5	B
6.	Mess Orderly	6	B
7.	Batman	6	B
8.	Fire Fighter	4	A
9.	Tailor with Machine	1	A

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APPENDIX "B".

HEADQUARTERS ALLIED COMMISSION

MEMORANDUM
BY THE CHIEF COMMISSIONER

1. This Memorandum refers to the proposed increased cost of living bonus for Allied Force civilian employees.

2. Paragraph 7 of Administrative Memorandum No.14 prescribes that a cost of living bonus at a flat rate may be paid in addition to the basic rate of pay. This bonus is varied according to differences in the cost of living as between geographical Zones, it is not a part of the basic wage, and it is intended that it shall be adjusted at intervals in accordance with official statistics or other evidence leading to variation in the bonus for Italian private industry. Such an adjustment is now under consideration and proposals of the Labour and Wages Committee that are at present under consideration at A.F.H.Q. recommend increases as from 1st August, 1946, of 80 lire per day for heads of families and 95 lire per day for non heads of families.

3. Under the terms of Paragraph 7(a) (ii) (c) of Administrative Memorandum No. 14 Allied Force employees who are in receipt of rates pay higher than those now prescribed by the Administrative Memorandum continue in receipt of their existing rate but do not benefit from subsequent increases in basic rates or in Cost of Living Bonus until such time as the new scales exceed their existing remuneration. This means that appreciable numbers of employees with long and valuable service to the Allied cause will receive no benefit from the proposal to increase the Cost of Living Bonus by 80 and 95 lire per day.

4. Variation in the rate of bonus has been recommended by the Labour and Wages Committee on clear and strong evidence that the cost of living in Italy has increased and that State and private industrial employers have already granted increases to meet the higher cost of living index. All employees of the Allied Forces are therefore faced with higher costs of living and those who have been accustomed to receive higher rates of remuneration than those laid down in the Appendices to Memorandum No. 14 have adjusted their scale of living to their former salaries, relying on the good reputation of the Allied Forces, as employers, in not forcing down standards of living. Failure to grant all or part of the increased bonus to this category of worker [illegible] hardship to the individuals and will be contrary to the principle

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wage, and it is intended that it shall be adjusted from time to time in accordance with official statistics or other evidence leading to variation in the bonus for Italian private industry. Such an adjustment is now under consideration and proposals of the Labour and Wages Committee that are at present under consideration at A.F.H.Q. recommend increases as from 1st August, 1946, of 80 lire per day for heads of families and 95 lire per day for non heads of families.

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5. It is felt that the restriction in Paragraph 7 (a) (ii) (c) of Administrative Memorandum No. 14 should be limited to basic rates only.

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AFLR(I)B, LABOR & WAGES CONTROL COMMITTEE
JAN. - DEC. 1946
(2 OF 2)

Ex. Comm.

SEP 6 1946

ALLIED FORCE LABOUR AND WAGES COMMITTEE.
A.F.H.Q.

REF: AFLWC/M/E1

1st September 1946

Postal Address:
c/o Labour Branch (Br),
HQ, Rome Area Allied Command
A.P.O. 794 - U.S. Army.

The NINTH Meeting of the Allied Force Labour and Wages Committee was held at 09,30 hours on 30th August 1946 in the Conference Room of Labour Branch (Br), Rome Area Allied Command, ROME.

PRESENT:

CHAIRMAN:
Mr. W.H. BRAINE - Labour Attache, British Embassy

REPRESENTATIVES OF:
Labour Directorate, GHQ CMF
HQ, M.T.O.U.S.A.
HQ, No. 3 District
HQ, XIII Corps
HQ, Rome Area Allied Command
HQ, Allied Commission

IN ATTENDANCE:

REPRESENTATIVES OF:
F.A., GHQ CMF
British Embassy
No. 8 Base Command Pay Office
U.N.R.R.A.
C.G.I.L.
Italian Ministry of Labour

1. (a) The Minutes of the EIGHTH Meeting of the Committee held on 25th July 1946 were received and approved.

(b) Minute 1 (a): DEFINITION OF THE AREA OF NAPLES.

At the suggestion of Representative 3 District the Committee recommended that the Area of Naples continues to be defined as the Commune of Naples and Castellamare.

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HQ, No. 3 District
HQ, XIII Corps
HQ, Rome Area Allied Command
HQ, Allied Commission

IN ATTENDANCE:

REPRESENTATIVES OF:
F.A., GHQ CMF
British Embassy
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U.N.R.R.A.
C.G.I.L.
Italian Ministry of Labour

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(b) Minute 1 (a): DEFINITION OF THE AREA OF NAPLES.

At the suggestion of Representative 3 District the Committee recommended that the Area of Naples continues to be defined as the Commune of Naples and Castellamare.

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(c) Minute 1 (b)(i): QUARTERLY REVISION OF COST OF LIVING BONUS.

The Secretariat reported that the proposals for the revision of the Cost of Living Bonus had been approved by A.F.H.Q. W.O.I. 1st August 1946 and the necessary amendments to Admin. Memo. No. 14/46 were awaiting publication.

(d) Minute 1 (b)(ii): TRAVELLING ALLOWANCES.

Representatives Allied Commission reported that H.Q. Allied Commission had made further representations to A.F.H.Q. on this matter.

(e) Minute 1 (b)(iii): APPLICATION OF SIMPLIFIED WAGE SCALE TO SICILY AND SARDINIA.

Representative 3 District proposed that the terms of Admin. Memo. No. 14/46 be applied in full to Sicily and Sardinia. The Committee recommended that, subject to the provision of further statistical evidence by the Secretariat, the proposal be submitted to A.F.H.Q. for consideration.

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(f) Minute 1 (b)(iv): PROPOSED AMENDMENTS TO AFHQ ADMIN.MEMO. No.

The Secretariat reported that the proposed amendments had been approved by A.F.H.Q. subject to the imposition of a time bar of one month. That is, if re-employed within one month, the employee may be paid at whichever rate is to his/her advantage, but if the break in Service is more than one month, their re-employment must be as for a new employee. The Chairman explained that some vagueness existed regarding the principle of continuity of service and as it had not been included in the previous proposals, this amendment would clarify the position. The Committee therefore recommend that the original proposals be reworded to incorporate this new principle and be resubmitted to A.F.H.Q. for final approval.

(g) Minute 1 (b)(v): DISMISSAL BONUS PAYABLE TO CIVILIAN EMPLOYEES.

The Secretariat read a letter from A.F.H.Q. stating that the proposals submitted by Allied Commission produced no new argument which made them administratively possible. The Committee authorized the Secretariat to communicate this reply to Allied Commission. Representative ALCOM concurred but requested that the subject be held in abeyance by the Committee as it was still under discussion between HQ ALCOM and AFHQ.

(h) Minute 1 (b)(vi): SICKNESS BENEFITS FOR ADMINISTRATIVE AND CLERICAL EMPLOYEES.

The Secretariat read a letter from A.F.H.Q. stating that GHQ CMF and H.Q. MTOUSA are unaware of any discrimination in the application of Social Insurance benefits to various categories of civilians. The Chairman explained that the discrimination had always existed but that the Committee drew attention to it now, because an opportunity arose to correct the anomaly when financial arrangements between our countries are revised. As it would appear that the obligation to revise financial arrangements has still to be faced, the Committee recommended that the present position be restated to A.F.H.Q. stressing the necessity to extend the existing scheme to embrace clerical as well as manual workers.

(i) Minute 1 (b)(vii): MIDSHIFT AND OFFICE WORKERS MEAL.

Representative G.H.Q. stated there was nothing further to

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under discussion between [illegible]

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(i) Minute 1 (b)(vii): MIDSHIFT AND OFFICE WORKERS MEAL.

Representative G.H.Q. stated there was nothing further to report on this matter.

(j) Minute 2: MINUTES OF NINTH MEETING OF THE XIII CORPS LOCAL SUB-COMMITTEE.

Application for Grade of Chief Executive: Sig. Alberto CAMPILUNG.

The Secretariat reported that the application on behalf of this employee had been received and passed to A.F.H.Q. after consideration with the Chairman.

Application of the terms of A.F.H.Q.Admin. Memo. No.14/46 to VENEZIA GIULIA.

This matter is dealt with in Minute 3 of these Minutes.

(k) Minute 3.: CATEGORIZATION OF TELEPHONE OPERATORS.

The matter had been discussed between the Secretariat and P.B.S. and recommendations forwarded to A.F.H.Q. for publishing as an amendment to A.F.H.Q. Admin. Memo. No. 14/46.

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2. MINUTES OF EXTRAORDINARY MEETING OF THE COMMITTEE HELD ON 24th AUGUST 1946.

The Minutes of the above Meeting were received and approved.

3. MINUTES OF TENTH MEETING OF XIII CORPS LOCAL SUB-COMMITTEE.

(a) The Minutes of the above Meeting were received and approved by the Committee.

(b) Minute 1 (b): Signor CAMPELUNG. Minute 1 (j) of these Minutes refers.

(c) Minute 2: Cost of Living Bonus - Venezia Giulia. Representative XIII Corps reported that XIII Corps Sub-Committee had sufficient financial powers to deal with the situation. The acting Local Sub-Committee would meet as and when necessary.

(d) Minute 3: Sickness Benefits, Administrative and Clerical Grades.
Letter from Camera Confederale del Lavoro, TRIESTE was received, and the Committee recommended that reference be made to it in the report to be submitted to A.F.H.Q. (Minute 14 of these Minutes refers).

(e) Minute 4: Leave with Pay. The Chairman explained that leave with pay had been introduced for the benefit of the employee as a period of rest and recreation and not as a right to additional wages. Normally leave should be taken during the current year and every facility should be granted by the Employing Unit to enable employees to take such leave. Leave should only be allowed to accrue in exceptional circumstances. The Committee concurred with the Chairman's definition and recommended that it be submitted to A.F.H.Q. for approval and publication and that XIII Corps Sub-Committee be informed accordingly.

(f) Minute 5: Dott. Manlio CECOVINI. The Committee agreed that application for the appointment to the Grade of Chief Executive should be approved only in respect of a job to be done and not as a method of increasing the emoluments of the employee. After consideration the Committee authorized

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(f) Minute 5: Dott. Manlio CECOVINI. The Committee agreed that application for the appointment to the Grade of Chief Executive should be approved only in respect of a job to be done and not as a method of increasing the emoluments of the employee. After consideration the Committee authorized the Chairman and Secretariat to peruse the above application. and submit to A.F.H.Q. accordingly.

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4. RETROACTIVITY OF COST OF LIVING BONUS.

A letter from Confederazione Generale Italiana del Lavoro (Appendix "A") and a letter from the Italian Ministry of Labour (Appendix "B") were received by the Committee. After a lengthy discussion, in which the financial limitations and the administrative difficulties of the Allied Forces were explained to Representatives of the C.G.I.L. and Italian Ministry of Labour, the Committee agreed that the only practicable date for increasing the Cost of Living Bonus was 1st August 1946.

Representatives C.G.I.L. and Italian Ministry of Labour said that they appreciated the reasons put forward and that they agreed that no change in the effective date would be possible.

5. CALCULATION OF OVERTIME PAY.

The Chairman drew the attention of the Committee to the fact that since November 1945, the practice in Italian Industry had been to include the Cost of Living Bonus, less family allowance,

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when computing overtime pay. Details are shown in a letter from the Ministry of Labour dated 27th August 1946 (Appendix "B"). After consideration, the Committee agreed the necessity to comply with Italian industrial practice, but were of the opinion that a more simplified method of calculation was desirable. The Chairman and Secretariat were therefore authorized to submit simplified proposals to A.F.H.Q. for approval.

6. TRANSFER OF VENICE FROM ZONE "A" TO ZONE "B".

Representative Italian Ministry of Labour produced an industrial agreement concluded on 1st July 1946 in Venice between the Federation of Employers and the Confederation of Employees granting a percentage increase in wages within the Commune of VENICE, bringing them in line with wages paid in MILAN and TURIN. Cost of Living Index Figures obtained from the Central Bureau of Statistics, Italian Government, confirmed that the cost of living in the Commune of VENICE was in line with that of Milan, TURIN, ROME, NAPLES and BARI. The Chairman stated that the question for the Committee to decide was whether, in view of the high Cost of Living within the Commune of VENICE, Italian industrial practice should be followed and whether VENICE, when determining the cost of living bonus for employees of the Allied Forces, should be classed as Zone "B" instead of Zone "A".

Representative XIII Corps produced comparison tables showing the Allied Force take home wage packet as from 1st August 1946 compared with what workers would receive in private industry. He pointed out that the figures varied a great deal but on the average, it would be fairer from the Allied Forces point of view to place VENICE in Zone "A" instead of Zone "B".

After consideration however, Representative XIII Corps dissenting, the Committee were of the opinion that Italian industrial practice should be followed and accordingly recommended that the definition of Zone "B" as stated in Admin. Memo. No. 14/46 be amended to include the Commune of Venice.

7. WITHDRAWAL OF BONUSES ETC. OTHER THAN DISMISSAL BONUS WHEN AN EMPLOYEE IS DISCHARGED FOR MISCONDUCT.

The Committee considered a recommendation from H.Q. MEDUSA that an employee dismissed for serious misconduct should be deprived of all bonuses, including accrued amounts for paid holidays not taken up to date, in addition to dismissal bonus.

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After consideration however, Representative XIII Corps dissenting, the Committee were of the opinion that Italian industrial practice should be followed and accordingly recommended that the definition of Zone "B" as stated in Admin. Memo. No. 14/46 be amended to include the Commune of Venice.

7. WITHDRAWAL OF BONUSES ETC. OTHER THAN DISMISSAL BONUS WHEN AN EMPLOYEE IS DISCHARGED FOR MISCONDUCT.

The Committee considered a recommendation from H.Q. MTOUSA that an employee dismissed for serious misconduct should be deprived of all bonuses, including accrued amounts for paid holidays not taken up to date, in addition to dismissal bonus.

The Chairman pointed out that this was a dangerous proposal as Christmas Bonus was in fact part of an employee's wage and therefore became a right, the fact that an employee is discharged for an alleged offence does not deprive him of his right under law.

The Committee recommended therefore that no change be made in the present disciplinary practice as laid down in Para 9 (b)(ii) Admin. Memo. No. 14/46 and requested the Secretariat to inform H.Q. MTOUSA accordingly.

8. APPLICATIONS FOR APPOINTMENT TO GRADE OF CHIEF EXECUTIVE.

The Committee received applications from H.Q. MTOUSA and RAAC regarding appointments to the grade of Chief Executive, and authorized the Chairman and Secretariat to examine the applications in accordance with Minute 3 (f) of these Minutes.

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9. REALOCATION OF GRADES NOT ALREADY DEALT IN A.F.H.Q. AVIS, [illegible] NO. 14/16.

The Committee considered a list of grades (Appendix "D") submitted by R.A.A.C. Local Sub-Committee. Observations made were as follows:-

Serial 4. Hall Porter (Hotel) to be designated as Assistant Head Porter Hotel.

Serial 5. Messenger to be placed in Category 7 Appendix "B" and NOT Category 5 Appendix "B".

Serial 8. To be a dual Category 2 and 4 Appendix "A".

Serial 9. To be deleted entirely. A payment for a Tailor's machine did not form part of his take home wage.

Remaining serials were agreed as proposed by R.A.A.C.

The Committee recommended that after the above mentioned alterations were made the proposals be forwarded to A.F.H.Q. for consideration.

10. The Committee received a memorandum from H.Q. Allied Commission (Appendix "E").

It was agreed that when the simplified Wage Scale was introduced, a considerable concession had been made in permitting non Heads of Family to retain their former rate of pay. One of the conditions made however, was that they should not benefit from any subsequent increases either in Basic Pay or Cost of Living Bonus until such time as the scales, which may be revised from time to time, exceed their existing remuneration. To adopt this proposal would merely perpetuate what was really an overpayment which would be contrary to the policy of the Committee and give cause for complaint to employees of Italian Industry. Therefore, whilst the argument was appreciated, it was felt that the proposal could not be accepted.

11. REPUBLIC BONUS.

The Secretariat reported that it was informed at the end of July that the Italian Government was about to make a Decree authorizing

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The Committee recommended that after the above mentioned alterations were made the proposals be forwarded to A.F.H.Q. for consideration.

10. The Committee received a memorandum from H.Q. Allied Commission (Appendix "L").

It was agreed that when the simplified Wage Scale was introduced, a considerable concession had been made in permitting non Heads of Family to retain their former rate of pay. One of the conditions made however, was that they should not benefit from any subsequent increases either in Basic Pay or Cost of Living Bonus until such time as the scales, which may be revised from time to time, exceed their existing remuneration. To adopt this proposal would merely perpetuate what was really an overpayment which would be contrary to the policy of the Committee and give cause for complaint to employees of Italian Industry. Therefore, whilst the argument was appreciated, it was felt that the proposal could not be accepted.

11. REPUBLIC BONUS.

The Secretariat reported that it was informed at the end of July that the Italian Government was about to make a Decree authorizing the payment of a Republic Bonus to those people employed on the 25th July. The payment was to be made in two instalments. Altogether employees would receive Heads of Families 3,000 lire Non Heads of Families 1,500 lire. It was decided by the Secretariat after concurrence with A.F.H.Q. to settle the matter as speedily as possible and full details including a draft of the Decree were forwarded to A.F.H.Q. without calling a Meeting of the Committee. It was understood that a Staff Study had been made of the proposition and that replies were being awaited from Washington and London by A.F.H.Q.

The Committee was informed by the Representative of the Italian Ministry of Labour that although the Decree had not as yet been published it had been formally agreed by the Italian Council of Ministers.

It was understood from the members present that agitation existed in various parts of the country owing to the absence of a statement by the Allied Forces of their policy regarding the payment of this Bonus.

The Chairman pointed out that the War Offices at Washington and London were involved and that one cannot hope to get short

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notice replies to these big questions. He emphasized that everything possible was being done. As we did not wish to impair relationship with workers on our part therefore it was hoped that the workers would not do anything to impair this relationship on their part. The Committee therefore invited the CGIL to signal the Camere del Lavoro involved to refrain from doing anything to prejudice good relationship between employers and employees on this matter.

12. LINOTYPE OPERATORS.

Representative G.H.Q. reported that difficulty had been experienced in establishing an appropriate rate of pay for linotype operators employed by British Army Newspaper Unit. In view of the urgency of the matter, the Committee authorized the Chairman and Secretariat to consider the question and submit proposals to A.F.H.Q. for approval.

13. Representative G.H.Q. announced A.F.H.Q. were in the process of forming a board to deal with matters put up by the Allied Force Labour and Wages Committee.

14. DATE OF NEXT MEETING.

It was agreed that the next Meeting of the Committee would be held at 09,30 hours on 26th September 1946.

(Sgd.) Curtis J. IVEY
Major,
Secretary (AM.)

(Sgd.) H.J. CUTBUSH
Major,
Secretary (Br

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APPENDIX "A"

COPY - TRANSLATION

FROM: Confederazione Generale Italiana del Lavoro.

REF : 14321/46 RB/mbp

SUBJECT: Employees of the Allied Forces - Venice.

TO : Allied Commission, ROME.

13th August 1946.

COPY TO: Ministry of Labour, ROME.

In view of the agitation amongst employees of the Allied Forces in the Province of Venice over the question of an adjustment of wages related to the real cost of living, this Secretariat takes the liberty of writing to the Allied Commiss to request a speedy solution of the dispute.

In order to avoid the existing discontent amongst the mass of the workers resulting in a stoppage of work already decided on for the 12th of this month, this Secretariat has called to Rome delegates of the workers to discuss the matter with us and representatives of the Allied Commission. The reasons (for the agitation) which this Secretariat enumerates can only be considered favourably by the Allied Commission.

May we point out that the workers in the Province of Venice are still paid on a wage Scale which already existed on the 1st November 45, and that since this date, no increases have been granted to them, except that in some commands the stipulations of Admin.Memo. No.14 dated 29 June 46 have been applied, but this has not resulted in any substantial increase.

When comparing the salaries paid to workers of the Armed Forces with those paid to employees of private firms, it will be found that the latter have received considerable increases bringing them nearer to the real cost of living. In fact, with the application of the increase provided for in the sliding scale for the first and second quarter, industrial workers have received a percentage increase in the contingenza. Besides, an adjustment of the basic contingenza was made by virtue of an agreement dated 26 April 46. Finally, on the 1 July 46 an agreement between the parties was reached in Venice, which not only brought the Basic Pay in line with that of the big centres in Northern Italy (Milan, Turin, Genoa) but also gave the workers a further increase of 10% of the Basic Pay.

In view of what is stated above, this Secretariat requests that the Allied Commission not only gives immediate effect to the scales which have already been presented for consideration to the Allied Commission by this Secretariat and the Ministry of Labour, but also to make these scales applicable to Venice with retroactive effect from 1 May 46, so as to enable the workers to have at their disposal

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In view of what is stated above, this Secretariat requests that the Allied Commission not only gives immediate effect to the scales which have already been presented for consideration to the Allied Commission by this Secretariat and the Ministry of Labour, but also to make these scales applicable to Venice with retroactive effect from 1 May 46, so as to enable the workers to have at their disposal sufficient to pay the debts they have contracted during the period when they were in receipt of a salary not in line with the real cost of living.

Owing to the high cost of living in Venice, brought about by the influx of refugees from Zone A and B of Venezia Giulia, this Secretariat also requests that workers of the Armed Forces in Venice be transferred from Zone "A" to Zone "B".

It is hoped that the Allied Commission will give due consideration to the above proposals in view of the urgent need to put an end to this serious agitation and it is stressed that the acceptance of these proposals would not constitute a precedent, because of the particular situation existing in that area.

Signed: ? ? ?
Secretary.

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APPENDIX "B"

COPY - TRANSLATION.

FROM : Ministry of Labour and Social Insurance.

REF : 4498/Pg 17.

13th August 1946.

SUBJECT: Venice - Employees of the Allied Forces.

TO : Mr. William H. BRAINE,
Chairman of the Allied Force Labour & Wages Committee.

This Ministry has also received a copy of the letter Ref: 14321/46 dated 13th August 1946, addressed to the Allied Commission by the Confederazione Generale Italiana del Lavoro; which refers to the agitation which has taken place amongst employees of the Allied Forces in the Province of Venice with a view to obtaining increased wages related to the increasing cost of living.

This Ministry, whilst appreciating the views of the Confederazione Generale Italiana del Lavoro, requests the above mentioned Committee to consider favourably both the demand to backdate the new Cost of Living Bonus and the demand for the transfer of Venice from Zone "A" to Zone "B" in order to avoid the agitation resulting in a stoppage of work.

Signed: ? ? ?
The Minister

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This Ministry, whilst appreciating the views of the Confederazione Generale Italiana del Lavoro, requests the above mentioned Committee to consider favourably, both the demand to backdate the new Cost of Living Bonus and the demand for the transfer of Venice from Zone "A" to Zone "B" in order to avoid the agitation resulting in a stoppage of work.

Signed: ? ? ?
The Minister

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APPENDIX "C".

Rome, 27th August 194

Ministry of Labour and Social Security
Direction General for Labour

Dear Mr. HIRD,

following your letter of 26th August I have the pleasure of sending you the following information:

1) The elements of the workers' remuneration to be taken into account for calculating the payment of overtime are (according to present agreement): the de facto basic pay, the contingency indemnity and the third element; the percentage increase must be applied only to the hourly de facto basic pay (including the minimum wages as per collective agreement, plus supplementary payment for efficiency, seniority, and the like);

2) The percentage increase to be added to the hourly de facto basic pay, for manual workers as well as for office workers, is represented by an average of 25% for overtime during the week days in the mechanical, metallurgical and building industry. This same percentage in the same industries is 50% for overtime worked during the night or holidays.

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account for calculating the payment of overtime are (according to present agreement): the de facto basic pay, the contingency indemnity and the third element; the percentage increase must be applied only to the hourly de facto basic pay (including the minimum wages as per collective agreement, plus supplementary payment for efficiency, seniority, and the like);

2) The percentage increase to be added to the hourly de facto basic pay, for manual workers as well as for office workers, is represented by an average of 25% for overtime during the week days in the mechanical, metallurgical and building industry. This same percentage in the same industries is 50% for overtime worked during the night or holidays.

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Signed: Francesco SIMEONE.

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APPENDIX "B".

SERIAL NO.	G R A D E	PROPOSED CATEGORY	RELATIVE APPENDIX
1.	Laundrymaid (Asst)	7	B
2.	Chambermaid (Asst)	7	B
3.	Hotel Boilerman	4	B
4.	Hall Porter (Hotel)	4	B
5.	Messenger	5	B
6.	Mess Orderly	6	B
7.	Batman	6	B
8.	Fire Fighter	4	A
9.	Tailor with Machine	1	A

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6.	Mess Orderly	6	B
7.	Batman	6	B
8.	Fire Fighter	4	A
9.	Tailor with Machine	1	A

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APPENDIX "E".

HEADQUARTERS ALLIED COMMISSION

MEMORANDUM
BY THE CHIEF COMMISSIONER

1. This Memorandum refers to the proposed increased cost of living bonus for Allied Force civilian employees.

2. Paragraph 7 of Administrative Memorandum No.14 prescribes that a cost of living bonus at a flat rate may be paid in addition to the basic rate of pay. This bonus is varied according to differences in the cost of living as between geographical Zones, it is not a part of the basic wage, and it is intended that it shall be adjusted at intervals in accordance with official statistics or other evidence leading to variation in the bonus for Italian private industry. Such an adjustment is now under consideration and proposals of the Labour and Wages Committee that are at present under consideration at A.F.H.Q. recommend increases as from 1st August, 1946, of 80 lire per day for heads of families and 95 lire per day for non heads of families.

3. Under the terms of Paragraph 7(a) (ii) (c) of Administrative Memorandum No. 14 Allied Force employees who are in receipt of rates pay higher than those now prescribed by the Administrative Memorandum continue in receipt of their existing rate but do not benefit from subsequent increases in basic rates or in Cost of Living Bonus until such time as the new scales exceed their existing remuneration. This means that appreciable numbers of employees with long and valuable service to the Allied cause will receive no benefit from the proposal to increase the Cost of Living Bonus by 80 and 95 lire per day.

4. Variation in the rate of bonus has been recommended by the Labour and Wages Committee on clear and strong evidence that the cost of living in Italy has increased and that State and private industrial employers have already granted increases to meet the higher cost of living index. All employees of the Allied Forces are therefore faced with higher costs of living and those who have been accustomed to receive higher rates of remuneration than those laid down in the Appendices to Memorandum No. 14 have adjusted their scale of living to their former salaries, relying on the good reputation of the Allied Forces, as employers, in not forcing down standards of living. [illegible] increased bonus to this category of worker

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wage, and [illegible]
with official statistics or other evidence leading to variation in the bonus for Italian private industry. Such an adjustment is now under consideration and proposals of the Labour and Wages Committee that are at present under consideration at A.F.H.Q. recommend increases as from 1st August, 1946, of 80 lire per day for heads of families and 95 lire per day for non heads of families.

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4. Variation in the rate of bonus has been recommended by the Labour and Wages Committee on clear and strong evidence that the cost of living in Italy has increased and that State and private industrial employers have already granted increases to meet the higher cost of living index. All employees of the Allied Forces are therefore faced with higher costs of living and those who have been accustomed to receive higher rates of remuneration than those laid down in the Appendices to Memorandum No. 14 have adjusted their scale of living to their former salaries, relying on the good reputation of the Allied Forces, as employers, in not forcing down standards of living. Failure to grant all or part of the increased bonus to this category of worker will cause hardship to the individuals and will be contrary to the principle of a cost of living bonus which is not to be considered as a part of basic wage but is calculated quite independently on a factual basis. If the cost of living increases and a revised bonus figure is calculated to meet such increase then all employees should be entitled to receive it.

5. It is felt that the restriction in Paragraph 7 (a) (ii) (c) of Administrative Memorandum No. 14 should be limited to basic rates only.

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HEADQUARTERS ALLIED COMMISSION
APO 794
Economic Section

Ref.:

24 August 1946

INTER-OFFICE MEMORANDUM

SUBJECT: Increase in the cost of living bonus

TO : Executive Commissioner

FOR : Chief Commissioner

1. An emergency meeting of the Allied Force Labor and Wages Committee was held on Saturday, 24 August, at 1100 hours at Hq. R.A.A.C.

2. The purpose of the meeting was to consider the application of the increase in the cost of living bonus to Allied Force employees. The new scales of cost of living bonus to bring it up to the same level, as decreed by existing Italian law, had already been approved by the Committee and sent to A.F.H.Q. for implementation. The position disclosed at the emergency meeting was as follows:

G.H.Q. had approved the new scales.

G-4 American had approved the new scales in principle, but could not undertake to pay the increased bonus because their budget could not stand the expenditure. They were applying to Washington for a further budgetary grant. If no grant was forthcoming, the only way in which the increased bonus could be paid would be by a reduction in the number of personnel employed. This would entail the dismissal of some 6,000 employees, that is about one-third of the American civilian labor force. It was stated that such a reduction would seriously affect the operational efficiency of the American troops in this theater and it would appear therefore that the additional budgetary grant should be forthcoming.

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3. It is not known when A.F.H.Q. are going to issue instructions bringing into effect the new cost of living bonus. It is to take effect from 1 August 1946. At the full meeting of the Committee which is to take place next Friday, 30 August, a request from the C.G.I.L for the effective date to be made of 1 May 1946 is to be considered. Further information may also be available at that meeting as to the situation in respect of American funds to cover the cost of the new cost of living bonus.

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M. Carr Brig

M. CARR
Brigadier
Acting Vice President

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Chief Comm

ALLIED FORCE LABOUR AID WAGES COMMITTEE.
A.F.H.Q.

AUG 29 1946

REF: AFL/C/M/D10

Postal Address:
c/o Labour Branch (Br),
HQ, Rome Area Allied Command,
A.P.O. 794 - U.S. Army.

26th August 1946

An EXTRAORDINARY Meeting of the Allied Force Labour and Wages Committee was held at 11.00 hours on the 24th August 1946, in the Conference Room of Labour Branch (Br), Rome Area Allied Command, ROME.

PRESENT:

CHAIRMAN:
Mr. K.J. HIRD - Asst. Labour Attaché British Embassy.

REPRESENTATIVES OF:
Labour Directorate, GHQ CMF
H.Q., M.T.O.U.S.A.
C-G, P.B.S.
H.Q., No. 3 District
H.Q., XIII Corps
H.Q., Rome Area Allied Command
H.Q., Allied Commission

IN ATTENDANCE:

REPRESENTATIVES OF:
U.N.R.R.A.
G-5, A.F.H.Q.
G-4, M.T.O.U.S.A.

1. CHAIRMAN.

The Secretariat announced that, in the absence of the appointed Chairman, Mr. J.H. BRAIN, British Embassy, an invitation had been extended to Mr. K.J. HIRD, British Embassy, to deputize. The Committee gave unanimous approval.

2. QUARTERLY REVISION OF COST OF LIVING BONUS.

The Chairman referred to Minute 1 (b) (i) of the EIGHTH Meeting which authorised the Chairman and Secretariat to submit proposals to A.F.H.Q. for the quarterly revision of the Cost of Living Bonus. These proposals had been agreed by the Italian Ministry of Labour as a fair

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H.Q., XIII Corps
H.Q., Rome Area Allied Command
H.Q., Allied Commission

IN ATTENDANCE:

REPRESENTATIVES OF:
U.N.R.R.A.
G-5, A.F.H.Q.
G-4, M.T.O.U.S.A.

1. CHAIRMAN.

The Secretariat announced that, in the absence of the appointed Chairman, Mr. J.H. BRAIN, British Embassy, an invitation had been extended to Mr. K.J. HIRD, British Embassy, to deputize. The Committee gave unanimous approval.

5331 QUARTERLY REVISION OF COST OF LIVING BONUS.

The Chairman referred to Minute 1 (b) (i) of the EIGHTH Meeting which authorised the Chairman and Secretariat to submit proposals to A.F.H.Q. for the quarterly revision of the Cost of Living Bonus. These proposals had been agreed by the Italian Ministry of Labour as a fair reflex of private industrial practice and had been submitted to A.F.H.Q. with a recommendation that they be made effective from 1st August 1946. Representative G.H.Q. stated that these proposals had been accepted in principle by G.H.Q. Representative M.T.O.U.S.A. stated that they had been accepted in principle by H.Q., M.T.O.U.S.A. but that financial difficulties had arisen.

Representative G-4, M.T.O.U.S.A. stated that it was agreed that the proposals provided for a fair and just rate of pay. However there existed in the theatre only limited funds available for the payment of civilian labour. These funds had been budgeted in advance and did not take into account fluctuation in rates of pay and Cost of Living Bonus. Whether a supplementary grant could be obtained was questionable. It was not disputed that the increasing cost of living had to be met and if no supplement was forthcoming it would be necessary to reduce the labour force employed by the U.S. Forces by one third. This might have a serious effect on operational efficiency. Should it also react unfavourably on the unemployment situation in Italy, it should be clearly understood that the sole reason for the reduction was to enable the U.S. Forces to pay the just and proper rate of pay.

(70) attd "Minute Paper" / AFHQ

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The Chairman re-stated the brief of the Committee to recommend to A.F.H.Q., from time to time, wage changes to keep the Allied Force Wage Scale in line with Italian practice. This was the purpose of the proposals now under review. The Committee agreed unanimously that there was no question of the accuracy of the proposed Cost of Living Bonus figures. Accordingly, as there was no disagreement on policy or on the detailed application of policy, the Committee reaffirmed the recommendations of the Chairman and Secretariat.

Representative XIII Corps referred to a recent strike threat at MESTRE. In view of the unrest in labour circles in Italy, it was unanimously agreed that further delay in adopting and implementing the proposals would have serious consequences and that immediate action was imperative.

(Sgd.) Curtis J. IVEY
Major
Secretary (Am.)

(Sgd.) H.J. CUTBUSH
Major,
Secretary (Br.)

AUG 2 . 1946

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MEMORANDUM.

1. This Memorandum refers to the proposed increased cost of living bonus for Allied Force civilian employees.

2. Paragraph 7 of Administrative Memorandum No.14 prescribes that a cost of living bonus at a flat rate may be paid in addition to the basic rate of pay. This bonus is varied according to differences in the cost of living as between geographical Zones, it is not a part of the basic wage, and it is intended that it shall be adjusted at intervals in accordance with official statistics or other evidence leading to variation in the bonus for Italian private industry. Such an adjustment is now under consideration and proposals of the Labour and Wages Committee that are at present under consideration at A.F.H.Q. recommend increases as from 1st August, 1946, of 80 lire per day for heads of families and 95 lire per day for non heads of families.

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4. Variation in the rate of bonus has been recommended by the Labour and Wages Committee on clear and strong evidence that the cost of living in Italy has increased and that State and private industrial employers have already granted increases to meet the higher cost of living index. All employees of the Allied Forces are therefore faced with higher costs of living and those who have been accustomed to receive higher rates of remuneration than those laid down in the Appendices to Memorandum No.14 have adjusted their scale of living to their former salaries, relying on the good reputation of the Allied Forces, as employers, in not forcing down standards of living. Failure to grant all or part of the increased bonus to this category of worker will cause hardship to the individuals and will be contrary to the principle of a cost of living bonus which is not to be considered as a part of basic wage but is calculated quite independently on a factual basis. If the cost

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AUG 1 1946

ALLIED FORCE LABOUR AND WAGES COMMITTEE.
A.F.H.Q.

REF: AFLWC/M/D1

Postal Address:
c/o Labour Branch (Br),
HQ, Rome Area Allied Command,
A.P.O. 794 - U.S. Army.

27th JULY 1946

The EIGHTH Meeting of the Allied Force Labour and Wages Committee was held at 09.30 hours on the 25th July 1946, in the Conference Room of Labour Branch (Br), Rome Area Allied Command, A.F.H.Q.

PRESENT:

CHAIRMAN :
Mr. W.H. BRAIN - Labour Attache British Embassy.

REPRESENTATIVES OF :
Labour Directorate, G.H.Q. CMF
H.Q., M.F.C.U.S.A.
C-G, L.B.S.
H.Q., No. 3 District
H.Q., XIII Corps
H.Q., Rome Area Allied Command
H.Q., Allied Commission

IN ATTENDANCE:

REPRESENTATIVES OF :
F.A., GHQ CMF
British Embassy
C.G.I.L.
Italian Ministry of Labour

1. (a) The Minutes of the SEVENTH Meeting of the Committee held on the 27th June 1946 were received.

Minute 1 (a) referring to Minute 1 (f) of the SIXTH Meeting.

5333 A letter was received from the Labour Directorate G.H.Q. Ref.: DL/59 dated 11th July 1946 requesting that the words "if found necessary" be added to this paragraph. The Committee accepted the letter and recommended that the paragraph be amended to read:- "Area of Naples was now shown as Communes of Naples and Castellamare. It was recommended by the Committee that a trial be given on this basis and the area being increased by inclusion of further Communes at a later date if found

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H.Q., M.F.O.U.S.A.
C-G, A.B.S.
H.Q., No. 3 District
H.Q., XIII Corps
H.Q., Rome Area Allied Command
H.Q., Allied Commission

IN ATTENDANCE:

REPRESENTATIVES OF :
F.A., GHQ CMF
British Embassy
C.G.I.L.
Italian Ministry of Labour

1. (a) The Minutes of the SEVENTH Meeting of the Committee held on the 27th June 1946 were received.

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Minute 5.: SICKNESS BENEFITS FOR ADMINISTRATIVE & CLERICAL EMPLOYEES.

The Financial adviser requested that the words "by the Finance Committee" at the end of this Minute be deleted as there was at the moment no Financial Committee to which this matter could be referred. The Committee agreed to make a recommendation accordingly.

Apart from the above requested adjustments the Minutes were accepted and approved by the Committee.

1. (b) Business arising from the Minutes of SIXTH Meeting of the Committee.

(i) Minute 1 (b): SIMPLIFICATION OF THE ALLIED FORCE WAGE SCALE.

The Chairman pointed out that A.F.H.Q. Admin. Memo. No. 14 had now been published bringing into effect the new Allied Force

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Wage Scale, but as the Cost of Living Bonus figures contained therein were drafted early in the first quarter of this year and since that time there had been increases in these rates in Italian Industry, a revision of the Cost of Living Bonus figures shown in Admin. Memo. No. 14 was already due.

The Meeting was informed that proposals for an increase of the Cost of Living Bonus from the Italian Ministry of Labour and C.G.I.L. would be forthcoming almost immediately. These proposals if accepted would have the effect of raising the "Take Home" Wage in the higher paid zones by approximately 95 lire per day for Non Heads of Family and 80 lire per day in the lower paid zones. As it was desirable to apply these increases as soon as possible and before the date of the next Meeting of the Committee, the Committee authorized the Chairman and Secretariat to obtain the proposed figures from the Italian authorities to comment and forward proposition to A.F.H.Q. for issue. Comments were to include a suggested effective date.

(ii) TRAVELLING ALLOWANCES.

The Chairman pointed out that the proposals originally submitted by the Committee (Minute 3 of the FIFTH Meeting of the Committee refers) were not accepted in full by A.F.H.Q. Allied Commission, having many employees who travel considerably, were not necessarily content with the rates shown in Admin. Memo. 14. Allied Commission represented by Colonel WALTON wished to reserve comments on the adequacy of the travelling allowance rates and proposed to raise the matter again at an appropriate time and in the appropriate place.

(iii) APPLICATION OF SIMPLIFIED WAGE SCALE TO SICILY AND SARDINIA.

The Secretariat read the report called for from 3 District which stated that in view of the small number of civilians now employed by the Allied Forces in Sicily and Sardinia which will be greatly reduced by the beginning of next month, and will continue to diminish, and as no complaints on existing rates have been registered, it was felt by 3 District that the application of the terms of Admin. Memo. No. 14 to these islands was not necessary. Similarly as civilians employed by the Allied Forces in Sicily and Sardinia are never required to travel it was not considered that the travelling allowances shown in A.F.H.Q. Admin. Memo. No. 14 need be applied.

The Committee recommended that the matter be left in abeyance at the moment, but should be raised again if A.F.H.Q. Admin. Memo. No. 14 be made universally acceptable, or if proposals for tidying up wage scales in these islands are requested from the

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mitted by the Committee (Minute 3 of the Fifth Meeting of the Committee refers) were not accepted in full by A.F.H.Q. Allied Commission, having many employees who travel considerably, were not necessarily content with the rates shown in Admin. Memo. 14. Allied Commission represented by Colonel WALTON wished to reserve comments on the adequacy of the travelling allowance rates and proposed to raise the matter again at an appropriate time and in the appropriate place.

(iii) APPLICATION OF SIMPLIFIED WAGE SCALE TO SICILY AND SARDINIA.

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The Committee recommended that the matter be left in abeyance at the moment, but should be raised again if A.F.H.Q. Admin. Memo. No. 14 be made universally acceptable, or if proposals for tidying up wage scales in these islands are requested from the Committee by A.F.H.Q.

(iv) PROPOSED AMENDMENTS TO A.F.H.Q. ADMIN. MEMO. NO. 14.

Proposed amendments to A.F.H.Q. Admin. Memo. No. 14 (Appendix "A" herewith) were notified by Labour Directorate G.H.Q. The Chairman explained that the necessity for the proposed amendments was to cover certain contingencies that had arisen during the transitory period from the old to the new system of assessing the take home wage of Allied Force Employees.

The Committee was in general agreement with the proposals and recommended them for acceptance by A.F.H.Q.

(v) **Minute 4.:** DISMISSAL BONUS PAYABLE TO CIVILIAN EMPLOYEES.

This matter was reopened by representative of AICOM who presented a memorandum (Appendix "B" herewith) from his Chief Commissioner .

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The Chairman stated that the memorandum shows clearly the point which Allied Commission wished to raise and that it was a fact that Italian Law provides for similar bonuses relative to the date of engagement.

The Committee expressed the opinion that it was in a certain difficulty in connection with this matter as it had already considered the question at the last Meeting. Now it had the benefit of representations of Chief Commissioner ACC and the agreement of the representatives of the Italian Government now present on the legality and propriety of these representations.

The Committee therefore decided to accept the memorandum as a correct statement of fact and principle and recommended that it be forwarded for consideration by A.F.H.Q.

(vi) SICKNESS BENEFITS FOR ADMINISTRATIVE AND CLERICAL EMPLOYEES.

Further to Minute 5 of the SIXTH Meeting of the Committee.

The Committee was reminded by the Chairman that Italian civilians employed by the Allies receive Social Insurance benefits under an agreement with the Italian Ministry of Labour which applies only to Industrial Workers. Clerical and Administrative Workers do not enjoy such Insurance benefits, but an opportunity will occur to correct this anomaly if and when financial arrangements between our countries are revised.

The Committee hoped that regard would be paid to this point by A.F.H.Q. and that it would be referred to the branch concerned for suitable action.

(vii) MIDSHIFT AND OFFICE WORKER MEAL.

Representative Labour Directorate G.H.Q. reported that the Committee's recommendations contained in minute 2 of the SEVENTH Meeting were still under consideration by the appropriate branches at A.F.H.Q.

The above mentioned recommendations were explained to the Italian Representatives present by the Chairman. Italian Representatives agreed in principle to the opinions of the Committee upon this matter.

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2.

MINUTES OF THE NINTH MEETING OF THE XIII CORPS LOCAL SUB-COMMITTEE HELD ON 10TH JULY 1946.

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The Committee was reminded by the Chairman that Italian civilians employed by the Allies receive Social Insurance benefits under an agreement with the Italian Ministry of Labour which applies only to Industrial Workers. Clerical and Administrative Workers do not enjoy such Insurance benefits, but an opportunity will occur to correct this anomaly if and when financial arrangements between our countries are revised.

The Committee hoped that regard would be paid to this point by A.F.H.Q. and that it would be referred to the branch concerned for suitable action.

(vii) MIDSHIFT AND OFFICE WORKER MEAL.

Representative Labour Directorate G.H.Q. reported that the Committee's recommendations contained in Minute 2 of the 24th Meeting were still under consideration by the appropriate branches at A.F.H.Q.

The above mentioned recommendations were explained to the Italian Representatives present by the Chairman. Italian Representatives agreed in principle to the opinions of the Committee upon this matter.

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2.

MINUTES OF THE NINTH MEETING OF THE XIII CORPS LOCAL SUB-COMMITTEE HELD ON 10TH JULY 1946.

The Minutes of the above mentioned Sub-Committee were received and approved by the Committee.

Minute 2.: APPLICATION FOR GRADE OF CHIEF EXECUTIVE: Sig. Alberto CAMPELUNG.

Representative XIII Corps reported that the special pro-forma for the Grade of Chief Executive (Ref. Appendix "E" to A.F.H.Q.Admin. Memo. No. 14 of 1946) was being prepared by A.M.G. XIII Corps this would in due course be forwarded to the Secretariat.

The Committee authorized the Chairman and Secretariat to consider this application when received and to forward it to A.F.H.Q. with appropriate recommendations.

Minute 4.: APPLICATION OF THE TERMS OF A.F.H.Q. ADMIN. MEMO. No. 14/46 TO VENEZIA GIULIA.

The Committee noted the recommendations made by the Local Sub-Committee of XIII Corps. The Chairman pointed out that shortly there will probably be an increase in the Cost of Living Bonus for Allied Force employees and that XIII Corps should ensure that sufficient

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financial powers under para 6 Admin. Memo. 25/46 remained with the Sub-Committee to deal with the situation in VENEZIA GIULIA.

3. CATEGORISATION OF TELEPHONE OPERATORS.

A report was received from P.B.S. that it had been found that in some cases Category No. 4 of Appendix "B" to A.F.H.Q. Admin. Memo. No. 14/46 was insufficient for the grade of English Speaking Telephone Operator. The Committee authorized the Secretariat and P.B.S. to discuss this point and to arrive at recommendations. Such recommendations to be forwarded to A.F.H.Q. for approval.

4. Secretariat reported that the appointment of C.A.O. A.F.H.Q. had been cancelled w.e.f. 15th July 1946 and that the duties previously performed by that Office would be carried on by Brigadier i/c Admin. G.H.Q. All distribution lists of Sub-Committees etc. should therefore be amended accordingly.

5. DATE OF NEXT MEETING.

It was agreed that the next Meeting of the Committee would be held at 09.30 hours on the 30th August 1946.

(sgd.) Curtis J. IVEY
Major,
Secretary (Am.)

(sgd.) H.J. CUTBUSH
Major,
Secretary (Br.)

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Declassified E.O. 12356 Section 3.3/NND No. 785015

It was agreed that the next Meeting of the Committee would be held at 09.30 hours on the 30th August 1946.

(sgd.) Curtis J. IVEY
Major,
Secretary (Am.)

(sgd.) H.J. CUTBUSH
Major,
Secretary (Br.)

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(69)

Declassified E.O. 12356 Section 3.3/NND No. 785015

APPENDIX "A".

Proposed Amendments to AFHQ Admin Memo No 14 of 1946.

1. Delete para 4 (d)
Substitute new para 4 (d) as follows:-

(d) Application of Rates.

(i) Employees engaged after the effective date of this Memorandum as established in para 4(a) above, who have never previously been employed by the Allied Forces:- will be paid at the minimum rate of pay laid down in Appendices "A" and "B" until trade-tested. Such trade-testing may be effected on engagement. After being trade-tested employees may receive a rate of pay commensurate with their skill and ability within the limits set out in Appendices "A" and "B".

(ii) Employees already in the employment of the Allied Forces at the effective date of this Memorandum:-

(a) Whose previous take-home-wage (composed of basic rate plus cost of living bonus) was less than that appropriate to their grade in Appendices "A" and "B" :- Will be paid in accordance with Appendices "A" and "B".

(b) Whose previous take-home-wage was more than that appropriate to their grade in Appendices "A" and "B" :- Will receive a rate of pay equivalent to their previous take-home-wage, regarded as being made up of :-

(i) Maximum basic rate applicable to their grade in Appendices "A" and "B".

(ii) A personal Cost of Living Bonus sufficient, when added to (i) above, to bring the take-home-wage up to the previous total.

5328 (iii) Employees previously in the employment of the Allied Forces, discharged through no fault of their own (e.g. sickness or the disbandment of the employing unit) before the effective date of this Memorandum, and re-engaged after its effective date.

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Declassified E.O. 12356 Section 3.3/NND No. 785015

at the effective

(a) Whose previous take-home-wage (composed of basic rate plus cost of living bonus) was less than that appropriate to their grade in Appendices "A" and "B" :- Will be paid in accordance with Appendices "A" and "B".

(b) Whose previous take-home-wage was more than that appropriate to their grade in Appendices "A" and "B" :- Will receive a rate of pay equivalent to their previous take-home-wage, regarded as being made up of :-

(i) Maximum basic rate applicable to their grade in Appendices "A" and "B".

(ii) A personal Cost of Living Bonus sufficient, when added to (i) above, to bring the take-home-wage up to the previous total.

5328 (iii) Employees previously in the employment of the Allied Forces, discharged through no fault of their own (e.g. sickness or the disbandment of the employing unit) before the effective date of this Memorandum, and re-engaged after its effective date.

(a) Whose previous take-home-wage was less than that appropriate to their grade in Appendices "A" and "B" :- Will be paid in accordance with Appendices "A" and "B".

(b) Whose previous take-home-wage was more than that appropriate to their grade in Appendices "A" and "B" :- May, at the discretion of the Employing Unit, be treated as in para (ii) (b) above. Otherwise will be treated as in para (iii) (a) above.

(iv) Employees discharged after the effective date of this Memorandum through no fault of their own, and subsequently re-engaged, May, at the discretion of the Employing Unit, be re-engaged on their previous basic rate of pay plus the appropriate cost of living bonus at the time of re-engagement (except that employees previously in receipt of a personal cost of living bonus under the terms of paras (ii) (b) and (iii) (b) above may, at the discretion of the employing unit receive that bonus if more advantageous than the cost of living bonus at the time of re-engagement.)

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(v) Employees discharged through some fault of their own :-

Will not normally be re-engaged. If however they are re-engaged it will be on the same terms as in para (i) above.

(vi) In all cases where discharged employees are re-engaged on any other rate than the minimum laid down in Appendices "A" and "B" this will be subject to the production of a certificate from the previous employing unit stating the reasons for discharge and the lastest rate of pay in issue.

(vii) In all cases where under paras (ii) (b), (iii) (b) and (iv) above employees are permitted to remain on a total take-home-wage higher than that authorized in Appendices "A" and "B" they will not benefit from any subsequent increase either in basic pay or cost of living bonus until such time as the scales, which will be revised quarterly, exceed their existing remuneration.

(viii) It should be noted that the concessions granted in paras (ii) (b), (iii) (b) and (iv) above are designed as a protection, in particular to :-

(a) Non-heads-of-family who by virtue of the introduction of a distinction between heads-of-family and non-heads-of-family in this Memorandum would otherwise suffer a decrease in take-home-wage.

(b) Employees already working in areas where the cost-of-living bonus operating prior to the publication of this Memorandum was so high that they would otherwise suffer a decrease in take-home-wage.

2. Para 7 (a) (ii) (b) line 1 After "All" insert "newly engaged".

lines 2 and 3. Delete "a certificate ("Stato di Famiglia") obtained from the local Commune". Substitute "such evidence as will convince the responsible employing Officer."

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lines 4 and 5. Delete "On production of certificates employees". Substitute "On production of such evidence such employees".

Delete para 7 (a) (ii) (c). Substitute new para 7 (a) (ii) (c) :-

Declassified E.O. 12356 Section 3.3/NND No. 785015

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(a) Non-heads-of-family who by virtue of the introduction of a distinction between heads-of-family and non-heads-of-family in this Memorandum would otherwise suffer a decrease in take-home-wage.

(b) Employees already working in areas where the cost-of-living bonus operating prior to the publication of this Memorandum was so high that they would otherwise suffer a decrease in take-home-wage.

2. Para 7 (a) (ii) (b) line 1 After "All" insert "newly engaged".

lines 2 and 3. Delete "a certificate ("Stato di Famiglia") obtained from the local Commune". Substitute "such evidence as will convince the responsible employing Officer."

5317 lines 4 and 5. Delete "On production of certificates employees". Substitute "On production of such evidence such employees".

3. Delete. para 7 (a) (ii) (c). Substitute. new para 7 (a) (ii) (c) :-

(c) Where non-heads-of-family, engaged prior to the publication of the Memorandum, were receiving higher take-home-wages than those authorized for non-heads-of-family in Appendices "A" and "B" they may continue in receipt of such take-home-wages under the terms of para 4 (d) (ii) (b) above.

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JUL 25 1946

APPENDIX "B"

Admiral Stone, Chief Commissioner of the Allied Commission, has instructed me to present the following memorandum. The Admiral feels very strongly on this subject and most warmly recommends that favorable action be taken on this question.

MEMORANDUM

1. This Memorandum refers to the effective date of calculation of dismissal bonus of Allied Force civilian employees.

2. The background of this and other bonuses is that a Sub-Committee of the Labor and Wages Committee, with Italian delegates in attendance, considered the disparity between Allied Force wage scale and that prevailing in general industry, with particular regard to Christmas bonus, holidays with pay, and dismissal bonus. The recommendation of the Sub-Committee, which was adopted by the main Committee, was that a consolidated bonus be added to the current pay of civilian workers calculated on an appropriate percentage basis and intended to compensate for benefits not specifically provided by the Allied Force wage scale. It was recommended that the percentage increase or consolidated bonus, should be added to current pay as from 1 January 1946.

3. The proposals were considered by the Joint Military Finance Committee, AFHQ, on 18 December 1945 and subsequently by the appropriate authorities at AFHQ, who agreed in principle to the recommendations but substituted specific bonus payments for the suggested consolidated bonus. Administrative Memorandum No. 5 of 1946 contained the relevant instructions and provided inter alia for effect to be given as from 1 January 1946 to civilian employees in service on or after 4 March 1946.

4. But even if the proposals for a consolidated bonus were rejected, it seems appropriate for particular regard to be had to Italian law on this subject when giving effect to single bonus payments, and this raises the question of the effective date for calculating the dismissal bonus. The date 1 January 1946, although appropriate for the calculation of current payments as in the original proposals, is not appropriate when calculating dismissal bonus.

5. It would be appropriate to follow exactly Italian law for this particular item, viz., dismissal bonus, extracted from the proposed consolidated bonus, and to calculate it as from the date of commencement of the employment. The additional cost of the present proposal would not be considerable. More than two-thirds of the present civilian employees are in grades other than clerical and administrative, or hotel and mess; and the effect of the present proposal for such employees would, at the time of dismissal, add four days' pay to those engaged September 1943; 3 days' pay to those engaged June 1944, with corresponding smaller amounts for later engagements. For clerical and administrative workers, the corresponding increases would be 54 days' pay, 36 days' pay, etc. It should be noted, however, that owing to turnover of staff and reduced clerical commitments the numbers concerned with such length of service would be relatively few.

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6. The moral effect of this concession is of the utmost importance. In addition to rewarding long and faithful service on the part of those still in Allied employment on terms no more favorable than they would receive if employed by Italian employers, it would remove a source of grievance and enhance the prestige of the Allied authorities at a critical moment. Moreover, it should be remembered that it is less a concession than it is simple recognition of the workers' rights under Italian law. In my view -- as I stated as Chief Civil Affairs Officer in my decision in the Schio Massacre case -- the Allied military authorities are bound under the law of occupation to be the custodian of Italy's fundamental legal institutions. The protection of the legal rights of workers is surely fundamental. We therefore should comply with Italian labor laws and calculate the dismissal bonus as from the date of engagement.

S/ ELLERY W. STONE
Rear Admiral, USNR
Chief Commissioner

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Declassified E.O. 12356 Section 3.3/NND No. 785015

22 July 1946.

MEMORANDUM TO: Colonel Charles N. Walton, U.S. Army,
Acting Vice President, Economic Section.

I desire you to represent the Allied Commission at the AFHQ Labor and Wages Committee meeting on Thursday, 25 July, and present and read the attached memorandum as being the position of the Allied Commission on the dismissal bonus question.

/s/ Ellery W. Stone

ELLERY W. STONE
Rear Admiral, USNR
Chief Commissioner

Copy to: ExCom

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Declassified E.O. 12356 Section 3.3/NND No. 785015

19 July 1946.

My dear Arch:

You will remember the long tussle in early 1944 between what was considered to be the overlapping functions of AFHQ and the Economic Section of Allied Control Commission, which was finally resolved by the decision taken in September 1944 to appoint as Joint Chairmen of the AFHQ the Chief Administrative Officer, AFHQ, and the Chief Commissioner, ACC.

On the occasion of the last meeting of the Board on 22 September 1945, the Labor and Wages Control Committee was authorized to make its final recommendations to the CAO, AFHQ, and the Chief Commissioner, Allied Commission, for their joint approval. These recommendations were duly recorded in minute 231 of the 39th meeting of the Labor and Wages Control Committee which provided in subparagraph (e) that "recommendations made by the Committee be submitted to the CAO, AFHQ and Chief Commissioner, AACOM, for their approval prior to publication through staff channels."

AFHQ Administrative Memorandum No. 52 of 17 December, 1945, however, deleted the requirement that the findings of the AFHQ Labor and Wages Committee be submitted jointly to the CAO, AFHQ, and the Chief Commissioner, AC, requiring only that Committee recommendations be channeled to the CAO.

While I was willing to give a trial to General Duff's proposal to eliminate the Chief Commissioner, Allied Commission, from any review of the work of the Committee, it now appears that in some important respects the recommendations of the Committee, on which the Commission is represented, are not in all cases adopted by AFHQ but are occasionally modified -- sometimes not inconsiderably.

It is for this reason that I am writing you this unofficial note to see if it is possible to modify the present procedure by adoption of the Labor and Wages Committee's original recommendation made in paragraph 231(e) quoted above. While the Allied Commission's economic functions have largely passed to UNRRA, many of the recommendations made by the Labor and Wages Committee, particularly when they are altered at AFHQ, have a political effect which

Brigadier General A. L. Hamblen, U.S. Army,
Assistant Chief of Staff, G-5,
Allied Force Headquarters,
APO 512 - U. S. Army.

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I think I might at times perhaps be better able to appraise than the CAO. Moreover, it would be more within the spirit of my original agreement to the dissolution of AFLRB and its Labor and Wages Committee.

I should be grateful if you would write me quite frankly your personal views on this matter. I am prompted to write you by recent discussions for modifying the midshift meal, and by AFHQ Administrative Memorandum No. 14 dated 29 June 1946 which has had some unfavorable repercussions.

I have discussed the entire subject at some length with the Chairman of the present Labor and Wages Committee, Mr. Braine, and I know that he would be glad to have me brought back into the picture in line with the original recommendation of the AFLRB.

Sincerely,

/s/ Ellery W. Stone

ELLERY W. STONE
Rear Admiral, USNR
Chief Commissioner

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Copy sent to Brig. Carr

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Declassified E.O. 12356 Section 3.3/NND No. 785015

19 July 1946.

MEMORANDUM TO: Acting Vice President, Economic Section.

It is noted that at the fifth meeting of the Labor and Wages Committee of AFHQ held on 25 April Headquarters Allied Commission was not represented, as recorded in the minutes of the meeting.

Will you kindly explain why, although the Allied Commission is one of the important members of this Committee, no representative from the Commission attended the meeting.

The representation of the Allied Commission on the Allied Force Labor and Wages Committee is provided for in AFHQ Administrative Memorandum No. 52 dated 17 December 1945, and it is exceedingly important that the Commission take an active interest and part in the work of this Committee.

/s/ Ellery W. Stone

ELLERY W. STONE
Rear Admiral, USNR
Chief Commissioner

Copy to: Executive Commissioner

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ALLIED FORCE LABOUR AND WAGES COMMITTEE.
A.F.L.W.C.

REF: AFLWC/A/27.

Postal Address:
c/o Labour Branch (Br),
HQ, Rome Area Allied Command
A.P.O. 794 - U.S. Army.

18th July 1946

SUBJECT: Allied Force Labour & Wages Committee Agenda.

TO : Distribution "A".

The EIGHTH Meeting of the Labour and Wages Committee will be held at 09.30 hours on Thursday 25th July 1946 in the Conference Room of the Labour Branch (Br) H.Q. Rome Area Allied Command ROME, to consider the following Agenda :-

1. Minutes of the SEVENTH Meeting of the Committee held on the 27th June 1946.

2. Minutes of the NINTH Meeting of the XIII Corps Local Sub-Committee held on the 10th July 1946. (Attached herewith).

3. Any other business.

4. To set a date for the next Meeting.

4/103 3/cc

H.J. Cutbush

H.J. CUTBUSH, Major,
Secretary (Br),
ALLIED FORCE LABOUR AND WAGES COMMITTEE.

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Copy No.....

Rear HQ 13 Corps.
LA/CIV/41
11th July, 1946.

ALLIED FORCE LABOUR AND WAGES COMMITTEE.

13 CORPS LOCAL SUB-COMMITTEE.

The NINTH Meeting of the 13 Corps Local Sub-Committee of the Allied Force Labour and Wages Committee was held at Labour Branch, Rear Headquarters 13 Corps on 10th JULY, 1946.

PRESENT:

CHAIRMAN:	: Lieut-Col.	F.F. BOLTON, ADL 13 Corps.
REPRESENTATIVES OF	:	
AMG 13 Corps	: Captain	N.A. HOLSTEIN.
AMG Udine	: Captain	D.H. ANCHER.
88 (US) Div.	: 1/Lieut.	S.L. CUMMINGS.
2901 Civ Lab Unit	: Major	C. DRYSDALE.
2920 Civ Lab Unit	: Major	F.K. WALKER.
IN ATTENDANCE:	:	
Finance Div ALB 13 Corps	: Lieut-Col.	N.T. REED.
Allied Force Labour & Wages Committee	: Major	M.J. CURRAN.
LCO Trieste	: Captain	J. SCHNEIDER.
LCO Udine	: Captain	M.A. WATERHOUSE.
SECRETARY:	: Major	A. CHAPLIN, DADL 13 Corps.

++++++++++++++++++++

1 (A) Minutes of the EIGHTH Meeting held on 20th MAY 1946 were approved.

(B) The Chairman stated that CAO AFHQ had approved Dott. Alfredo FRONTALINI and Dott. Herbert LINDAU in the grade and rate of Chief Executive at 20,000 lire per month under ref CAO/207/15/1 dated 2nd July, 1946. Although both the Sub-Committee and the Rome Committee had recommended Dott. FRONTALINI for re-classification in a special grade as CONTROLLER OF BUDGET with a

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2901 Civ Lab Unit	: Major	[illegible] BRIGHAM.
2920 Civ Lab Unit	: Major	P.M. [illegible] FOR.
IN ATTENDANCE:	:	
Finance Div AMG 13 Corps	: Lieut-Col.	N.T. BEARD.
Allied Force Labour & Wages Committee	: Major	H.J. CUTLAN.
LCO Trieste	: Captain	J. SCHREMMER.
LCO Udine	: Captain	R.H. WATERHOUSE.
SECRETARY:	: Major	A. CHAPLIN, DADL 13 Corps.

++++++++++++++++++++++

1 (A) Minutes of the EIGHTH Meeting held on 20th MAY 1946 were approved.

(B) The Chairman stated that CAO AFHQ had approved Dott. Alfredo FRONTALINI and Dott. Herbert LANDAU in the grade and rate of Chief Executive at 20,000 lire per month under ref CAO/207/15/1 dated 2nd July, 1946. Although both the Sub-Committee and the Rane Committee had recommended Dott. FRONTALINI for re-classification in a special grade as CONTROLLER OF BUDGETS with a special rate of pay, AFHQ were not prepared to exceed that of Chief Executive. Lieut-Colonel BEARD accepted the AFHQ ruling but reserved the right to discuss the case with GHQ.

2 The Sub-Committee then proceeded to reconsider the application in respect of reclassification of Signor Alberto CAMPELLONG as Chief Executive, submitted by Finance Division AMG 13 Corps. Lieut-Colonel BEARD explained that Signor CAMPELLONG was his personal assistant. AMG's functioning in the occupied territory was not in its usual role where it treated with the Ministries of the Italian Government. In VENEZIA GIULIA, AMG was the actual government and worked out its own financial arrangements etc. For example, AMG provided funds to finance local industry thus providing what was usually a banking service. Signor CAMPELLONG undertook all the investigation of the assets and accounts of the firms which made application to AMG for working capital. This work entailed large responsibilities. Captain HOLSTEIN said that although the financial benefit accruing out of re-classification was only 1,850 lire per month, there was also a question of prestige involved. The Chairman reminded the Sub-Committee that it was likely that a change in the financial status of Italy, would involve final payment of these personnel in sterling and in dollars. Economy was therefore to be considered.

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After further consideration the Sub-Committee made the following recommendation to the Allied Force Labour and Wages Committee, Rome:-

(i) That Signor Alberto CAMPELUNG be reclassified as CHIEF EXECUTIVE at a salary of 20,000 lire per month inclusive of Cost of Living Bonus.

3 The Sub-Committee then considered the "Permit to ride in WD Vehicles" being issued to civilian employees of HQ AMG 13 Corps. The employee was to sign a waiver on the permit worded as follows, "I understand that I travel in WD Vehicles entirely at my own risk". The Chairman stated that this issue had been discussed at the last meeting of the Allied Force Labour and Wages Committee, ROME, where it was agreed that such a waiver of an employee's right was invalid when he was travelling on duty or to and from work. Captain HOLSTEN had written to the SCAO AMG 13 Corps representing the view of the TRIESTE Ufficio del Lavoro and showing that the waiver concerned was not in accordance with the Italian Civil Code nor with AFHQ policy as laid down in para 41 "Regulations for the Employment of Civilian Labour " (Italy, Sicily and Sardinia). Captain BARBER stated that AMG UDINE had deleted a similar clause from their WD vehicle permits, after legal advice. The Chairman also read a letter from HQ No. 2 Claims Commissions and No. 2 Directorates of Hirings and Disposals (Fixed Assets) Ref CCHD/342/1 dated 25th June 46 stating that the waiver was against public policy.

The Sub-Committee therefore recommended that HQ AMG 13 Corps be invited to delete the waiver clause from their "Permit to ride in WD vehicles" issued to civilian employees and that the deletion be initialled by an Officer.

4 AMG Administrative Memorandum No. 14 dated 29th JUNE 46 "Conditions of Employment, Wage Scales, Bonuses and Allowances for Civilians employed by the Allied Forces in Italy" (less Sicily, Sardinia and Venezia Giulia) was then discussed. The Chairman stated that the Sub-Committee had to decide whether it was desirable to also implement the Memo in whole or in part in the region of VENEZIA GIULIA. The general effect of the Memo was to reduce the number of Daily Paid Workers from over 250 categories to 5. There was a similar reduction in respect of all Monthly Paid Workers to 7 categories. The rates of Basic Pay had been increased and there was a lower Cost of Living Bonus

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AMG 13 Corps representing the view of the TRIESTE Ufficio del Lavoro and showing that the waiver concerned was not in accordance with the Italian Civil Code nor with AFHQ policy as laid down in para 41 "Regulations for the Employment of Civilian Labour " (Italy, Sicily and Sardinia). Captain BAKER stated that AMG UDINE had deleted a similar clause from their WD vehicle permits, after legal advice. The Chairman also read a letter from HQ No. 2 Claims Commissions and No. 2 Directorates of Hirings and Disposals (Fixed Assets) Ref CCHD/342/1 dated 25th June 46 stating that the waiver was against public policy.

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4

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Major CUTBUSH explained the scheme further to the Sub-Committee. It was modelled on wage agreements which had taken place in Italian civilian industry e.g. MILAN and TRIESTE, in respect of the categories laid down and also the division between Heads of Families and Non-Heads of Families. The Cost of Living Bonus figures were co-ordinated with the Cost of Living Indices as supplied by the Italian Government's Central Bureau of Statistics. The figures worked on for the Memo were those of Dec 1945, the latest available. New Indices were to be supplied every three months, and adjustments of the Cost of Living Bonus were to be made accordingly. The rates of Basic Pay were in line with civilian industry. The Sub-Committee need not adopt the Admin Memo now. The scale of Travelling Allowances in para 16 showed a marked improvement on those previously authorised for It...

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Captain HOLSTEN stated that at present GORITZIA Allied Force rates were below TRIESTE rates, although in civilian industry the differences between GORITZIA and TRIESTE rates had been considerably narrowed. Adopting the new scheme afforded the possibility of uniform rates for Allied Force employees in VENEZIA GIULIA. 88 (US) Div were the principal employers in GORITZIA.

The Chairman pointed out that if AIF GORITZIA and 88 (US) Div wished to present a case, the rates of Cost of Living Bonus could be adjusted by the Sub-Committee under its present powers. Admin Memo 14/46 para 3 withdrew the powers of the Sub-Committee excepting that in VENEZIA GIULIA. Adoption of the Memo would have a similar affect on the Sub-Committee. At present, variations in local civilian wages could be quickly met by action of the Sub-Committee to amend Cost of Living Bonus rates. No such local control would be possible under the new scheme, where the only adjustments would be those promulgated by AFHQ. The present system had special advantages in thus dealing promptly with a very sensitive political situation locally.

After further discussion, the Sub-Committee recommended:-

(A) that it was at present undesirable to adopt the provisions of AFHQ Admin Memo 14/46 in VENEZIA GIULIA.

(B) that a scale of Travelling Allowances be authorised for VENEZIA GIULIA equal to those in para 14 of AFHQ Admin Memo 14/46.

5 Captain BAKER asked if action could be taken to increase the charge for rations supplied to Allied Force civilian employees from 30 lire to 80 lire per day. It was considered that the 30 lire charge was inadequate. The Chairman stated that this question had been discussed at the time of the revaluation of the lire. It has been decided that it was better that the financial adjustments in this matter be made at source.

CdF

.....Major.
(A. CHAPLIN) DADL.
Secretary.

Declassified E.O. 12356 Section 3.3/NND No. 785015

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CMF

.....Major.
(A. CHALLIN) DADL.
Secretary.

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ALLIED FORCE LABOUR AND WAGES COMMITTEE
A.F.H.Q.

5 July 46 - Meeting 27 June 46

DISMISSAL BONUS PAYABLE TO CIVILIAN EMPLOYEES

A letter was received from the Confederazione Generale Italiana del Lavoro (Appendix "C" refers) requesting that the dismissal bonus authorised by A.F.H.Q. Admin.Memo. N°5 dated 4th March 1946 be made retroactive to include the effective date of employment of all persons employed by the Allied Forces. The Committee could not recommend any change in the effective date of this benefit.

It was made clear by the Financial Adviser that employees were engaged with definite condition of service and were therefore not entitled to any retroactivity of any concessions such as bonuses that were granted to them.

CONFEDERAZIONE GENERALE ITALIANA DEL LAVORO
Aderente alla
Federazione Mondiale Sindacale
Prot.N. 9580/46

TO: Rome Area Allied Command
Roma Via Boncompagni n. 19 -
14/6/46

With reference to Civilian Labour Information Bulletin N°27 regarding Christmas and Dismissal Bonus, Annual Leave and Holidays with Pay, we beg to point out the following:

All kinds of payment made for work performed, when covered by agreements with the Confederazione Generale Italiana del Lavoro, become effective from the date at which employment started.

The stipulations of your circular N°27 quoted above, refer to the payment of the Dismissal Bonus as effective from the 1st of January 1946.

Practically speaking there is a lack of recognition of the entitlement to a Dismissal Bonus prior to the date stated above, and also a lack of recognition of Trade Union Agreement regarding the relationship between the employer and the employee.

In the light of the Trade Union practice a stipulation of that kind constitutes a new fact prejudicial to the principles of a definite entitlement (exclusive of any derogation) to the Dismissal Bonus effective from the date of engagement.

For these reasons and in order not to prejudice the principle of faie dealing in the relations between the employer and the employee, you are requested to amend your circular N°27, so that the Dismissal Bonus may be paid to employees e.e.f. the date at which the employment started.

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As the Allied Authorities, and in particular the members attending to the framing of the conditions of employment for Italian civilian employees of Allied Units have always tried to keep Allied Force wage scales and all other indemnities in line with those paid by Italian Industry, we hope that favourable consideration will be given to this request.

/s/ The Secretariat

66a

A.F.H.Q.

REF: AFLWC/M/A9

26th April 1946

Postal Address:
c/o Labour Branch (Br),
H.Q., Rome Area Allied Command,
A.P.O. 794 - U.S. Army.

MAY 5 RECD

The FIFTH Meeting of the Labour and Wages Committee was held at 09.30 hours on the 25th April 1946, in the Conference Room of Labour Branch (Br), Rome Area Allied Command, ROAC.

Present:- Chairman
Mr W.H. Braine - Labour Attaché British Embassy.

Representative of
Labour Directorate GHQ CMF
HQ MTOUSA
CG PBS
AOC Air HQ RAF Italy
HQ No. 2 District
HQ No. 3 District
HQ XIII Corps
HQ Rome Area Allied Command
DMR Italy
HQ Naples Air Force General Depot
HQ Allied Commission (not represented)

In Attendance - Representative of
British Embassy
American Embassy (not represented)
FA GHQ CMF
A/FA RAF Italy CMF
8 Command Pay Office
Ministry of Labour - Italian Government

1. The Minutes of the FOURTH Meeting of the Committee held on 26th March 1946 were received and approved.

The following observations were made:

(a) Minute III - Simplification of the Allied Force Wage Scale

The Chairman informed the committee that according to information received, the recommended Allied Force Wage Scale had been received favourable by "G" GHQ CMF and was now being considered by Log Plans GHQ CMF.

The representatives of the Ministry of Labour, Italian Government, confirmed that the scheme in toto had the approval of the Italian Government and the CGIL. He pointed out, however, that certain fluctuations of the Cost of Living Bonus paid in civilian industry were due to be announced

The Chairman stated that if it were necessary to amend the Simplified Wage Scale, proposals would be based on fluctuations in civilian industry.

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HQ Naples Air Force General Depot
HQ Allied Commission (not represented)

In Attendance - Representative of
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The Chairman stated that if it were necessary to amend the Simplified Wage Scale, proposals would be based on fluctuations in civilian industry.

(b) Minute V - Rations Furnished - Italian Civilian Employees

The Secretariat reported that Fiscal Director MTOUSA and Base Quartermaster Representatives had made recommendations as follows:-

(i) That food furnished Italian Civilian Employees as Mid-Shift Meal be continued as at present except that the portion of food not returned to Military Food Stocks in kind (AFHQ Admin Memo 43 refers) be billed against the Italian Government as a delinquent account and that quasi-military units (ARC, WSA, Etc.) pay to the Quartermaster Commissary Account the full cost of the food drawn for Mid-Shit Meals.

(ii) That the charge for food furnished to Italian Civilian Employees in the form of native ration be increased from 30 to 70 lire (70 lire covers actual cost of all components in this ration) and that basic wages of employees effected be increased 40 lire per day to compensate for this charge, since this charge is based on dollar or sterling rate of exchange, and employees are paid on lire exchange rate.

It was agreed to await notification of the result of these recommendations.

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(c) Minute VII - Rome Area Sub Committee

The Secretariat reported that AFHQ had not as yet approved the proposed new grade of Chief Executive (Minute 7 of 4th Meeting this Committee refers) therefore the special rate for Mr Montevecchi could not become effective.

(d) Minute VIII - Overtime for Administrative Grades

The proposal by PBS Local Sub Committee, Naples Area (Minute of 4th Meeting refers) for overtime for all classifications in clerical and administrative grades was discussed and disapproved.

The committee agreed however that should a general request be forthcoming on the same lines as that presented by the PBS Sub-Committee the subject would be reconsidered.

(e) The Secretariat was informed that members had not received Appendix "A" of Annexure V to the Minutes of the FOURTH Meeting of the Committee. The Appendix in question is enclosed with these minutes (Annexure I refers)

2. Amendments to Minutes of THIRD Meeting of Committee

The Committee accepted a letter from "G" G.Q. CMF amending Minute 6 of the THIRD Meeting of the Committee. The letter stated that Minute 6 had been approved with one exception - that existing sub-para. (b) be cancelled and a new sub-para (b) be inserted as follows:-

"(b) such posts will be within the approved War Establishment and of the equivalent rank of Warrant Officer or above."

It was also noted that the effective date of payment is the date of employment.

3. Minutes of the SEVENTH Meeting of XIII Corps Local Sub-Committee Travel Allowance

The Committee approved the above mentioned minutes, as according to representative XIII Corps the employment position in TRIESTE fully justified the recommendations made.

Representative XIII Corps requested the Committee to consider a proposed increase in the rate of travel allowance for civilian employees of the Allied Armed Forces. It was noted that Allied Commission, who had been asked for specific information in respect of travel expenditure etc. incurred by their civilian employees, had not yet replied to the request. The Committee was informed that Italian State regulations provided for two methods of reimbursement of travelling and subsistence expenses:-

(a) Payment made to employee concerned upon production of receipted bills.

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(a) Payment made to employee concerned upon production of receipted bills.

(b) Where receipted bills could not be produced employee is paid according to a table of established rates (Annexure II refers).

Several members, including the Chairman were able to confirm, from personal experience, that existing W.D. rates were insufficient to meet expenditure incurred by civilian employees. After deliberation it was unanimously agreed that the following revision of W.D. rate in respect of travel allowance was imperative in order to cover necessary costs incurred by travelling civilian employees:-

"It is appropriate that the scale of pay should be based as follows

(a)	Drivers (M.T.) (and equivalent daily paid grades)	- standard rate 450 lire per day (including overnight) or Refund of expenses up to but not exceeding 700 lire per day to be authorised upon certificate, signed by a responsible officer, to the effect that such expenses were incurred.
(b)	Executive, Administrative and Clerical grades.	To be adjusted accordingly in relation to daily grades. In all cases a certificate required, to be signed by a responsible officer as in (a) above.

Page 3. Para 4.....

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4. Social Insurance for Civilians Employed by Individual Members of the Allied Armed Forces.

Representative Labour, G.H.Q., C.M.F., informed the Committee that individual members of the Allied Armed Forces were employing civilian labour for domestic duties. The question had arisen as to whether such employees would be included in the Italian Government scheme as applied to civilians officially employed by the Allied Forces.

The Italian Government had expressed its inability to accept the proposal, and had stated that individual members of the Allied Armed Forces employing civilian labour should be responsible for all social insurance etc. in exactly the same manner as an ordinary Italian employer.

The Committee upheld the Italian Government's statement and noted that steps were being taken by A.F.H.Q. to publish necessary instructions.

5. The Employment of Civilians, other than those of Italian Nationality.

Representative H.Q., III District requested that the benefits applicable to Italian civilian employees, as published from time to time in A.F.H.Q. Administrative Memoranda,, be extended to all civilians, other than those of Italian nationality, employed by the Allied Armed Forces.

The Italian Government representative confirmed that all other nationals employed by either the State or civil industry are entitled to receive the same rates of pay and emoluments as their Italian counterparts.

The Committee recommends, therefore, that all existing instructions referring to benefits for civilian labour be amended to include all other nationals employed by the Allied Armed Forces, except as regards certain

nationals , e.g. American and British who are employed by various Allied Organisations on specially arranged conditions equivalent to those received in their home country.

6. Minutes of the TENTH Meeting of the Rome Local Sub-Committee.

(a) The minutes of the Rome Local Sub-Committee (Annexure III refers) were approved, as far as all readjustments in present cost of living bonus are concerned.

Minute 8 of the Sub-Committee's minutes referring to hours to be worked at CIAMPINO Airport was considered and Representative MTOUSA elected to take up the matter personally.

(b) RepresentativeH.Q. R.A.A.C. stated that further increases in rates of pay in local industry were imminent , and requested that an extension of existing financial powers be authorised. However, the Committee decided to await developments.

(c) Representative H.Q. R.A.A.C. presented an application in

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in A.F.H.Q. Administrative Memoranda, be extended to all civilians, other than those of Italian nationality, employed by the Allied Armed Forces.

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(b) RepresentativeH.Q. R.A.A.C. stated that further increases in rates of pay in local industry were imminent , and requested that an extension of existing financial powers be authorised. However, the Committee decided to await developments.

(c) Representative H.Q. R.A.A.C. presented an application in respect of certain special grades to be reclassified as "Chief Executives" (minute 7 of the minutes of the FOURTH Meeting of the 5311 Committee refers). It was decided to defer consideration until approval of this new grade had been notified by A.F.H.Q.

7. Minutes of the SIXTH Meeting of the P.B.S. (South) Local Sub-Committee.

The Minutes of the SIXTH Meeting of the P.B.S. (South) Local Sub-Committee (Annexure IV refers) were received.

The Committee considered that it was the responsibility of the local Area Commander to appoint a Chairman, in accordance with instruction contained in A.F.H.Q. Administrative Memorandum No. 25 (45).

Therefore it is recommended that the Commander No. 56 Area (Br) consider confirmation of the recommendations contained in the Local Sub-Committee's minutes.

8. Date of Next Meeting.

It was agreed that the next meeting of the Committee would be held at 09.30 hrs. on the 30th May 1946.

(Sgd.) Curtis J. IVEY,
Major,
Secretary (Am).

(Sgd.) William H. DAVY,
Major,
Secretary (Br).

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SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES

AREA: FLORENCE PROVINCE

GRADE	M F or J	M or D	ALLIED FORCE RATES					ITALIAN INDUS				
			Basic Max	PLUS C.L.B.	PLUS Extra C.L.B.	MINUS Food	Take Home Wage	Basic Max	PLUS Presence Indemnity	PLUS Wife	PLUS Two Chldn	C
Cook	M	M	4400	1175	780	900	5455	1972	364	371	718	
Cook	F	M	3740	1225	780	900	4845	1870	208	371	718	
Waiter	M	M	4400	1175	780	900	5455	These grades work on percentage Approx. Earnings.				
Waitress	F	M	3100	1325	780	900	4305					
Orderly, Mess	M	M	3000	1325	780	900	4205	917	364	371	718	
Orderly, Mess	F	M	2550	1325	780	900	3755	905	208	371	718	
Juvenile	J	M	1500	130	390	900	1120	460	208	-	-	

NOTES:
1. In all cases the maximum Allied Force rates are compared with minimum Italian Rat
2. For comparison purposes the figures quoted for both Allied and Italian employees
3. Civilian Rates were obtained from Director Provincial Labour Office.
4. Approx figures employed in Florence. 1100.
5. Suggested increase 1500 lire male and female, 1000 lire Juveniles.
6. Effective date of increase 1st February 1946.

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ANNEXURE 1

APPENDIX "A"

18 Feb 1946.

SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES

ALLIED FORCE RATES			ITALIAN INDUSTRY RATES							Amount A.F.Wage Behind Industrial Wage.
PLUS	MINUS		PLUS					MINUS		
Extra C.L.B.	Food	Take Home Wage	Basic Max	Presence Indemnity	Wife	Two Chldn	Caro-Vita	Total Deductions	TAKE HOME WAGE	
780	900	5455	1972	364	371	718	3978	495	6903	1453
780	900	4845	1870	208	371	718	3974	485	6656	1811
780	900	5455	These grades work on percentage of takings. Approx. Earnings.						7500	2045
780	900	4305							6300	1995
780	900	4205	917	364	371	718	3512	440	5442	1237
780	900	3755	905	208	371	718	3510	432	5280	1525
390	900	1120	460	208	-	-	1837	257	2248	1128

Allied Force rates are compared with minimum Italian Rates.
The figures quoted for both Allied and Italian employees are as being in receipt of Food.
Issued from Director Provincial Labour Office.
In Florence. 1100.
Lire male and female, 1000 lire Juveniles.
As 1st February 1946.

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ANNEXURE II.

T R A V E L L I N G A L L O W A N C E S

REGULATIONS FOR PAYMENT

Allowances as established herein after are due to the clerical personnel within the Piedmont for travelling and sojourn expenses sustained outside their ordinary place of residence:

Reimbursement of cost of a I class ticket on railways, autolines and on any other mechanical vehicles employed in public services to:
the Director of the Territorial Labour Office
" General Secretary of the Territorial Labour Office
" Directors of Provincial Labour Office
" Reimbursement of cost of a II class ticket
" Chief secretaries of I grade
" Chief secretaries
" Chief filing clerks
" secretaries and
" first filing clerks.
Reimbursement of a III class ticket
to the clerical personnel of lower grades.

For travelling on roads-ways an allowances of L. 3.- per kilometer is granted to all personnel without distinction of grade when travelling is performed with means of their own. In case they are travelling with transportation means supplied by the Administration, an allowance of L. 0,20.= per kilometer is paid.

The daily travelling allowance is paid at following rates:-
If the mission is carried out in communes with over 5000.000.= inhabitants.

		FULL.	2/3	1/2
Director of the Regional Office..;	L.	680.=	453.=	340.=
Director of Prov. Of. I grade and Reg. Gen. Segr.....	"	612.=	408.=	306.=
Dir. of Prov. Of. II and III cat. and chief Sec. of I grade.....	"	544.=	363.=	272.=
Chief Secretaries.....	"	476.=	317.=	238.=
First Sec. and chief filing Clerks	"	408.=	272.=	204.=
Sec. first filing Clerks vice sec. and filing clerks.....	"	374.=	249.=	187.=
Clerks.....	"	340.=	227.=	170.=
...temporary		...	204.=	153.=

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" Chief filing clerks
" secretaries and
" first filing clerks.

Reimbursement of a III class ticket to the clerical personnel of lower grades.

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Chief Secretaries.....	" 476.=	317.=	238.=
First Sec. and chief filing Clerks	" 408.=	272.=	204.=
Sec. first filing Clerks vice sec. and filing clerks.....	" 374.=	249.=	187.=
Clerks.....	" 340.=	227.=	170.=
Apprentices personnel on temporary status, drivers, messengers, motor	" 306.=	204.=	153.=

When missions are performed in communes with less than 5000.000 inhabitants:

Director of Reg. Office.....	" 510.=	340.=	255.=
Dir. Prov. Off. I grade and Reg. Gen. Secr.....	" 459.=	306.=	229.=
Dir. Prov. off. II and III grade and chief secretaries of I grade.....	" 408.=	272.=	208.=
Chief Secretaries.....	" 357.=	238.=	178.=
First sec. and chief filing clerks	" 306.=	204.=	153.=
Sec. first filing clerks vice sec; and filing clerks.....	" 280.=	187.=	140.=
Clerks.....	" 255.=	170.=	127.=
Apprentices, personnel of temporary status motor-drivers, messengers.....	" 229.=	153.=	115.=

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In case the departure is effected in the morning (or afternoon) and the return is made in the morning (or afternoon) of the following day $1\frac{1}{2}$ daily allowance is paid (night lodging outside the place of residence).

In case the departure takes place in the morning and the return in the afternoon of the following day twice the daily allowances is due.

In case the departure takes place in the morning and the return to the place of residence during the very same day only 2/3 of the daily allowance is paid. The daily allowance shall be reduced by half, if the return takes place during a space of time less than 12 hours, from the departure.

The full daily allowance is due as a maximum of 60 uninterrupted days of absence outside the ordinary place of residence, travelling days included.

Only in most exceptional cases the reimbursement for food and lodging expenses may be claimed for and indicated in the foot of the note of expenses.

The personnel transferred to new residences are entitled to the normal daily allowance, limited to number of days needed for reaching their new destination; travelling expenses are due to family members, dependants of the employee in identical measure.

Expenses sustained for the transportation of the furniture shall also be reimbursed, provided most economical public or private available means had been employed, with absolute preference to state railways.

The reimbursement is payable against exhibition of regular documents testifying the expenses sustained.

Eventual petty expenses sustained for such transportations shall be anyhow reimbursed.

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ROME AREA ALLIED COMMAND
APO 794 U.S. ARMY

ANNEXURE III

ALLIED FORCE LABOUR AND WAGES COMMITTEE

ROME AREA SUB COMMITTEE

MINUTES

The 10th Meeting of the Rome Area Sub Committee of the Allied Force Labour and Wages Committee was held on Saturday 20th April 1946 in the Labour Conference Room, Rome Area Allied Command.

Present	Major A. Seguna (DADL)	Chairman
	Capt. Maxwell	Fiscal US Army
	Capt. Perlman	Hotel Management US Army
	Capt. Grove	CLAMPINO, US Army
	Capt. G.H. Hudson	362 W/Section RE.
	Capt. C.C. McInroy	S/Capt "Q", RAAC.
	Capt. O.T. Hill	2902 Civil Labour Unit.
In Attendance	Dott. Gianberba	Camera Del Lavoro
	Mr. Signorini	Hotel Props. Assn.
	Mr. Castelli	Rep. Hotel Emps.
	Mr. Montevecchi	Ital. Liaison RAAC.
Secretary	Capt. H. Morgan	2902 Civil Labour Unit.

1. The Minutes of the NINTH Meeting of the Rome Area Sub Committee were read and accepted as a true record by the Committee.

2. The Chairman said the meeting had been convened in order to consider the Cost of Living Bonuses in the Provinces of TERNI, PERUGIA and FOLIGNO and FLORENCE, and to make such recommendations as would be considered necessary and desirable.

3. The Chairman then presented to the Committee the following cases in respect of rates of pay and Cost of Living Bonuses in operation to civilian employees in TERNI:-

A. DAILY PAID EMPLOYEES

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	Capt. Grove	G.H.Q. AFHQ, US Army
	Capt. G.H. Hudson	362 W/Section RE.
	Capt. C.C. McInroy	S/Capt "Q", RAAC.
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3. The Chairman then presented to the Committee the following cases in respect of rates of pay and Cost of Living Bonuses in operation to civilian employees in TERNI.-

A. DAILY PAID EMPLOYEES

The present Cost of Living Bonus payable to daily paid employees consists of the original scale notified in the "Regulations Governing the Employment of Civilian Labour (1945)" as amended on March 1st 1945, plus a variable amount dependant upon the basic wage of individual grades (Appendix I) This addition varied from 30 lire per dayin the case of a Bricklayer to 60 lire per day for a Blacksmith. Thus, instead of one flat addition being awarded, grades were considered individually, producing the undesirable effect of reducing the difference between "take home" wage packets of the most highly skilled and the completely unskilled worker.

The Committee after discussion agreed that this was leading to an anomalous position and made the following recommendations :-

(Page 2. (i) That the variable.....)

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(i) That the variable award authorised by No. 1 District Sub Committee of the Labour and Wages Committee be cancelled w.e.f. 1st May 1946.

(ii) That an all round increase to daily paid employees be made effective 1st May 1946 as hereunder detailed:-

Daily Paid Employees, Male 100 lire per day, Female 85 lire per day.
Juveniles 40 lire per day.

New Cost of Living Bonus:-

	Male	Female
Up to and Including 120 lire	175	160
From 121 to 125 lire	172	157
126 130	170	155
131 135	167	152
136 165	165	150
166 170	162	147
171 175	160	145
176 180	157	142
180 and above	155	140

Juveniles 69 lire per day.

MONTHLY PAID EMPLOYEES (EXCLUDING HOTEL, MESS/CLUB EMPLOYEES)

The Chairman informed the Committee that the Cost of Living Bonus currently payable to Monthly Paid employees is as published in "Regulations for the Employment of Civilian Labour (1945)" as amended 1st March 1945.

The No. 1 District Sub Committee had made no increases in respect of Clerical and Administrative Grades, and consequently they were in a less preferred position that daily paid workers.

Further, it would be observed from the comparitive table here produced (Appendix II) that there was a considerable difference between Allied Force Rates and those of Local Italian Industry.

The committee agreed that an increase should be made at least in proportion to that made to daily paid employees and therefore made the following recommendation:-

That in respect of Clerical and Administrative Grades an increase to the extent of 26 times that awarded to the three categories of daily paid employees (Male, female and juvenile) be made, such increases to be as hereunder detailed:-

New Cost of Living Bonus

	Male	Female
Up to and including 3000 lire	4550	4160
From 3001 to 3100 lire	4520	4130
3101 3200	4470	4080
3201 3300	4420	4030
3301 3400		

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New Cost of Living Bonus

		Male	Female
Up to and including 3000 lire		4590	4160
From 3001	to 3100 lire	4520	4130
3101	3200	4470	4080
3201	3300	4420	4030
3301	3400	4370	3980
3401	3500	4320	3930
3501	5000	4290	3900
5001	5100	4220	3830
5101	5200	4170	3780
5201	5300	4120	3730
5301	5400	4070	3680
5401	and above	4030	3640

Juveniles 754 lire per month

(Page 3. FOLIGNO AND PERUGIA.....)

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4. FOLIGNO AND PERUGIA

The Chairman reported that the Cost of Living Bonus payable to daily paid employees was confirmed at the scales commencing at 195 lire per day for males, and 175 lire per day for females.

In the case of civilian employees of Allied Force units in this area, no proportionate increase in the Cost of Living Bonus had been made to monthly paid employees. As a result it was found that a female of the clerical grade was in receipt of a smaller "take home" wage packet than that paid to an unskilled female. A comparison table showing rates payable to these grades in local private industry, (notably the Perugia Chocolate Factory) (Appendix III) indicated also that WD employees were receiving less, in some cases by as much as 2449 lire per month.

It was considered desirable therefore to revise the Cost of Living Bonus at present payable and to evolve a new one ~~payable~~ based on that payable to daily paid employees.

After discussion the committee agreed that this would appear to meet the needs of the case and made the following recommendations:-

A. That the present schedules of cost of living bonus payable to monthly paid employees, both Clerical/Administrative and Hotel/Mess and Club grades, be cancelled w.e.f. 1st May 1946.

B. That new schedules as detailed below be substituted and made effective w.e.f. 1st May 1946.

MONTHLY WAGE GROUP (CLERICAL AND ADMINISTRATIVE)

	Male	Female
Up to and including 3000 lire	5070	4550
From 3001 to 3100 lire	5040	4520
3101 3200	4990	4470
3201 3300	4940	4420
3301 3400	4890	4370
3401 3500	4840	4320
3501 5000	4810	4290
5001 5100	4840	4220
5101 5200	4690	4170
5201 5300	4640	4120
5301 5400	4590	4070
5401 and above	4550	4030

Juveniles to be paid a cost of living bonus of 1300 lire per month.

5307

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appear to meet the needs of the case and make the following recommendations:-

A. That the present schedules of cost of living bonus payable to monthly paid employees, both Clerical/Administrative and Hotel/Mess and Club grades, be cancelled w.e.f. 1st May 1946.

B. That new schedules as detailed below be substituted and made effective w.e.f. 1st May 1946.

MONTHLY WAGE GROUP (CLERICAL AND ADMINISTRATIVE)

	Male	Female
Up to and including 3000 lire	5070	4550
From 3001 to 3100 lire	5040	4520
3101 3200	4990	4470
3201 3300	4940	4420
3301 3400	4890	4370
3401 3500	4840	4320
3501 5000	4810	4290
5001 5100	4840	4220
5101 5200	4690	4170
5201 5300	4640	4120
5301 5400	4590	4070
5401 and above	4550	4030

5307

Juveniles to be paid a cost of living bonus of 1300 lire per month.

HOTEL MESS AND CLUB EMPLOYEES AND OTHERS WHOSE WAGES ARE PAID PARTLY IN KIND

	Male	Female
Up to and including 3600 lire	4310	3868
From 3601 to 3700 lire	4260	3818
3701 3800	4210	3768
3801 4900	4160	3718
4901 5000	4110	3668
5001 5100	4060	3618
5101 5200	4010	3568
5201 and above	3940	3498

Juveniles may be paid a cost of living bonus of 1720 lire per month.

(Page 4 FLORENCE .....)

Declassified E.O. 12356 Section 3.3/NND No. 785015

5. FLORENCE

The Chairman informed the committee that at present the Cost of Living Bonuses payable to Allied Force civilian employees in FLORENCE were less than those payable in PERUGIA and FOLIGNO. This position was not justifiable since in actual fact the cost of living in FLORENCE was much higher. The Italian Authorities for example recognised FLORENCE as a Class "A" town, indicating a higher cost of living charge as other major cities.

As an example: the basic cost of living bonus for Italian Civil Servants is 5000 lire per month which is subject to adjustment to meet needs in different locations. In the case of FLORENCE for example 4% is deducted: in the case of PERUGIA 14% is deducted.

In spite of this WD civilian employees in FLORENCE receive 30 lire per day less Cost of Living Bonus than those in PERUGIA and FOLIGNO

It was therefore considered that the cost of living bonus should be increased so that it was at least equivalent to that being paid in PERUGIA.

The committee agreed to the above proposal, and made the following recomendations:-

A. That the present scale of Cost of Living Bonus in the city of FLORENCE be cancelled w.e.f. 1st May 1946.

B. That the revised Cost of Livng Bonus applicable to PERUGIA and FOLIGNO be substituted w.e.f. the same date.

6. ROME

The representatives of the Camera del Lavoro and the Hotel Employees Association presented to the committee a statistical table showing that as a result of increases granted in private industry, rates payable in daily and monthly (including Hotel, Mess and Club) Grades by Allied Forces were considerably lower.

The Chairman informed the committee that it still had "in hand" the authority to award 40 lire per day as an increase in the Cost of Living Bonus.

Capt. Perlman of Hotels Management (US) stated that already 5306 he had lost the services of most valuable employees through disparity in out payments as compared with local non-requisitioned Hotels and Restaurants and most strongly urged that increase be awarded.

After further discussion the committee made the following

T 3 5 2

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in PERUGIA.

The committee agreed to the above proposal, and made the following recomendations:-

A. That the present scale of Cost of Living Bonus in the city of FLORENCE be cancelled w.e.f. 1st May 1946.

B. That the revised Cost of Livng Bonus applicable to PERUGIA and FOLIGNO be substituted w.e.f. the same date.

6. ROME

The representatives of the Camera del Lavoro and the Hotel Employees Association presented to the committee a statistical table showing that as a result of increases granted in private industry, rates payable in daily and monthly (including Hotel, Mess and Club) Grades by Allied Forces were considerably lower.

The Chairman informed the committee that it still had "in hand" the authority to award 40 lire per day as an increase in the Cost of Living Bonus.

Capt. Perlman of Hotels Management (US) stated that already he had lost the services of most valuable employees through disparity in our payments as compared with local non-requisitioned Hotels and Restaurants and most strongly urged that increase be awarded.

After further discussion the committee made the following recommendations:-

A. That an increase of 40 lire per day be awarded to all daily paid employees, male and female.

b. That an increase of 1200 lire per month be awarded to all monthly paid employees, including Hotels, Mess and Club Grades.

7. The Chairman informed the committee that application had been received from Headquarters, Rome Area, for the regrading of four Clerical and Administrative employees, to the recently established category of 'Chief Executive'. This application would be presented at the next meeting of the Labour and Wages Committee (25th April 1946) for their consideration.

(Page 5. Capt Grove.....)

5306

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8. Capt. Grove informed the committee that his unit at CIAMPINO Airport would shortly be operating on a 42 hour week, and asked what the position would be regarding his civilian employees. He quoted his own case as an example, but felt that there must be other employers who would welcome a ruling as to whether, when the full week of 48 hours was not worked, appropriate deductions should be made from dues to civilian employees.

The committee recomendad that this point be brought to the notice of the Labour and Wages Committee at their next meeting, and their decision obtained.

9. There being no other business the meeting was declared closed.

A. SEGUNA
Major,
Chairman,
DADL, HQ Rome Area.

C.M.F.

AS/CJB.

DISTRIBUTION

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13. G-4(Br), RAAC.
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A. SEGUNA
Major,
Chairman,
DADL, HQ Rome Area.

C.M.F.

AS/CJB.

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19. DDL, Distthree.
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23. Hotel Management, Br, RAAC.
24/144. AF Labour & Wages Committee.

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APPENDIX I.

SPECIAL COST OF LIVING BONUS FOR TERNI AREA.

Authy:- AFLR (It) Board Labour and Wages Control Committee
No. 1 District Sub Committee
1st Meeting

Grade	Permissible additional C of L B in TERNI Province
Artisans Mate	55
Blacksmith	60
Bricklayer	30.
Carpenter	45
Electrician	60
Fitter M/T	50
Joiner	50
U/S Labour	60
Mason	45
Mechanic M/T	50
Turner	50

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APPENDIX 11

SPECIAL COMPARISON TABLES : CIVILIAN LABOUR RATES : TERNI PROVINCE

PRESENT ALLIED SCALES				CIVILIAN SCALES		PROPOSED NEW CLB		
Grade	Wage	CLB	Take Home	Grade	Take Home	Wage	CLB	Take Home
B'smith	125	132	257	Specialised Workers	350	125	172	297
B'layer	120	105	225			120	175	295
Carpenter	120	120	240			120	175	295
Electrician	135	127	262			135	167	302
Fitter M/T	135	117	252			135	167	302
Turner	135	117	252			135	167	302
Unskilled (M)	85	135	220	Unskilled (M)	300	85	175	260
Monthly Paid								
Clerk (M)	3600	1690	5290	1st Cat 2nd Cat 3rd Cat	12000 11000 9500	3600	4290	7890

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APPENDIX III

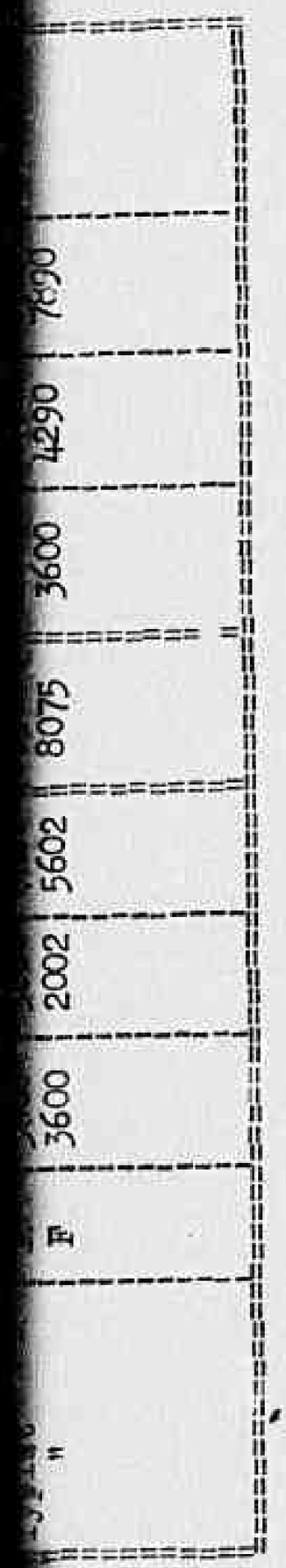
SPECIAL COMPARISON TABLES ; CIVILIAN LABOUR RATES : PERUGIA PROVINCE

Grade		Present Allied Scales			Civilian Scale	Proposed New Scales			
	MorF	Wage	CLB	Take Home	Take Home	Wage	CLB	Take Home	
Accountant	M	5400	3680	9080	12000	5400	4590	9990	
"	F	4590	2002	6592	10200	4590	4290	8880	
Bookkeeper	M	5000	3900	8900	11000	5000	4810	9810	
"	F	4250	2002	6252	8350	4250	4290	8540	
Typist	M	3600	3680	7280	9500	3600	4810	8410	
"	F	3600	2002	5602	8075	3600	4290	7890	

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APPENDIX IV

SPECIAL COMPARISON TABLES : CIVILIAN LABOUR RATES : ROME PROVINCE.

APRIL 1946

Grades	ALLIED FORCES(Max)			MINIMUM CURRENT RATES IN PRIVATE INDUS					
	Basic	CLB	Take Home	Basic	Family Allwce	Presence Indemt'y	Caro Vita	Contingency	Total
Specialized Worker									
Mason	135	227	362	220.32	40	18	35	128	44.1.32
Qualified Worker									
Carpenter, Bricklayer	130	230	360	192.08	40	18	35	128	413.08
Mechanic M/T	145	225	370	219.00	40	18	35	128	440.00
Unskilled									
Male	95	235	330	173.04	40	18	35	128	394.04
Office Worker									
Typist, Gen. Clerk	3960	5850	9810	4400	1196	468	1050	3840	10954

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TABLES : CIVILIAN LABOUR RATES : ROME PROVINCE.

APRIL 1946

MINIMUM CURRENT RATES IN PRIVATE INDUSTRY							Proposed
Family Allwce	Presence Indemt'y	Caro Vita	Contingency	Total	Deductions	Take Home	increase
40	18	35	128	441.32	-	443.32	40
40	18	35	128	413.08	-	413.08	40
40	18	35	128	440.00	-	440.00	40
40	18	35	128	394.04	-	394.04	40
1196	468	1050	3840	10954	-	10954	1200

ANNEXURE IV.

THE LOCAL SUBCOMMITTEE OF THE LABOUR AND WAGES COMMITTEE
IN AND FOR SOUTHERN DISTRICT
PENINSULAR BASE SECTION

11 April 1946

Postal Address:
PBS Civilian Personnel Div.
c/o 6686th Railhead Group
APO 782, U.S. Army.

MINUTES

The SIXTH Meeting of the above named Committee was held at 09.30 hours on 10 April 1946 in Room 315-B, Della Finanza Building, Naples, Italy.

PRESENT:

Chairman

Major Curtis J. IVEY, CPD, PBS

REPRESENTATIVES OF:

Hqs. Command MTOUSA
Allied Commission
No. 1 Base Area, R.A.F., C.M.F.
NAFGD
2907 C.L.U.

IN ATTENDANCE:

DAQMG, Naples Area - 56 Area
H.Q. 3 District
Labour Branch G.H.Q.

1. The Chairman explained that this meeting had been called by request of DAQMG, Naples Area to make recommendations as to redesignation of Committee.

2. It was reported that Naples Area is now under control of DAQMG, this fact due to P.B.S. Southern District no longer being a command, and that the C.O. of P.B.S. units remaining in this area, and the DCmO had no objection to redesignating the Committee.

3. In view of the above it was agreed by the Committee; a. that a redesignation should be made; b. a chairman recommended for the new Committee; c. and that membership of Committee be balanced.

4. It was finally agreed that the following recommendations be made to

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REPRESENTATIVES OF:

Hqs. Command MTOUSA
Allied Commission
No. 1 Base Area, R.A.F., C.M.F.
NAFGD
2907 C.L.U.

IN ATTENDANCE:

DAQMG, Naples Area - 56 Area
H.Q. 3 District
Labour Branch G.H.Q.

1. The Chairman explained that this meeting had been called by request of DAQMG, Naples Area to make recommendations as to redesignation of Committee.

2. It was reported that Naples Area is now under control of DAQMG, this fact due to P.B.S. Southern District no longer being a command, and that the C.O. of P.B.S. units remaining in this area, and the DCAO had no objection to redesignating the Committee.

3. In view of the above it was agreed by the Committee; a. that a redesignation should be made; b. a chairman recommended for the new Committee; c. and that membership of Committee be balanced.

4. It was finally agreed that the following recommendations be made to the Senior Committee:

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1. That Committee be redesignated Naples Area Local Sub-Committee of the Allied Force Labour and Wages Committee.

2. That Major Curtis J. IVEY, P.B.S. labour representative continue as chairman.

3. That Committee, initially be composed of labour representatives of the following commands:

P.B.S.
NAFGD
Hqs. Command MTOUSA
DAQMG, Naples Area
2907 CLU, Naples Area
No. 1 Base Area, RAF, CMF
55 Group, Naples Area
Chief Liaison Group, ALCOM

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5. The above recommendations change the members of the Committee in that NOIC Naples Area is dropped as member (Note: This organisation has not been represented at last two meetings, and it was reported that they have very few employees.) and 55 Group Naples Area will be a new member, and that Committee will be controlled by DAQMG, Naples Area instead of P.B.S.

CURTIS J. IVEY
Major
Civilian Personnel Division
Peninsular Base Section
Chairman

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APR 3 RECD

ALLIED FORCE LABOUR AND WAGES COMMITTEE.
A.F.L.W.C.

Ref: AFLWC/M/A1

Postal Address:
c/o Labour Branch (Br),
H.Q. Rome Area Allied Command,
A.P.O. 794, U.S. Army.

4th April 1946.

Subject: Minutes of the Fourth Meeting of the Labour and Wages Committee - Amendment.

To: Distribution 'A'.

With reference to the minutes of the Fourth Meeting of the Committee, minute 3 A (b), Simplification of the Allied Force Wage Scale refers. The following amendment is made:

"Delete sub-para (b) of Minute 3A from line six - "Therefore the following....." to end, "..... 15% in the present Allied Force Wage Scale".

"Insert new sub-para (c) as follows:

(c) In conjunction with the above the Committee propose that in addition to the schedule Area etc., Commanders receive authority to increase the wage rate of very highly specialized grades in category I up to but not exceeding 100 lire per day. This power to be used only in exceptional circumstances, where such grades could not be obtained, or retained, without such increase."

W. E. Davy

William E. DAVY,
Secretary (Br),
ALLIED FORCE LABOUR & WAGES COMMITTEE.

AFO 31/36

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MAR 20 RECD

ALLIED FORCE LABOUR & WAGES COMMITTEE

A.F.H.Q.

Ref: AFLWC/A/17.

15 March, 1946.

Postal Address:
c/o Labour Branch (Br),
H.Q. Rome Area Allied Command,
A.P.O. 794, US Army.

Subject: Allied Force Labour and Wages Committee - Agenda.

The FOURTH Meeting of the Labour and Wages Committee will be held at 09.30 hrs on TUESDAY, 26 March 1946, in the Conference Room of the Labour Branch (Br), H.Q. Rome Area Allied Command, RCME, to consider the following Agenda

1. Minutes of the THIRD Meeting of the Committee held on 26 February 1946.
2. A schedule of monthly rates of pay in conjunction with the proposed simplification of the Allied Force Wage Scales.
3. Minutes of the SIXTH Meeting of the XXII Corps Local Sub-Committee. (Annexure I refers).
4. Social Insurance Benefits for civilian labour employed by individual members of the Allied Forces.
5. Any other business.
6. To set a date for the next meeting.

Signed: WILLIAM E. DAVY, Major,
Secretary (Br),
Allied Force Labour & Wages Committee.

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2. A schedule of monthly rates of pay in conjunction with the proposed simplification of the Allied Force Wage Scales.

3. Minutes of the SIXTH meeting of the XXII Corps Local Sub-Committee. (Annexure I refers).

4. Social Insurance Benefits for civilian labour employed by individual members of the Allied Forces.

5. Any other business.

6. To set a date for the next meeting.

Signed: WILLIAM E. DAVY, Major,
Secretary (Br),
Allied Force Labour & Wages Committee.

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ANNEXURE II.

Rear HQ 13 Corps
LA/CIV/44
13 Mar 46

ALLIED FORCE LABOUR & WAGES COMMITTEE.
13 CORPS LOCAL SUB-COMMITTEE.

The SIXTH Meeting of the 13 Corps Local Sub-Committee of the Allied Force Labour and Wages Committee was held at Rear HQ 13 Corps on 12 Mar 1946.

PRESENT.

CHAIRMAN - Lt. Col. E.F. BOLTON - ADL 13 Corps.

REPRESENTATIVES OF:

MG 13 Corps	- Capt. J. CANTILLI
88 (US) Div	- 2/Lt. D.E. PAUL
HQ BAF	- A/Cmdr E. BOWLEN
MCIC TRIESTE	- Colour (s/) F. CLEMENTS
Q Rear 13 Corps	- Capt. A.A. BIRCH
SI Rear 13 Corps	- Major F.G. [illegible]
450 C&U	- Major A.P. MIDDLETON
420 C&U	- Major W.J. CUTTS

HQ TRIESTE	
HQ 2 District	- Major F.K. FORRESTER
1 A Gp	- Capt. S.K. [illegible]EAD
2 AT Area	- Capt. D.A. GARNER, RA.
S.C.I. (A) V	- Major R. GOSS, DADL 13 Corps.

1. The Minutes of the Fifth Meeting, held on 21 Jan 46 were approved.

2.(a) The Sub-Committee proceeded to examine the 'Trieste Agreement' (copy attached hereto at Appendices 'A' and 'B') and studied the comparison tables of Allied Force and Civilian Rates of Pay as set out in Appendices 'C' and 'D'.

(b) The Chairman pointed out that on examination of the Comparison Tables, it became apparent that in no grade did the Allied Force Rate equal the minimum of the Civilian Rate and this meeting had been called to make such recommendations as may be deemed necessary to overcome these deficiencies and bring the Allied Force Rate more into line with Civilian Industry. To do this it was suggested that GHQ be asked to authorise a further Cost of Living Bonus of 100 lire a day to be applicable to the whole of 13 Corps.

(c) Capt. J. CANTILLI stated that although he was unable to produce definite figures at the moment he was quite sure that even with the proposed increase, our rates would still be lower than those paid by the Yugoslavs. The Cost of Living in TRIESTE was known to be 20% higher than in any other part of Italy. The Trieste Agreement was drawn up on an economic basis, although it was aided by

4034/1/c

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[illegible]
[illegible] District
1 [illegible]
2 [illegible]

SECRETARY

- Major F.K. FORRESTER.
- Capt. S.K. [illegible]
- Capt. D.A. C.[illegible], R.

- Major R. GOSS, D.A.D.L. 13 Corps.

1. The Minutes of the [illegible] meeting, held on 21 Jan 46 were approved.

2.(a) The Sub-Committee proceeded to examine the 'Trieste Agreement' (copy attached hereto at Appendices 'A' and 'A') and studied the comparison tables of Allied Force and Civilian Rates of Pay as set out in Appendices 'C' and 'D'.

(b) The Chairman pointed out that on examination of the Comparison Tables, it became apparent that in no grade did the Allied Force Rate equal the minimum of the Civilian Rate and this meeting had been called to make such recommendations as may be deemed necessary to overcome these deficiencies and bring the Allied Force Rate more into line with Civilian Industry. To do this it was suggested that GHQ be asked to authorise a further Cost of Living Bonus of 100 lire a day to be applicable to the whole of 13 Corps.

(c) Capt. J. C. TILLI stated that although he was unable to produce definite figures at the moment he was quite sure that even with the proposed increase, our rates would still be lower than those paid by the Yugoslavs. The Cost of Living in TRIESTE was known to be 20% higher than in any other part of Italy. The Trieste Agreement was drawn up on an economic basis, although it was aided by political influence.

(d) It was agreed (i) that in view of the Trieste Agreement GHQ should be asked to authorise a further increase of 100 lire in the Cost of Living Bonus for the whole of 13 Corps, but this increase is to be applicable only in Trieste for the time being, payment not to be retrospective but to take effect as soon as authority is received, (ii) a further meeting to be held to decide the amount of increase of Cost of Living Bonus to each grade, when the authority has been received from GHQ. Subject to receipt of such authority the meeting was provisionally arranged for 1430 hrs in the Conference Room at Rear 13 Corps on Friday 22 March, 1946.

(e) The Supplementary Agenda attached at Appendix "B" was perused and discussed and it was agreed to postpone giving a decision on this matter until the next meeting, so that the members could investigate the difficulties arising when boundaries are extended.

(sgd) R. GOSS, Major,
D.A.D.L.,
Secretary.

R/w.

(69)

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Appendix "A"

In the year one thousand nine hundred and forty six this first day of February, the following preliminary agreement for wages adjustments to be applied to all Industrial undertakings and workers of the Zone of Trieste under Allied Military Control, has been reached at this Labour Office under the Chairmanship of Avv. Walter Levitus, between the Associazione di Industriali of the Trieste Zone, represented by its President Mr Augusto Cosulich, Ing. Ivo Schiavon, Ing., Carlo Beltrame, Rag., Mario Borett or Carlo Franceschi, Dr Silvio Luzzatti, assisted by Director Dr Antonio Petronio

and

Sindacati Unici represented by its President Mr Ernest Radich and Mr Emilio Sedilli

and

Camera Union Association, Trieste and Zone represented by Dr Gino Sferza and Dr Pietro Bonetti.

ARTICLE I.

With the purpose of establishing minimum basic wages for non-clerical personnel employed in Industrial undertakings the rates shall be sub-divided in the following groups :

Group A. Metallurgical, Mechanical, Woodworkers (Furnishers, fixtures, etc.) Builders, Shipperly, Tailors.

Group B: Chemical, and Food Industry (pastes, biscuits, beer, preserved meats, liquors and drinks, chocolate, sweetmeats, confections, coffee roasting, coffee surrogates, Ice-producers, vinegar distilleries ecc) manufacturing of articles in series, woodmanufacturing, saw-mills, grinding Industry, oil mills and vegetable oil refineries, transports and bricks.

Group C: Cement and manufactured cement and stone works, fish preserving Industry and other food products, hosiery, mining Industry, fire and pottery works, earthen ware.

Group T: Textile Industries.

The present article does not apply to the following industrial categories: printers, editorial offices, entertainment, ACEGAT, on account of their own particular rules and regulations, for the minimum rate wages specified in par. II.

Their respective wages shall be regulated in accordance with the particular wages agreement of each individual category.

The inclusion of industrial groups, not specially specified above, shall be effected, at the request of the stipulation of each single wage contract for the respective category.

ARTICLE II.

The minimum rates of wages for the various industries remain established as follows:

Minimum hourly rate for men over 20 years of age

		Specialized workers	Qualified workers
A)	Lire	21.-	19.-
B)	"	20.-	18.10
C)	"	19.-	17.20
		Specialized labourer	common labourer
A)	Lire	17.90	16.50
B)	"	17.06	

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tee-producers, vinegar distilleries ecc) manufacturing of articles in series, wood-manufacturing, saw-mills, grinding Industry, oil mills and vegetable oil refineries, transports and bakers.

Group C: Cement and manufactured cement and stone-ware, fish preserving Industry and other food products, hosiery, mining Industry, dye and tannery works, earthen ware.

Group T: Textile Industries.

The present article does not apply to the following industrial categories: printers, editorial offices, entertainment, ACEGAT, on account of their own particular rules and regulations, nor the minimum rate wages specified as per Art. II.

Their respective wages shall be regulated in accordance with the particular wages agreement of each individual category.

The inclusion of industrial groups, not specially specified above, shall be effected, at the moment of the stipulation of each single wage contract for the respective category.

ARTICLE II.

The minimum rates of wages for the various industries remain established as follows:

Minimum hourly rate for men over 20 years of age

		specialised workers	qualified workers
A)	Lire	21.-	19.-
B)	"	20.-	18.10
C)	"	19.-	17.20
		specialised labourer	common labourer
A)	Lire	17.90	16.50
B)	"	17.05	15.70
C)	"	16.20	14.90

Above specified minimum rates apply to Industries displaying their activity in the Trieste, Monfalcone and Muggia areas concerns active in the remaining part of the Zone, shall apply a reduction of 5% on aforesaid minimum rate-wages.

ARTICLE III.

FEMALE WORKERS AND JUVENILES - The minimum basic wages for women and young workers below 20 years of age, may be obtained either from the minimum wages scales, established as per Art.II. of the present agreement, by applying the reduction percentage, or by maintaining the proportions laid down in already existing wages agreements.

To female workers, put on works, performed as a rule by men and under the same working conditions and with an equal out put as to quality and quantity, wages shall be paid at men's rates.

For piece work and under above working conditions an equal table of rates shall be applied to.

ARTICLE IV.

APPRENTICES - Apprentices over 18 years of age, having gone through half of the period for apprenticeship, may be admitted to the efficiency test and in the favourable case may pass to their respective category.

(Continued)

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An apprentice over 18 yrs of age who has completed his apprenticeship, but is unable to pass the efficiency test shall receive the wages of a qualified worker with a reduction of 10%, until he is able to accomplish his efficiency test.

Categories for which wages to be paid to apprentices are established in percentage rates; in respect of those fixed for workers (male and female) the percentage shall apply to the wages rates contemplated under the present contract.

For categories where apprentices wages are established at fixed rates, said wages shall be calculated at the same rates with respect to the wages standards under the present agreement; for workers (male and female) of that category to which the apprentice will pass on terminating his apprenticeship.

ART. V.

PIECE WORK AND INDIVIDUAL OUTPUT ADJUSTMENTS. - The employer shall have the option to revise the current piece rates and to increase or to diminish same in accordance with working conditions.

Each table of piece work rates shall be construed in a manner to assure for each diligent worker and for each normally skilled worker a minimum earnings over and above the basic rates of 10% subject to further revision of the respective category agreements.

The gratuities and bonuses are liable to be increased or diminished in accordance with output and capacity.

ART. VI.

CLERKS.- As regards the minimum salaries for clerical personnel of Industrial concerns, the contracting parties shall adjust same by separate agreement.

ART. VII.

CONTINGENCY INDEMNITY.- In addition to the wages and salaries established in the foregoing articles and those to be agreed upon in the future workers and clerks shall receive a contingency allowance as specified in the table hereunder:

	Daily and Men	Daily and Women	Monthly Allowance Men	Monthly Allowance Women
Head of Family with 1 dependent	170.-	170.-	4420.-	4420.-
Not Head of Family over 20 years of age	142.20	105.60	3970.-	2745.-
Between 18-20 yrs of age	119.30	92.-	3100.-	2395.-
Between 16-18 yrs of age	77.50	77.60	2020.-	2020.-
Under 16 yrs of age	42.60	42.40	1100.-	1100.-

The above allowances are effective for the Communes of Trieste, Monfalcone and Muggia. They are reduced of 40% for other communes.

Heads of families with two or more dependents shall receive a supplement allowances in the amount of lire 25.- per day or lire 650.- monthly.

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Each table of piece work rates shall be constituted in a manner to assure for each diligent worker and for each normally skilled worker a minimum earnings over and above the basic-rates of 10% subject to further revision of the respective category agreements.

The gratuities and bonuses are liable to be increased or diminished in accordance with output and quality.

ART. VI.

CLERKS.- As regards the minimum salaries for clerical personnel of Industrial concerns, the contracting parties shall maintain the separate agreement.

ART. VII.

CONTINGENCY ALLOWANCE.- In addition to the wages and salaries established in the foregoing articles and those to be agreed upon in the future workers and clerks shall receive a contingency allowance as specified in the table hereunder:

	Daily	and	Monthly Allowance	
	Men	Women	Men	Women
Head of Family with 1 dependant	170.-	170.-	4420.-	4420.-
Not Head of Family over 20 years of age	142.60	105.60	3970.-	2745.-
Between 18-20 yrs of age	119.20	92.-	3100.-	2395.-
Between 16-18 yrs of age	77.30	77.60	2020.-	2020.-
Under 16 yrs of age	42.40	42.40	1100.-	1100.-

The above allowances are effective for the Communes of Trieste, Monfalcone and Muggia. They are reduced of 20% for other communes.

Heads of families with two or more dependants shall receive a supplement allowances in the amount of lire 25.- per day or lire 650.- monthly.

For the purposes of this agreement as head of a family is understood a worker who in accordance with the present provisions benefits of the family allowances. As a dependant it is to be understood the person in whose favour the family allowances are given.

In partial modification of the provisions set forth in Notice No. 4 and the respective rules, it is established that:

a) The contingency allowance is to be considered for all effects as divisible to the hour, in respect of a working day of 8 hours or longer working day as determined under a special agreement of a particular category of workers, not working continuously or obliged to stand by.

A contingency shall be added to the basic rates increased by the respective contract percentages for each overtime hour worked.

b) The contingency shall be calculated to the extent of 50% in respect of the annual and 13th month gratuities.

ART. VIII.

TEXTILE INDUSTRIES.- Upon conclusion of the wages agreement for Textile Workers the single qualifications of the workers, as per table hereunder, shall be included in said agreement, subject to such modifications as may become necessary to adjust the rates to the situation of the moment.

Continued.....

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Table of basic rates for textile workers

Qualification		Men	Women
Specialised workers, colourists printers and engravers	L.	18.-	--
Other specialised workers		17.50	11.55
Skilled workers of I categ.		16.-	11.-
" " " II " ab. 16 yrs		15.50	10.50
Ordinary workers above 18 yrs of age		15.-	10.-
General labour above 18 years of age		14.-	9.50
Skilled workers under 16 " " "		--	8.50
Ordinary workers between 16-18" "		11.50	9.25
" " under 16 " "		9.-	8.-
General labourers between 16-18" "		10.50	9.-
" " under 16 " "		8.75	7.75

The above minimum rates are effective for Industries having their seat in the Trieste, Monfalcone and Muggia areas. Concerns situated outside these areas in the Zone, shall apply above minimum rates reduced by 5%.

ART. IX.

VARIATIONS TO CONTINGENCY ALLOWANCES.- The contingency allowance shall vary in proportion to the fluctuations of the cost of living as resulting from the Index Number especially calculated in accordance with the rules set forth in an agreement prepared by an apposite Committee formed by representatives of the employers and workers.

The contingency allowances shall be subject to such changes every quarter, remaining meanwhile unaltered. The first adjustement of the contingency allowance according to the variations of the Index-Number shall become effective as from April 1st 1946 and with reference to the variation respecting January, of the average for the months of Febry - March.

The percentage variations of the Index-Number shall be expressed in percentage variations of the contingency allowance, by multiplying the variations by the following conventional coefficients:

For male workers above 20 yrs of age and for females heads of families	Coefficient	2.
For female workers above 20 yrs of age and for workers of both sexes under 20 yrs of age.	"	1.75

Upon a variation of 1% of the Index Number the percentage variation of the contingency allowance shall therefore be of 2% and 1.75% respectively, in favour

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ART. IX.

VARIATIONS TO CONTINGENCY ALLOWANCES.- The contingency allowance shall vary in proportion to the fluctuations of the cost of living as resulting from the Index Number especially calculated in accordance with the rules set forth in an agreement prepared by an apposite Committee formed by representatives of the employers and workers.

The contingency allowances shall be subdivided in such changes every quarter, remaining meanwhile unaltered. The first adjustment of the contingency allowance according to the variations of the Index-Number shall become effective as from April 1st 1946 and with reference to the variation January, of the average for the months of Febry - March.

The percentage variations of the Index-Number shall be expressed in percentage variations of the contingency allowance, by multiplying the variations by the following conventional coefficients:

For male workers above 20 yrs of age and for female heads of families	Coefficient	2.
For female workers above 20 yrs of age and for workers of both sexes under 20 yrs of age.	"	1.75

Upon a variation of 1% of the Index Number the percentage variation of the contingency allowance shall therefore be of 2% and 1.75% respectively, in favour of the workers of the above-mentioned groups.

The variation shall always be calculated on the basic contingencies.

ART. X.

VALIDITY AND COMMENCEMENT:- The present contract and the respective wages agreements and contingency allowances, shall become effective as from February 1 1946 and shall remain in force until they are substituted by other agreements in the promises reached between the contracting parties.

Read and Subscribed.

SUPPLEMENTARY AGREEMENT TO THE PRELIMINARY CONTRACT FOR WAGES ADJUSTMENTS.

It is agreed :-

1. On stipulating the wage contract for the Building Industry in view of the irregularity of the work, an increase shall be allowed to the workers to be agreed upon the min. wage rates established for Group A.
2. Industries comprised in the groups of liquor distilleries, ice manufacturing and confectioners shall pass from Group B to Group A, whatever such industries of the cities of Milan, Bologna and Turin will be included in the latter Group.
3. The workers in the tailoring industry receiving at present higher wages than the min. contract rates for mechanics, shall be allowed a percentage increase at the moment of the stipulation of the respective category agreement.

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4. Food and Chemical Industries are included under Group B.
In view of the present particular situation of Trieste, by reason of which the rules provided for these industries, wages about equal to those of the concerns included in the Chemical and Food Industries of the Trieste area shall be allowed a "personal supplement" equal to the difference in wages resulting between the min. rates established for the several professions and qualifications (specialized workers, qualified workers, women of the I. II & III category) of Group A and those of Group B.

(Signatures follow)

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APPENDICE "B".

L'anno millenovecentoquarantasei, il giorno primo febbraio, presso L'Ufficio del Lavoro sotto la Presidenza dell'Avv. Walter Levitus tra l'Associazione degli Industriali della Provincia di Trieste, rappresentata dal Presidente sig. Augusto Cosulich, ing. Ivo Schiavon, ing. Carlo Beltrame, rag. Mario Moretti, sig. Carlo Prendoli, dott. Silvio Luzzatti, assistiti dal Direttore dott. Antonio Petronio

e

Sindacati Unici, rappresentati dal Presidente sig. Ernesto Radich, e sig. Emilio Scnilli

e

Camera Confederale del Lavoro, Trieste e Provincia, rappresentata dal dott. Gino Sforza e dott. Pietro Benetti,
si e' stipulato il seguente contratto preliminare per gli adeguamenti salariali da valere per tutte le aziende industriali e i lavoratori dipendenti nella Provincia di Trieste sotto controllo del Governo Militare Alleato.-

ARTICOLO I.

Ai fini della determinazione dei minimi di paga base del personale non impiegatizio dipendente da aziende industriali, le stesse vengono suddivise nei seguenti gruppi:

GRUPPO A: metallurgici e meccanici, lavorazioni del legno (mobili, infissi, ecc.) edili propriamente detti, confezioni su misura.-
GRUPPO B: chimici, alimentari, (paste alimentari e biscotti, birra carni conservate, liquori e bevande, cioccolato, dolciumi e prodotti di zucchero, torrefazione caffe' e surrogati di caffe', industrie del freddo, aceto ecc.), confezioni in serie, produzione del legno (segherie), industrie molitorie, spremiture e raffinerie olii vegetali, trasporti e laterizi.-
GRUPPO C: industrie del cemento e manufatti di cemento, pietra, industrie delle conservazione del pesce ed altri prodotti alimentari, saponifici e calzifici, minerarie, tintorie, lavanderie e stiratura, ceramica.-
GRUPPO T: industrie tessili.-

Per le seguenti categorie d'industria:
grafici - editorie di giornali - spettacolo - ACEGAT -
date la loro particolare regolamentazione, non valgono ne' l'incasellamento di cui al presente articolo, ne' i minimi di paga specificati all'art. II, ma saranno disciplinate dai singoli contratti salariali di categoria.-
Per le categorie d'industria non espressamente elencate nei gruppi sopraspecificati, l'incasellamento sara' effettuato all'atto della stipulazione dei singoli contratti salariali di categoria.

ARTICOLO II.

I minimi di paga per le varie industrie restano fissati nel modo seguente:

Paga oraria minima per gli uomini di eta' oltre i 20 anni

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ARTICOLO I.

Ai fini della determinazione dei minimi di paga base del personale non impiegatizio dipendente da aziende industriali, le stesse vengono suddivise nei seguenti gruppi:

GRUPPO A: metallurgici e meccanici, lavorazioni del legno (mobili, infissi, ecc.) edili propriamente detti, confezioni su misura.-
GRUPPO B: chimici, alimentari, (paste alimentari e biscotti, birra carni conservate, liquori e bevande, cioccolato, dolciumi e prodotti di zucchero, torrefazione caffe' e surrogati di caffe', industrie del freddo, aceto ecc.), confezioni in serie, produzione del legno (segherie), industria molitoria, spremiture e raffinerie olii vegetali, trasporti e laterizi.-
GRUPPO C: industrie del cemento e manufatti di cemento, pietra, industria delle conservazione del pesce ed altri prodotti alimentari, vetrifici e calcifici, minerarie, tintorie, lavanderie e stirature, ceramiche.-
GRUPPO T: industrie tessili.-

Per le seguenti categorie d'industria:
grafici - editorie di giornali - spettacolo - ACEGAT -
date la loro particolare regolamentazione, non valgono ne' l'inquadramento di cui al presente articolo, ne' i minimi di paga specificati all'art. II, ma saranno disciplinate dai singoli contratti salariali di categoria.-
Per le categorie d'industria non espressamente elencate nei gruppi sopraspecificati, l'inquadramento sara' effettuato all'atto della stipulazione dei singoli contratti salariali di categoria.

ARTICOLO II.

I minimi di paga per le varie industrie restano fissati nel modo seguente:

Paga oraria minima per gli uomini di eta' oltre i 20 anni

		OPERAIO spec.	OPERAIO qualif.	MANOVALE spec.	MANOVALE comune
A)	Lire	21.-	19.-	17.90	16.90
B)	"	20.-	18.10	17.05	15.70
C)	"	19.-	17.20	16.20	14.90

525 I salari minimi sopra specificati valgono per le industrie che svolgono la loro attivita' nella citta' di Trieste, Monfalcone e Muggia.-
Le aziende che svolgono attivita' nel resto della Provincia applicheranno i minimi salariali suddetti con la riduzione del 5%.

ARTICOLO III.

DONNE E MINORI - I minimi di paga base per gli uomini di eta' inferiore ai 20 anni e per le donne si ricaveranno dai minimi salariali fissati all'art. II del presente accordo applicando le percentuali di riduzione e mantenendo le proporzioni esistenti ne li accordi salariali attualmente vigenti.
Qualora le donne vengano destinate a compiere lavori che tradizionalmente sono compiuti da maestranze maschili, a parita' di condizioni di lavoro e di rendimento qualitativo e quantitativo sara' corrisposta la paga contrattuale prevista per l'uomo.
Nelle lavorazioni a cottimo la condizione suppredetta s'intendera' soddisfatta con l'applicazione di una eguale tariffa.

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ARTICOLO IV.

APPRENDISTI: L'apprendista di eta' superiore ai 18 anni, che abbia compiuto la meta' del periodo di apprendistato, puo' essere ammesso alla prova del capolavoro ed in caso di risultato positivo, al passaggio alla rispettiva categoria.

E' apprendista di eta' superiore ai 18 anni che abbia terminato il periodo di apprendistato, ma non sia in grado di compiere il capolavoro ricevera' la paga dell'operaio qualificato con la riduzione del 10%, finche' non riuscira' a compiere il capolavoro.

Per le categorie per le quali le retribuzioni degli apprendisti sono fissati in misura percentuale rispetto alle retribuzioni degli operai e delle operaie, le percentuali stesse si riferiranno ai livelli salariali di cui al presente accordo.

Per le categorie per le quali le retribuzioni degli apprendisti sono stabilite in misura fissa, le retribuzioni saranno calcolate applicando la preesistente proporzione rispetto ai livelli salariali del presente accordo fissati per gli operai e operaie della categoria alla quale l'apprendista passera' terminato l'apprendistato.

Quando l'apprendista sia addibito a lavorazioni a cottimo si applicano le disposizioni previste per le altre categorie di cottimisti.

ARTICOLO V.

COTTIMI E COORDINAMENTO CON LE CONDIZIONI INDIVIDUALI DI FATTO. Il datore di lavoro avra' facolta' di rivedere l'attuale situazione dei prezzi dei cottimi ed apportare aumenti o diminuzioni agli stessi in rapporto ai lavori.

Ogni tariffa di cottimo dovra' venir determinata in modo che all'operaio laborioso e di normale capacita' lavorativa sia garantito un guadagno minimo, oltre alla paga base, del 10% salvo ulteriore esame nei contratti delle singole categorie.

Le gratifiche ed i premi potranno subire aumenti o diminuzioni in rapporto al rendimento ed al merito.

ARTICOLO VI.

IMPIEGATI Per quanto riguarda i minimi di stipendio per il personale impiegatizio dipendente da Aziende industriali le parti contraenti stipulerranno un accordo a parte.

ARTICOLO VII.

INDENNITA' DI CONTINGENZA Oltre ai salari come fissati nei precedenti articoli ed agli stipendi che verranno concordati, verra' corrisposta agli operai ed agli impiegati un'indennita' di contingenza nell'ammontare specificato alla seguente tabella:

	Giornaliera		Mensile	
	uomini	donne	uomini	donne
Capi famiglia con una persona a carico	170.-	170.-	4420.-	4420.-
Non capi famiglia oltre i 20 anni	132.60	105.60	3970.-	2745.-
Fra i 18 -20 anni	119.20	92.-	3100.-	2395.-
Fra i 16 -18 anni	77.60	77.60	2020.-	2020.-
Con meno di 16 anni	42.40	42.40	1100.-	1100.-

La suddetta indennita' valgono per i comuni di Trieste, Monfalcone e Muggia.
Sono ridotte all' 80% per gli altri comuni.

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so e di normale capacità lavorativa che garantisca un guadagno [illegible]
ge base, del 10% salvo ulteriore esame nei contratti delle singole categorie.

Le gratifiche ed i premi potranno subire aumenti o diminuizioni in rapporto al rendimento ed al merito.

ARTICOLO VI.

IMPIEGATI Per quanto riguarda i minimi di stipendio per il personale impiegatizio dipendente da Aziende industriali le parti contraenti stipuleranno un accordo a part

ARTICOLO VII.

INDENNITA' DI CONTINGENZA Oltre ai salari come fissati nei precedenti articoli ed agli stipendi che verranno come stabiliti, verra' corrisposta agli operai ed agli impiegati un'indennita' di contingenza nell'ammontare specificato alla seguente tabella:

	Giornaliera		Mensile	
	uomini	donne	uomini	donne
Capi famiglia con una persona a carico	170.-	170.-	4420.-	4420.-
Non capi famiglia oltre i 20 anni	102.60	105.60	3970.-	2745.-
Fra i 18 -20 anni	119.20	92.-	3100.-	2595.-
Fra i 16 -18 anni	77.60	77.60	2020.-	2020.-
Con meno di 16 anni	42.40	42.40	1100.-	1100.-

Le suddette indennita' valgono per i comuni di Trieste, Monfalcone e Muggia. Sono ridotte all' 80% per gli altri comuni.

Ai capi famiglia aventi due o piu' familiari a carico verra' corrisposto un assegno supplettivo per l'ammontare di £.25 giornaliere o £.650 mensili.

Ai fini del presente accordo s'intende per capo famiglia che il lavoratore che a norma delle vigenti disposizioni usufruisce degli assegni familiari; per familiare a carico, la persona per cui gli assegni famigliari vengono concessi.

A parziale modifica di quanto stabilito nell'avviso No 4 e relativo regolamento:

a) - L'indennita' di contingenza s'intende a tutti gli effetti frazionabile ed ora in rapporto ad un orario giornaliero ragguagliato ad otto ore od al maggiore orario contrattuale proprio di particolare categoria di lavoratori che effettuano lavoro discontinuo o di semplice attesa.

Per ogni ora di lavoro straordinario sara' aggiunta alla paga base maggiorata delle percentuali contrattuali una quota oraria dell'indennita' di contingenza.

b) - L'indennita' di contingenza sara' computata per il 50% nel calcolo della gratifica di fine anno e della tredicesima mensilita'.

ARTICOLO VIII

INDUSTRIE TESSILI All'atto della stipulazione del contratto di categoria per i tessili si provvedera' ad incasellare le singole qualifiche dei lavoratori nella sottospecificata tabella, salvo le eventuali modifiche che si rendessero necessarie per adeguare l'incasellamento alla situazione di fatto:

Continua.....

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Tabella dei minimi di paga base per i tessili

Qualifica	Uomini	Donne
Specializzati, coloristi, stampatori, incisori	L. 18.-	--
Altri specializzati	17.50	11.55
Operai qualificati di I Categoria	16.-	11.-
Qualificati di II Categoria (sopra i 16 anni)	15.50	10.50
Operai comuni sopra i 18 anni	15.-	10.-
Manovali comuni sopra i 18 anni	14.-	9.50
Operai qualificati di disotto dei 16 anni	-	8.50
Operai comuni dai 16-18 anni	11.50	9.25
Operai Comuni di disotto dei 16 anni	9.-	8.-
Manovali comuni dai 16-18 anni	10.50	9,-
Manovali comuni di disotto dei 16 anni	8.75	7.75

I salari minimi sopra specificati valgono per l'industrie aventi la loro sede nella citta' di Trieste, Monfalcone e Muggia. Le aziende aventi sede nel resto della provincia applicheranno i minimi salariali suddetti con la riduzione del 5%.

ARTICOLO IX

VARIAZIONI DELL'INDENNITA' DI CONTINGENZA. Viene stabilito che l'indennita' di contingenza variera' in proporzione alle variazioni del costo della vita quale risulteranno da un numero indice appositamente calcolato secondo le norme di cui all'accordo che verra' elaborato da una apposita commissione paritetica.

L'indennita' di contingenza verra' variata di 3 mesi in tre mesi rimanendo in tale intervallo immutata. Il primo adeguamento dell'indennita' di contingenza alle variazioni del numero indice verra' effettuato in valore dal primo Aprile 46 e con riferimento alla variazione rispetto a quello della media del bimestre febbraio - marzo.

Le variazioni percentuali del numero indice saranno tradotte in variazioni percentuali dell'indennita' di contingenza moltiplicando le variazioni per i seguenti coefficienti convenzionali:

Per i lavoratori uomini di eta' superiore ai 20 anni e per le donne capo famiglia - coefficiente 2

Per le lavoratrici di eta' superiore ai 20 anni e per i lavoratori d'ambo i sessi di eta' inferiore ai 20 anni - " 1.75

Conseguentemente ad una variazione dell' 1% del numero indice sara' variata rispettivamente del 2% e del 1.75% l'indennita' di contingenza corrisposta ai lavoratori appartenenti ai raggruppamenti sopra specificati.

Le variazioni saranno calcolate sempre sulle contingenze base.

ARTICOLO X.

DECORRENZA. - Il presente accordo e i relativi accordi salariali e [illegible] data del 1 Febbraio 46.

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VARIAZIONI DELL'INDENNITA' DI CONTINGENZA. - Viene stabilito che l'indennità di contingenza varierà in proporzione alle variazioni del costo della vita quale risulteranno da un numero indice appositamente calcolato secondo le norme di cui all'accordo che verrà elaborato da una apposita commissione paritetica.

L'indennità di contingenza verrà variata di 5 punti in tre mesi rimanendo in tale intervallo immutata. Il primo adeguamento dell'indennità di contingenza alle variazioni del numero indice verrà effettuato in valore dal primo Aprile 46 o con riferimento alla variazione rispetto a quella della media del bimestre febbraio - marzo.

Le variazioni percentuali del numero indice saranno tradotte in variazioni percentuali dell'indennità di contingenza moltiplicando le variazioni per i seguenti coefficienti convenzionali:

Per i lavoratori uomini di età superiore ai 20 anni e per le donne Capo famiglia - coefficiente 2

Per le lavoratrici di età superiore ai 20 anni e per i lavoratori d'ambo i sessi di età inferiore ai 20 anni - " 1.75

Conseguentemente ad una variazione dell' 1% del numero indice sarà variata rispettivamente del 2% e del 1.75% l'indennità di contingenza corrisposta ai lavoratori appartenenti ai raggruppamenti sopra specificati.

Le variazioni saranno calcolate sempre sulle contingenze basi.

ARTICOLO X.

VALIDITA' E DECORRENZA. - Il presente accordo e i relativi accordi salariali e per l'indennità di contingenza entrano in vigore con la data del 1 Febbraio 46, e rimarranno in vigore fino a che non saranno sostituiti da altri accordi intervenuti sulla stessa materia fra le parti contraenti il presente accordo.

Letto, firmato e sottoscritto.

(segue le firme)

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ACCORDO SUPPLETIVO AL CONTRATTO [illegible] PER GLI ADEGUAMENTI SALARIALI.

Si conviene :

1. - All'atto della stipulazione del contratto salariale per l'industria edilizia in considerazione della saltuarieta' dell'occupazione degli operai dipendenti, verra' concessa una maggiorazione da concordarsi sui minimi salariali rispetto a quelli stabiliti per il gruppo A.

2. L'Industrie comprese nelle categorie: produzione liquori, freddo, e dolciari saranno passate dal gruppo B nel gruppo A ove risultasse che a Milano, Bologna e Torino sono state inquadrate in tale gruppo.

3. I lavoratori addetti alle confezioni su misura che attualmente percepiscono paghe superiori ai minimi contrattuali dei meccanici, verra' concessa una maggiorazione percentuale all'atto della stipulazione del contratto di categoria.

4. Le industrie alimentari e le industrie chimiche vengono inquadrate nel gruppo B. Data l'attuale situazione particolare di Trieste per cui i regolamenti attuali prevedevano per le Aziende alimentari e chimico-salari circa uguali a quelli corrisposti dalle Aziende che vengono inquadrate nel gruppo merceologico A, al personale operaio attualmente occupato nelle Aziende chimiche ed alimentari della Provincia di Trieste verra' corrisposto un assegno (supplemento) "ad personam" corrispondente alla differenza salariale risultante fra i minimi di paga fissati per le diverse qualifiche professionali (operaio specializzato, qualificato ecc., donne prime, seconde e terze categorie) del gruppo A e quelle del gruppo B.

(segue le firme)

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DAILY PAID EMPLOYEES

COMPARISON TABLE OF A.F. AND CIVILIAN RATES
TRIESTE PROVINCE A.M.F. 1 FEB 194[illegible]

GRADE	M or F	ALLIED FORCE RATE BASIC MIN-MAX	C.L.B.	TAKE HOME	MINIMUM RATES OF PAY ITALIAN IN BASIC	CONTINGENZA	SUPPLEMENTARY CONTINGENZA	FAMILY ALLOWANCE
ARTISANS								
BRICKLAYER		90-120	220	310-340	192	170	25	40
CARPENTER		90-120	220	310-340	192	170	25	40
DRIVER MECH		95-125	220-217	315-342	192	170	25	40
JOINER		95-125	220-217	315-342	168	170	25	40
FITTER OR MECH (MT)		100-125	220-212	320-347	168	170	25	40
TAILOR	M	105-125	220-217	325-342	168	170	25	40
								AVERAGE
UNSKILLED	M	85	220	305	156	170	25	40
UNSKILLED	F	72	175	247	100-25	105-60	25	40
JUVENILE UNDER 18		43	79	124	121-60	77-60	-	-

NOTE
1. No deductions made in Venezia Giulia for
2. Only minimum rates for Italian Industry

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APPENDIX "C".

COMPARISON TABLE OF A.F. AND CIVILIAN RATES OF PAY
TRIESTE PROVINCE V.E.F. 1 FEB 1946

E	MINIMUM RATES OF PAY ITALIAN INDUSTRY					DIFFERENTIAL
TAKE HOME	BASIC	CONTING. ENZA	SUPPLEMEN TARY CONTINGENZA	FAMILY ALLO- WANCE	TAKE HOME	
310-340	192	170	25	40	427	- (117 - 87)
310-340	192	170	25	40	427	- (117 - 87)
315-342	200	170	25	40	435	- (120 - 93)
315-342	158	170	25	40	403	- (86 - 61)
320-347	168	170	25	40	403	- (83 - 56)
325-342	168	170	25	40	403	- (78 - 61)
				AVERAGE	DIFFERENTIAL ARTISANS	- (100 - 74)
305	156	170	25	40	391	- 86
247	100-25	105-60	25	40	270-85	- 23 - 85
124	121-60	77-60	-	-	199-20	- 75 - 20

1. No deductions made in Venezia Giulia for insurance.
2. Only minimum rates for Italian Industry shown. Maximum rates are unlimited.

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ADMINISTRATIVE OFFICE & CLERICAL GRADES
MONTHLY PAID EMPLOYEES.

COMPARISON TABLE OF A.F and CIVELLIAN RATES OF PAY - TRIESTE PROVINCE. W.E.

GRADE	M CR F	ALLIED FORCE RATE BASIC MIN	BASIC MAX	C.L.B.	E.C. ROLL	MINIMUM Rate OF PAY Italian Industry BASIC	CONTIN-GENZA	SUPPL. CONTIN GENZ.	FAMILY ALLOW-ANCE.	RANK NO.
ACCOUNTANT	M	2200	5400	6240-5760	6240-11160	3500	4420	650	1196	11766
CLERK	M	2200	3600	6240-5760	6240-9580	5200	4420	650	1196	11516
JUNIOR ASS. ASST.	M	2200	5400	6240-5760	6240-11160	7000	4420	650	1196	13266
TYPIST	M	2000	3600	6240-5760	6240-9580	4000	4420	650	1196	10266

AVERAGE DIFFERE

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APPENDIX "D".

AF AND CIVILIAN RATES OF PAY - TRIESTE PROVINCE. W.E.F. 1 FEB 1946.

FORCE RATE		MINIMUM RATE OF PAY (Italian Lire)					DIFFERENTIAL
C.L.B.	E.M. (U.S.)	BASIC	CONTIN-GENZA.	SUPPL. CONTIN-GENZA.	FAMILY ALLOW-ANCE.	TOTAL U.S.	
6240-5760	6440-11160	3500	4420	650	1196	11766	- (6326 - 3606)
6240-5980	6440-9580	5200	4420	650	1196	11516	- (3076 - 1936)
6240-5760	8440-11160	7000	4420	650	1196	13266	- (4826 - 2106)
6240-5980	8240-9580	4000	4420	650	1196	10266	- (2026 - 686)

AVERAGE DIFFERENTIAL 4063.5

APPENDIX "E"

Re HQ 13 Corps.

7 Mar 46

ALLIED FORCE LABOUR & WAGES COMMITTEE.

13 CORPS LOCAL SUB-COMMITTEE.

Supplementary Agenda

for the

SIXTH MEETING.

to be held on 12th March 1946.

To discuss the effect of the extension of the boundaries of 86 Area to include a part of 217 Area, namely the provinces of PADUA, VICENZA, AND ROVIGO, in relation to the variation of the Cost of Living Bonus and to make such recommendations as may be deemed necessary to meet this contingency and to provide against any repetition of the difficulty on the possible further extension of the Area Boundary to include territory where a different Cost of Living Bonus is in force.

TABLE SHOWING COMPARATIVE RATES.

Area	Appendix 'H1'			Appendix 'H2'			Appendix 'I'		
	M	F	J	M	F	J	M	F	J
217 Area	215	195	104	6400	5850	2704	5825	5225	2080
86 Area	220	175	79	6240	4550	2574	6175	5245	1590

(sgd) R. GOSS, Major,
DADL,

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To discuss the effect of the extension of the boundaries of 86 Area to include a part of 217 Area, namely the provinces of PADUA, VICENZA, AND ROVIGO, in relation to the variation of the Cost of Living Bonus and to make such recommendations as may be deemed necessary to meet this contingency and to provide against any repetition of the difficulty on the possible further extension of the Area Boundary to include territory where a different Cost of Living Bonus is in force.

TABLE SHOWING COMPARATIVE RATES.

Area	Appendix 'H1'			Appendix 'H2'			Appendix 'I'		
	M	F	J	M	F	J	M	F	J
217 Area	215	195	104	6400	5850	2704	5825	5225	2080
86 Area	220	175	79	6240	4550	2574	6175	5245	1590

(sgd) R. GOSS, Major,
DADL,
Secretary.

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ALLIED FORCE LABOUR & WAGES COMMITTEE.

DISTRIBUTION LIST

	AGENDA
A.F.H.Q. GROUP	
C-in-C, MED	2
CAO, AFHQ	1
DCAO, AFHQ	1
G-5, AFHQ	2
MTOUSA GROUP	
CG, MTOUSA	1
G-4, MTOUSA	8
Engineer Section, MTOUSA	-
AG Civ Pers Div, MTOUSA	1
Fiscal Director, MTOUSA	1
G.H.Q. GROUP	
Q (Maint), GHQ CMF	1
Q(AE), GHQ CMF	1
D.W., GHQ CMF	1
Ord, GHQ CMF	1
REME, GHQ CMF	1
S & T, GHQ CMF	1
Labour, GHQ CMF	2
DPIC, GHQ CMF	1
F.A., GHQ, CMF.	1
MISCELLANEOUS GROUP I	
A.O.C., AIR HQ RAF, Italy	1
F.A. & Chief Auditor, HQ RAF, MEIME, Cairo, MEF	1
A/F.A., AIR HQ RAF, Italy	1
Naples Air Force General Depot	2
HQ, XIII Corps	2+
D.M.R., Italy	2
P.B.S. GROUP	
5?? PBS	2+
CO, PBS (South)	2+
AG Civ Pers Div, PBS	1

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Fiscal Director, MTOUSA	1

G.H.Q. GROUP

Q (Maint), GHQ CMF	1
Q(AE), GHQ CMF	1
D.W., GHQ CMF	1
Ord, GHQ CMF	1
REME, GHQ CMF	1
S & T, GHQ CMF	1
Labour, GHQ CMF	2
DPIC, GHQ CMF	1
F.A., GHQ, CMF.	1

MISCELLANEOUS GROUP I

A.O.C., AIR HQ RAF, Italy	1
F.A. & Chief Auditor, HQ RAF, MEIME, Cairo, MEF	1
A/F.A., AIR HQ RAF, Italy	1
Naples Air Force General Depot	2
HQ, XIII Corps	2+
D.M.R., Italy	2

P.B.S. GROUP

5283

PBS	2+
CO, PBS (South)	2+
AG Civ Pers Div, PBS	1
AG Civ Pers Div, PBS (South)	1

DISTRICTS & AREAS GROUP

HQ, No 2 District	8+
HQ, No 3 District	10+
CG, Rome Area Allied Command	6+

(+) **NOTE** - Includes copy/copies for Local Sub-Committee (s) for information.

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AGENDA.

NAVAL GROUP

FOIL Rome	1
A.N.S.O., FOIL, Rome	1
SENALUSNO, ITALY	1
Resident Naval Officer, Rome	1
CS, TARANTO	1
COMNOB, PALERMO	1
NOIC, NAPLES AREA	2
NOIC, TRIESTE	1
SNO, Eastern Sicily	1
M.W.T.B.	1
W.S.A.	1

ALLIED COMMISSION GROUP

Chief Commissioner, HQ ALCOM	1
HQ, ALCOM	1
Vice President Economic Section, HQ ALCOM	1
Economic Section, HQ ALCOM	6
Finance Sub-Commission, HQ ALCOM	1
Labour Sub-Commission, HQ ALCOM	2
MWTB & Shipping Sub-Commission	1

MISCELLANEOUS GROUP II.

DSP, UDF, CMF	1
8 Base Command Pay Office	-
Mr John ADAMS, Labour Attaché American Embassy	1

CHAIRMAN GROUP

Chairman, Allied Force Labour & Wages Committee:	1

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ALLIED FORCE LABOUR AND WAGE COMMITTEE

A.F.H.Q.

REF. : AFLWC/M/31

Postal Address:
c/o Labour Branch, (Br.)
Rome Area Allied Command
APO 794
U.S.ARMY

28 February 1946

The third meeting of the Labour and Wage Committee was held at 09.30 hours on the 26th February 1946 in the conference room of Labour Branch (Br.), Rome Area Allied Command, ROME.

PRESENT:

CHAIRMAN
Mr.W.H.BRAINE - Labour Sub-Commission, ALCOM

REPRESENTATIVES OF:
Labour Directorate, GHQ, CMF
C.G., PBS
AOC Air HQ, RAF, Italy (not represented)
HQ, 2 District
HQ, 3 District
HQ, XIII Corps
CG Rome Area Allied Command
CG Southern District, PBS
DMR, Italy
HQ, Naples Air Force General Depot
HQ Allied Commission

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PRESENT:

CHAIRMAN
Mr.W.H.BRAINE - Labour Sub-Commission, ALCOM

REPRESENTATIVES OF:
Labour Directorate, GHQ, CMF
C.G., PBS
AOC Air HQ, RAF, Italy (not represented)
HQ, 2 District
HQ, 3 District
HQ, XIII Corps
CG Rome Area Allied Command
CG Southern District, PBS
DMR, Italy
HQ, Naples Air Force General Depot
HQ Allied Commission

528 IN ATTENDANCE; REPRESENTATIVES OF:
American Embassy, Rome (not represented)
FA, GHQ, CMF
A/FA, RAF, Italy, CMF (not represented)
8 Command Pay Office
Chief Education Officer, AFHQ

The minutes of the second meeting of the Labour and Wage Committee were received and approved.

MINUTE 1 - COMPENSATING INDEMNITY.
The Secretariat reported that the Draft Memorandum was about to be issued by AFHQ with minor modifications.

MINUTE 4 - 61st AREA LOCAL SUB-COMMITTEE
It was reported that further investigation of the minutes by the Chairman and the Secretariat had resulted

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in recommendation that the proposed increases should be approved.

MINUTE 8 - METHOD OF APPLICATION FOR RATES OF PAY IN RESPECT OF SPECIALIST GRADES.

The Secretariat reported that G-4 MTOUSA was at present in favour of consideration of special classifications, etc. by the Local Sub-Committee machinery with reference through Labour and Wage Committee as necessary.

ROME AREA LOCAL SUB-COMMITTEE.

The minutes of the 7th and 8th meeting of Rome Area Local Sub-Committee (Annexure I refers) held on 7 and 12 February respectively were received. The recommendations for increases (as specified) with effect from 1st February 1946 were approved.

A. 7 MEETING -

All increases approved. It was noted that AFHQ were not prepared further to extend financial powers until Labour and Wage Committee made further definite recommendations; and that Rome Sub-Committee proposed to consider the necessity of further increases on receipt of evidence of basic wage increases generally in industries in Rome. It was decided that the Rome Sub-Committee should, after consideration of such evidence, make a recommendation supported by necessary statements, to the Labour and Wage Committee; and in the event of such recommendations being received before the next meeting of the main Committee, the Chairman and Secretariat were authorized to make the necessary submissions to AFHQ for extension of powers if the necessity was proved by the evidence advanced.

B. 8th MEETING

1. The proposals with respect to increased bonus for

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Sub-Committee (Annexure I refers) held on 7 and 12 February respectively were received. The recommendations for increases (as specified) with effect from 1st February 1946 were approved.

A. 7 MEETING -

All increases approved. It was noted that AFHQ were not prepared further to extend financial powers until Labour and Wage Committee made further definite recommendations; and that Rome Sub-Committee proposed to consider the necessity of further increases on receipt of evidence of basic wage increases generally in industries in Rome. It was decided that the Rome Sub-Committee should, after consideration of such evidence, make a recommendation supported by necessary statements, to the Labour and Wage Committee; and in the event of such recommendations being received before the next meeting of the main Committee, the Chairman and Secretariat were authorized to make the necessary submissions to AFHQ for extension of powers if the necessity was proved by the evidence advanced.

B. 8th MEETING

1. The proposals with respect to increased bonus for Rieti and Aquila areas only (as specified) were approved.

2. It was noted that the appropriate scales for hotel and mess grades were receiving further consideration by Deputy Director Labour GHQ CMF.

SIMPLIFICATION OF ALLIED FORCE WAGE SCALE.

A. The report of the special Sub-Committee was received. (Annexure II refers). It was agreed that the proposed bonus payments should be at a flat rate and should not vary inversely as to the basic pay.

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It was further considered that evidence as to head of family should be required within a stated period from present employees so that although these not now heads of families would continue to receive present remunerations as for heads of families; it would be possible to make adjustments at the next occasion of increase (e.g. at quarterly bonus revision) in that those now not heads of families would not be granted Quarterly increases until increase exceeded their present remunerations and then increase will be granted on not head of family basis.

B. It was decided to eliminate, in the interests of simplicity, the age-groups 18 to 20 in Category 4, semi-skilled workers, and Category 5, unskilled workers, thus preserving the present position.

C. It was considered that the recommendations as to the appropriate scale of cost-of-living bonus should be made in the first instance by Local Sub-Committees who should submit proposals to the District Commander or appropriate higher authority appointing the Local Sub-Committee; that authority would consider the proposals with a particular view to avoiding application of different bonus scales within the same area; the authority's recommendations being forwarded to AFHQ for consideration by Fiscal Advisers and Financial Advisers. The decision as to the appropriate scale to be notified by AFHQ Memorandum to all concerned. It was noted that the proposals applied to daily paid industrial workers and it was agreed that supervisory employees in Cat.2 i. e., foremen should continue to be paid at a scale calculated on the existing procedure, viz.: 20% per day more than highest paid employee under his supervision.

D. It was also noted that further proposals would be made

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thus preserving the present position.

C. It was considered that the recommendations as to the appropriate scale of cost-of-living bonus should be made in the first instance by Local Sub-Committees who should submit proposals to the District Commander or appropriate higher authority appointing the Local Sub-Committee; that authority would consider the proposals with a particular view to avoiding application of different bonus scales within the same area; the authority's recommendations being forwarded to AFHQ for consideration by Fiscal Advisers and Financial Advisers. The decision as to the appropriate scale to be notified by AFHQ Memorandum to all concerned. It was noted that the proposals applied to daily paid industrial workers and it was agreed that supervisory employees in Cat.2 i. e., foremen should continue to be paid at a scale calculated on the existing procedure, viz.: 20% per day more than highest paid employee under his supervision.

D. It was also noted that further proposals would be made with regard to monthly paid, clerical, administrative, hotel and mess employees.

E. Subject to the foregoing considerations the Committee accepted the report and recommendations of the Sub-Committee and agreed to recommend the introduction of the proposed scales and procedure, in order to meet the request addressed to the Committee on 13 December by the Deputy Director of Labour AFHQ, CMF. It was particularly brought out that adequate time must be allowed for the change-over from the present procedure and records to any new procedure in view of staff and other difficulties.

4. APPLICATION FOR MEMBERSHIP ON COMMITTEE.

(./.)

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4. APPLICATION FOR MEMBERSHIP ON COMMITTEE.

It was decided to refer to the XIII Corps Sub-Committee the request from HQ 88th Infantry Division U.S. ARMY for membership on the Labour and Wage Committee. Representative of XIII Corps undertook to make immediate contact with 88th Infantry Division to insure that all necessary information and facilities were being made locally available. XIII Corps Sub-Committee to report and recommend to the next meeting of the main Committee.

5. 52 AREA SUB-COMMITTEE (Taranto).

The minutes of the 6th meeting of the 52 Area Sub-Committee (Annexure III refers) (Taranto) held on 12 February 1946 were received. The recommendations in respect of Crotone Apuano Area employees and the separate recommendation in respect of employees in 52 Area excluding Calabria (as specified) were approved.

6. SPECIALIST RATES FOR EDUCATIONAL COURSE INSTRUCTORS.

Specialist rates for Educational Course Instructors in Art and Languages were requested by the Chief Education Offices, AFHQ. It was decided, after discussion, that professors and fully qualified instructors in various educational courses for Army personnel could be deemed to come within the category of professional worker already established, in Administrative Memorandum N°34, subject to the following provisions:

(a) The posts in question should be identified by, or under the authority of, the Chief Education Officer.

(b) Such posts should be within the approved establishment and should be of the quivalent rank of Warrent Officer or above.

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ceived. The recommendation in respect of employees on the separate recommendation in respect of employees in 52 Area excluding Calabria (as specified) were approved.

C. SPECIALIST RATES FOR EDUCATIONAL COURSE INSTRUCTORS.

Specialist rates for Educational Course Instructors in Art and Languages were requested by the Chief Education Officer, AFHQ. It was decided, after discussion, that professors and fully qualified instructors in various educational courses for Army personnel could be deemed to come within the category of professional worker already established, in Administrative Memorandum No.34, subject to the following provisions:

(a) The posts in question should be identified by, or under the authority of, the Chief Education Officer.

(b) Such posts should be within the approved establishment and should be of the quivalent rank of Warrant Officer or above.

(c) In view of the wide range in the basic scale for professional workers (viz.: 4000 to 11000), extreme care should be exercised in granting particular posts and identifying the appropriate salary within this scale.

It was noted that in the view of the Chief Education Officer a figure of 10.000 lire per month for overall salary including bonus was considered generally appropriate. The recommendation applies to professores, teachers and instructors in all subjects; i.e. not only to languages and art.

7. CIVILIAN LABOUR RATES - SARDINIA.

Representations from 3 District were received (Annexure 4 refers) reporting discontent owing to inadequate Allied Force

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Wage Rates in Sardinia. It was reported that no increases had been granted since November 1944 on the Island although on the mainland a series of increases had been given to keep in line with private industry. Statements were produced showing a deficiency of more than 100 lire per day for adults, but in view of uncertainty as to the authenticity of civilian wage rates quoted it was decided to meet the present situation by an immediate increase of 80 lire per day for males, 65 lire per day for females, pending compilation of official statements. Col. Pope-Smith undertook to obtain appropriate comparison statements applying to Italian Official Regional Labour Office Sardinia and other sources and to present them for consideration.

3. H.Q. PBS LOCAL SUB-COMMITTEE

The minutes of the 4th meeting of PBS Local Sub-Committee less Southern District (Annexure 5 refers), held on 18 February 1946, were received. The recommendations for increases (as specified) were, after consideration, approved.

4. FREE TRANSPORTATION FOR CIVILIANS.

The Committee received information (Annexure 6 refers) regarding proposal of the Italian State Railways to convert Allied Force travelling permits for civilian workers into Railway travel tickets. It was decided to request Naples Sub-Committee to consider the effect of this proposal which, it observed, had been agreed by the local A.C. Transportation Officer.

5. 61 AREA LOCAL SUB-COMMITTEE.

528 It was agreed that the report of the 3rd meeting of 61 Area Sub-Committee held on 18 February 1946 should be made available to members considering the general question of hotel and mess

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The minutes of the 4th meeting of PBS Local Sub-Committee less Southern District (Annexure 5 refers), held on 18 February 1946, were received. The recommendations for increases (as specified) were, after consideration, approved.

FREE TRANSPORTATION FOR CIVILIANS.

The Committee received information (Annexure 6 refers) regarding proposal of the Italian State Railways to convert Allied Force travelling permits for civilian workers into Railway travel tickets. It was decided to request Naples Sub-Committee to consider the effect of this proposal which, it observed, had been agreed by the local A.C. Transportation Officer.

61 AREA LOCAL SUB-COMMITTEE.

528 It was agreed that the report of the 3rd meeting of 61 Area Sub-Committee held on 18 February 1946 should be made available to members considering the general question of hotel and mess grades and should be considered at the next meeting.

ROME AREA REQUEST FOR SPECIALIST WAGE SCALES.

It was agreed that the request should be referred back for further information as to appropriate comparable local gradings.

XIII CORPS SUB-COMMITTEE FINANCIAL POWERS.

XIII Corps representative reported local wage changes in industry which would necessitate increases in Allied Force wage scales in the interest of uniformity. He was reminded that a distintion should be made between Venezia Giulia and other areas of XIII Corps in Northern Italy; and it was agreed that the Sub-Committee should consider resultant position and make recommendations accordingly.

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The Committee authorized the Chairman and Secretariat to take into consideration the recommendations thus made and to approach AFHQ as necessary if satisfied that additional financial powers were required.

13. DATE OF NEXT MEETING.

It was agreed that the next meeting of the Committee should be held at 09.30 hrs on 26 March 1946.

CURTIS J.IVEY, Major
Secretary (Amer.)

WILLIAM E.DAVY, Major
Secretary (Br.)

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ANNEXURE I

ROME AREA ALLIED COMMAND,
A.P.O. 794, U.S. ARMY.

ALLIED FORCES LABOUR & WAGES COMMITTEE.
ROME AREA SUB-COMMITTEE.

MINUTES.

The SEVENTH meeting of the Rome Area Sub-Committee of the Labour and Wages Committee was held on TUESDAY, the 12th February, 1946 in the Labour Conference Room, Headquarters, Rome Area Allied Command.

PRESENT.

Major A. Seguna	Chairman, DADL.
Capt. C.P. Newton	US Army
Lt. R.T. Anderson	US Army
Lt. L.E. Pickett	US Army (Hotel Management)
Fl/Lt. Brotherton	2 Base Area RAF.
Major E.A. Cameron	104 CHE Works
Capt. D.N. Priestley	S & T.
Capt. O.T. Hill	2902 C.L.U.

SECRETARY.

Capt. H. Morgan	2902 C.L.U.

IN ATTENDANCE.

Dott. Amori	Camera del Lavoro
Sig. Posterano	Ufficio Regionale Lavoro
Signa. F. Ambrogi	Ufficio Provinciale Lavoro
Capt. Racheli	Genio Militare
Mr Montevecchi	Secretary, Italian Liaison Office R.A.C.
Avv. Barra	President, Hotel Proprietors' Assn.
Sig. Chiostri	Hotel Proprietors' Assn.
Comm. Bottcia	" " "
Sig. Castelli	Representatives of Hotel employees (Albergo e Mensa)
Sig. Morini	
Sig. Forranti	
Sig. Mobili	

1. The Minutes of the SEVENTH meeting of the Rome Area Sub-Committee were read and accepted as a true record by the Committee.

2. The Chairman explained that the meeting had been convened to consider whether or not adjustment of rates of pay at present [illegible]

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Capt. C.I. [illegible]

SECRETARY. Capt. H. Morgan — 2902 C.L.U.

IN ATTENDANCE.

Dott. Amori	Camera del Lavoro
Sig. Posterano	Ufficio Regionale Lavoro
Signa. F. Ambrogi	Ufficio Provinciale Lavoro
Capt. Racheli	Genio Militare
Mr Montevecchi	Secretary, Italian Liaison Office R.A.C.
Avv. Barre	President, Hotel Proprietors' Assn.
Sig. Chiostri	Hotel Proprietors' Assn.
Comm. Bottoia	" " "
Sig. Castelli	Representatives of Hotel employees (Albergo e Mensa)
Sig. Morini	
Sig. Ferranti	
Sig. Nobili	

1. The minutes of the SEVENTH meeting of the Rome Area Sub-Committee were read and accepted as a true record by the Committee.

2. The Chairman explained that the meeting had been convened to consider whether or not adjustment of rates of pay at present in operation in the case of employees of requisitioned hotels in Rome was now desirable.
The President of the Hotel Owners' Association was invited to present the case for the owners who assert that further increases are undesirable.

3. The President of the Owners' Association pointed out that :
a. The Italian Treasury allots a fixed sum to cover the expenses involved in the running of requisitioned hotels but that the sum had always been inadequate to meet all expenses.
b. Genio Militare informed the Committee that an allotment of 250,000,000 lire for the running of requisitioned hotels in Rome for the period Jan-March, 1946, had been asked but so far none of this money had been received. In any case, a further demand would be necessary, since this amount was designed to cover Hotel running expenses and wage-bill at the present rates, but would be insufficient should further increases be authorised.
c. In view of the non-availability of funds provided by Genio Militare it was requested that Allied Command obtain from the Italian Treasury an assurance that in the event of adjustment of wage-rates being made in the favour of the civilian employees, sufficient funds should be made available to enable payment to be made.
d. It was to be remembered that other hotel expenses had increased considerably and already some hotels were seriously in debt: one example showed a Hotel having the deficit of 30 million lire.

(over)

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4. The representatives of the Hotel Employees' Association (Albergo e Mensa) were asked to state their case for the employees, they alleged that:

a. While remuneration was technically for a 12-hour working day, most employees were expected to be on duty from 14 to 16 hours daily and for a 7-day week. This was strenuously denied by the US Army Hotel Management representative who pointed out that Roster Systems were in existence and permitted several hours off-duty for each employee.

b. Certain grades such as waiters had incidental expenses in the provision and laundering of uniforms for which they were not compensated.

c. The great majority of employees still are not paid at the maximum permissible rates.

The Chairman indicated that these points were not for the Committee to discuss but were for adjustment between the individual employee and the employer.

5. The Hotel Employees' Association Representatives made the following proposition to be submitted for the consideration of the Labour and Wages Committee :

a. De-Luxe Hotels:
The maxima shall remain as at present fixed, and the minima shall be established at maxima less 10%.

b. Other Hotels:
The maxima shall be equal to the minima for De-Luxe Hotels.
The minima shall be maxima less 10%

after discussion, this representative made a further proposition as follows:

That minimum rates be deleted entirely and that

a. For De-Luxe Hotels the present maximum rates be established as a flat rate, and

b. For Other Hotels a flat rate at 10% less than the rate for De-Luxe Hotels.

c. These rates to be increased from 30% to 50%, dependant upon whether the employee came into actual contact with the Hotel clientele.

In regard to point (c) of this proposal the Chairman pointed out that such a large percentage increase was not likely to be acceptable by the Labour and Wages Committee, especially in view of the fact that certain grades in requisitioned Hotels were already in an advantageous position compared with their equivalents in free Hotels.

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after discussion, [illegible]
follows:

That minimum rates be deleted entirely and that

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b. For Other Hotels a flat rate at 10% less than the rate for De-Luxe Hotels.

c. These rates to be increased from 30% to 50%, dependant upon whether the employee came into actual contact with the Hotel clientele.

In regard to point (c) of this proposal the Chairman pointed out that such a large percentage increase was not likely to be acceptable by the Labour and Wages Committee, especially in view of the fact that certain grades in requisitioned Hotels were already in an advantageous position compared with their equivalents in free Hotels.

In view of the fact that there was no agreement between the representatives of the Hotel Association and the representatives of the Hotel Employees and that the Hotel employees were rather unprepared for a concrete demand, the Committee asked for first proposals. The representatives of the Hotel Employees asked to be able to submit a tabulated schedule of new Rates of Pay, and that was agreed by the Committee.

It was then decided to call another meeting as soon as more definite proposals from the Italian representatives were available.

6. Cost of Living Bonus, RISTI and a UIL.

Statistics and a Comparative Table showing civilian and War Department rates of pay and allowances were presented and studied by the Committee. (See Appx. 'A')

It was recommended that for these two provinces the Cost of Living Bonus be increased by 50 lire daily for adult males; 40 lire daily for Adult females, and 30 lire daily for Juveniles. Monthly paid employees will receive proportionate increases. Increased Cost of Living Bonus to be effective retroactive from 1 February, 1946.

7. There being no other business, the meeting was declared closed.

A. SEGUNA,
Major,
Chairman,
D/DI. HQ Rome Area.

- C.M.F.

AS/

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SPECIAL COMPARISON TABLE - CIVILIAN LABOUR RATES: AQUILA PROVINCE.

Grades	Allied Force Rate			Italian Industry					
	Basic	C.L.B.	Take Home	Basic	Family Allnce.	Presence Indemty.	C.L.B.	Contingency	Total
Specialist Worker									
Mason	125	122	247	100	40	13	30	128	311
Qualified Worker									
Carpenter, Bricklayer	120	125	245	100	40	13	30	128	311
Unskilled									
Male	85	125	210	70	40	13	30	125	278
Juvenile	45	29	74	48	40	7	15	56	166
Office Worker									
Typist, Gen. Clerk	3,600	2,990	6,590	2,056	1,196	507	900	3,840	8,499

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ARISON TABLE - CIVILIAN LABOUR RATES: AQUILA PROVINCE.

Italian Industry Rates								
Basic	Family Allnce.	Presence Indemty.	C.L.B.	Contingency	Total	Deductions	Take Home	Proposed Increase.
100	40	13	30	128	311	12	299	50
100	40	13	30	128	311	12	299	50
70	40	13	30	125	278	12	266	50
48	40	7	15	56	166	11	155	30
2,056	1,196	507	900	3,840	8,499	950	7,549	1,300

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ANNEXURE II

ALLIED FORCE LABOUR & WAGES COMMITTEE

A.F.H.Q.

TEL. : 489081 - 493
REF. : AFLWC/SCM/2
21 February 46

Postal Address:
c/o Labour Sub-Commission
HQ Allied Commission
Rome

ALLIED FORCE LABOUR AND WAGES COMMITTEE (SPECIAL SUB-COMMITTEE) MINUTES.

The second meeting of the Labour Wages Committee (Special Sub-Committee), appointed by Minute 9 (a) of the minutes of the first meeting of the Labour & Wages Committee, was held at 09,30 on the 15 February 1946 in Room 53 HQ Allied Commission, Rome.

PRESENT

CHAIRMAN
Mr. W.H.BRAINE

REPRESENTATIVES OF:
Labour Directorate, GHQ, CMF
C.G. PBS
C.G. HQ Rome Area Allied Command
HQ Allied Commission

IN ATTENDANCE:
Nº 8 Base Comd Pay Master
CGIL
Italian Labour Ministry

528

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09,30 on the 15 February 1946 in Room 53 [illegible]
Rome.

PRESENT

CHAIRMAN
Mr. W.H.BRAINE

REPRESENTATIVES OF:
Labour Directorate, GHQ, CMF
C.G. PBS
C.G. HQ Rome Area Allied Command
HQ Allied Commission

IN ATTENDANCE:
N° 8 Base Comd Pay Master
CGIL
Italian Labour Ministry

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The Chairman opened the meeting by stating reason therefor and gave brief resumé of minutes of 1st meeting then proceeded to business at hand.

1. SIMPLIFICATION OF ALLIED FORCE WAGE SCALES.

Attached report contains findings and agreed recommendations.

2. TRAVEL ALLOWANCE FOR ITALIAN CIVILIANS EMPLOYED BY THE ALLIED ARMED FORCES.

It was noted that information requested from members of the Labour & Wage Committee at its meeting held on 31 January 46 had not been received.

However, a letter received from the Fiscal Director, containing the following recommendations, was read to members:

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(a) That recommendations contained in the Sub-Committees report be submitted to the Joint Military Finance Committee for consideration and recommendation to the C.A.O relative to action to be taken.

(b) That the Sub-Committee includes, in its report detailed facts as to the circumstances, if any, under which it is necessary for Italian civilian employees to travel, and the specific types of Italian civilian employees required to travel.
Specific examples and cases to be cited.

(c) That the Sub-Committee make no commitments of any type relative to the payment of subsistance rates during the course of its study of this matter.

The Fiscal Director's letter also stated that the above recommendations had been co-ordinated with the F.A., GHQ, CMF.

The Sub-Committee recommended that the Secretariat take teps to obtain relevant information as indicated above, noting hat HQ Allied Commission was chiefly concerned in any subsequent lteration of present allowances.

A letter, AFLWC/M/29, dated 18 February 46, was accordingly ent to HQ Allied Commission, with copies to Labour Directorate IQ, CMF; CG, PBS; HQ 2 and 3 Districts; CO Naples Air Force eneral Depot and CG Rome Area Allied Command, requesting that ll available information relative to the above recommendations e forwarded to the Secretariat as soon as possible.

There being no other business the Sub-Committee adjourned ine die.

CURTIS J. [illegible]VY, Major
Secretary (Amer.)

WILLIAM E.DAVY, Major
Secretary (Br.)

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CURTIS J. IVY, Major
Secretary (Amer.)

WILLIAM E. DAVY, Major
Secretary (Br.)

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REPORT OF THE SPECIAL SUB-COMMITTEE APPOINTED BY THE LABOUR AND WAGE COMMITTEE TO CONSIDER SIMPLIFICATION OF WAGES AND BONUS SYSTEM FOR ITALIAN CIVILIAN EMPLOYEES OF ALLIED FORCES

1. GENERAL.

We were appointed by the Labour & Wage Committee on 28 December 1945 to consider simplification of the system of calculating payment of wages and bonuses of civilian employees of the Armed Forces arising from a request addressed to that Committee on 13 December 1945 by the Deputy Dirctor of Labour G.H.Q., C.M.F. The terms of reference were:

(i) To study existing particular classification of Armed Force Employees with view to consolidating such classifications into a relatively few general categories, as is now being done in Italian wage agreements.

(ii) To study existing local variations in Armed Force Wage Scales with a view to systematic grouping of such variations by zones.

(iii) To consult with the Italian Government, Italian Labour Organizations, and the employing Military Services on the above points and to inform the latter of the conclusions reached.

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The Sub-Committee has had 3 meetings, viz.: on 15 January when Allied representatives only were present, on 15 February

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G.H.Q., G.L.F. The [illegible]

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(ii) To study existing local variations in Armed Force Wage Scales with a view to systematic grouping of such variations by zones.

(iii) To consult with the Italian Government, Italian Labour Organizations, and the employing Military Services on the above points and to inform the latter of the conclusions reached.

5283

The Sub-Committee has had 3 meetings, viz.: on 15 January when Allied representatives only were present, on 15 February when Allied representatives met in the forenoon and resumed in the afternoon with the attendance of the Italian representatives, and on 19 February when Allied and Italian representatives were present.

2. CATEGORIZATION OF GRADES.

At its first meeting the Sub-Committee took into account the Italian industrial agreement of 6 December 1945 which established basic principles of wage calculation and bonus payment in respect of specified categories; and the Sub-Committee agree to recommend the allocation of the industrial daily paid worker into 5 categories, viz.: specialised, qualified, apprentices, semi-skilled and unskilled. Annexure 1 shows the final recom-

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mendation of the Sub-Committee in this respect. It includes all categories named in A.F.H.Q. Administrative Memorandum 34 and provides for a worker in a particular category to be placed, in certain instances, in one or other grade according to his degree of proficiency. Such cases are identified by a numeral in brackets.

3. FAMILY ALLOWANCE.

The Sub-Committee also decided to recommend that a distinction be drawn in future as regards workers who are heads of families and those who are not heads of families. This important distinction is an innovation in Allied Force employment but can be readily introduced because heads of families can produce the suitable evidence; the distinction as regards new engagements should in due course effect a saving in expenditure.

4. BASIC RATE OF PAY.

As regards basic rates of pay, the Sub-Committee took into consideration the minimum basic wages established by the above-mentioned Italian industrial agreement in respect of zone 2, and relating to the mechanical, iron, building and wood-working industries, that is to say, those particulars which appear to be most closely related to the types of employment and conditions of labour of the civilian workers employed by the Allied Forces. Following comparison of these minimum rates with the existing Allied Force basic scales or corresponding categories of workers, the Sub-Committee arrived at proposals for a revised basic scale comprising a minimum and a maximum. These proposals are shown in Annexure II together with comparable wage scales. The basic wage scales proposed are the same for heads of families and for workers who are not heads of families.

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5. COST OF LIVING BONUS

The Sub-Committee studied the Italian industrial agreement as regards payment of a cost-of-living bonus and compared it with the existing Allied Force practice and the varying rates which are at present being paid in various areas in Italy following the operations of local Sub-Committees under Administrative Memorandum N° 25.

The Committee decided to recommend a bonus for workers who are not heads of families, which should be identical for the various categories of workers; and a bonus for heads of families which should include the equivalent amount of Family Allowances for a notional family of wife and two children as well as an element superior to that for a worker not head of family. This second element was calculated in accordance with Italian industrial practice for heads of families.

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6. PRESENTATION OF SCHEME TO ITALIAN REPRESENTATIVES.

The provisional proposals of the Sub-Committee were discussed with representatives of the Italian Government with whom was associated a representative of the Italian General Confederation of Labour. The Italian representatives expressed the agreement in principle of the Italian Government with these provisional proposals which they took away from the first joint meeting for study and detailed consideration. They recognised and accepted the necessity for compounding Family Allowance as for a notional family of wife and two children as regards heads of families and welcomed the proposal to differentiate between such workers and those who are not heads of families. They also recognised the necessity of stipulating the minimum and maximum of the basic scale; and agreed that a variable cost-of-living bonus should be added.

7. PROPOSALS OF ITALIAN REPRESENTATIVES.

At the final meeting on 19 February the Italian Government representatives produced firm proposals for wage scales and variable cost-of-living bonus for various categories (see Annexure III). The proposals provided for 3 scales of cost-of-living bonus payments, the highest (scale "C") would apply to the largest centres such as Rome, Naples, Milan, Turin and Genoa, industrial centres with the highest cost-of-living. Scale "B" would apply to centres with an average cost-of-living or of a mixed industrial and agricultural nature. Scale "A" would apply to zones predominantly or with the lowest cost-of-living.

The cost-of-living bonus scales would very quarterly according to variations in the cost-of-living. The Italian Government proposed, and the Sub-Committee accepted, that the Central Institute of Statistics should obtain the necessary data and should produce the appropriate indices for calculating variations in this bonus scale.

With regard to the application of Scale "A" or Scale "B"

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With regard to the application of Scale "A" or Scale "B", the Italian Government representatives proposed that local Sub-Committees of the Armed Forces, in consultation with the Italian Government Labour Offices and the Camere del Lavoro, should decide which scale would be appropriate. It was pointed out that in general, apart from the named largest centres, Scale "B" should apply because of the location of employment of Italian civilians by the Allied Forces.

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8. RECOMMENDATIONS AND CONCLUSION.

(a) In view of the fact that some individual workers, and in practice those who are not heads of families, would at present be in receipt of pay in excess of that to which they would be entitled under the

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present proposals, it was agreed to recommend the continuation of the present scale in such cases. New engagements would be subject to the present scales and present employees who are not heads of families would continue to be deemed to be heads of families as heretofore.

(b) The Italian Government representatives undertook to produce proposals for similar adjustment for wage scales and bonuses for monthly paid employees, and these would be considered as soon as available for recommendation by this Sub-Committee.

(c) This Sub-Committee accordingly recommend to the Labour & Wage Committee the adoption, for submission to higher authority, of the wage scales and cost-of-living bonuses as set out in Annexure III to be applied to present and future civilian employees of the Allied Forces according to the appropriate categories as indicated in Annexure I.

CURTIS J.JVY, Major
Secretary (Amer.)

WILLIAM E.DAVY, Major
Secretary (Br.)

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ALLIED FORCE DAILY PAID WORKERS.

ANNEXURE I

CATEGORY 1. SPECIALISED.

Armature winder. (2).
Compositor (Chief). (2).
Cutter (Clothing) pattern. (2)
Fitter - electrical.
- maintenance (Millwright).
- radial diesel.
Gear cutting machinist.
Inspector (Micro, vernier etc. for fixed gauge work see "viewer". (2).
Instrument (precision) maker and repairer. (2).
Litho engraver.
Process engraver.
Setter (capstan lathe).
Watch & clock maker & repairer.
Tool room - all mechanics.
Toolmaker. (2).

CATEGORY 2. QUALIFIED.

Armature winder. (1).
Armourer.
Baker.
Battery maker (4).
Blacksmith.
Boilermaker.
Boilerman.
Bookbinder.
Bootmaker and repairer
" hand or machine.
" surgical or special.
Boot manufacture
" closer.
" machinist.
Bricklayer.
Burner (acetylene).
Butcher
Cabinet maker.
Caretaker (cemetery) - (4).
Carpenter.
Caulker.
Centre Lathe Turner.
Driver - crane.
" (loco) diesel.
" " electric.
" " steam.
" M.R. electric.
" mechanical plant.
" motor vehicle (heavy and medium).
" steam or motor roller.
" stationery engine (I.C. or steam).
Electrician - auto.
" elevator repairer.
" house wireman.
Electro plater.
Farrier.
Fireman (loco).
Fitter - aero radial diesel. (1).
" metal detail (aero).
" ammunition
" armourer
" assembler.
" bench.
" electrical (1).
" marine.
" motor (I.C.).
" millright (1).
First aid post attendant.
Foundryman.
Gear cutting machinist. (1).
Glazier.
Hairdresser.
Inspector. (1).
Instrument maker & repairer (1).
Iron & steel bender & fixer.
Joiner - house and ship.
Laboratory & dispensary asst.
Lighthousekeeper. (4).
Linesman.
Linotype operator.
Lithographer.
Locksmith.
Lumber worker - edgerman.
Machinist - clothing.

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Toolmaker. (2).

CATEGORY 2. QUALIFIED.

Armature winder. (1).
Armourer.
Baker.
Battery maker (4).
Blacksmith.
Boilermaker.
Boilerman.
Bookbinder.
Bootmaker and repairer
" hand or machine.
" surgical or special.
Boot manufacture
" closer.
" machinist.
Bricklayer.
Burner (acetylene).
Butcher
Cabinet maker.
Caretaker (cemetery) - (4).
Carpenter.
Caulker.
Centre Lathe Turner.
Chauffeur (mechanic) - (4).
Clothing
" cutter. (1- pattern).
" machinist. (4).
Coachbuilder.
Coachpainter.
Cobbler.
Compositor. (1).
Cooper.
Coppersmith.
Coremaker (foundry).
Dental mechanic.
" metal detail (aer)).
" ammunition
" armourer
" assembler.
" bench.
" electrical (1).
" marine.
" motor (I.C.).
" millright (1).
First aid post attendant.
Foundryman.
Gear cutting machinist. (1).
Glazier.
Hairdresser.
Inspector. (1).
Instrument maker & repairer (1).
Iron & steel bender & fixer.
Joiner - house and ship.
Laboratory & dispensary asst.
Lighthousekeeper. (4).
Linesman.
Linotype operator.
Lithographer.
Locksmith.
Lumber worker - edgerman.
Machinist - clothing.
Machinist (Metal) - capstan
" lathe operator (4).
" Centre lathe turner.
" driller - rad: arm.
" driller (4)
" grinder.
" miller.
" planer.
" slotter.
Machinist (woodworking).
Mechanic - motor I.C.
" sewing machine.

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Mechanic - typewriter.
" weighing machine.
" wireless.
Milling hand (flour mill). (4).
Motion picture operator.
Moulder.
Nurse - hospital (qualified) - (3)
Occupational therapist.
Painter and varnisher.
Paper cutter operator.
Parquet layer
Patternmaker (Engineering).
Pavement layer.
Pier supervisor.
Photographic developer.
Plasterer.
Plater - printing.
Plumber.
Police Officer.
Postal sorter
Polisher - french.
Presser (Hoffman steam press).
Printing machine minder.
Rigger.
Rivettor.
Road supervisor.
Saddler.
Saw repairer and setter.
Sawyer.
Sheet metal worker.
Slater.
Smelterer - ore.
Stereotyper.
Stevedore (head).(4).
Stone hand cutter.
Structural steel worker.
Tailor.
Tent maker and repairer.
Timekeeper.
Tinsmith.
Toolmaker. (1).
Truck master.
Tyre treader.
Upholsterer.
Vulcaniser.
Welder - acetylene.

CATEGORY 4. SEMI-SKILLER.

Anti-malarial labourer.
Artisan's mates.
Asphalt layer.
Baler (clothing and soft goods).
Battery maker. (2).
Brakeman.
Builder's labourer.
Caretaker. (2).
Chainman.
Charcoal burner.
Checker
Clothing - classifier - sorter.
" machinist (2).
Concreter.
Foundry labourer.
Gardener.
Greaser.
Groom of stableman.
Hammerman or striker.
Lifesaver.
Lighthousekeeper. (2).
Lithographers asst.
Lumber workers - checker setter.
" dogger.
" feller.
" long turner.
Machine minder.
Machinist - capstan op. (2).
" driller. (2).
Milling hand (flour mill). (2).
Navy.
Packer
Permanent way inspector.
Platelayer (railroad).
Pointsman (railroad).
Presser hand.
Quarryman.
Rivetter - holder up.
" heater.
Scaffolder.
Sewing hand.
shunter.
Stacker (forage export).
Stevedore. (2).

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Presser (Hoffman steam press).
Printing machine minder.
Rigger.
Rivetter.
Road supervisor.
Saddler.
Saw repairer and setter.
Sawyer.
Sheet metal worker.
Slater.
Smelterer - ore.
Stereotyper.
Stevedore (head).(4).
Stone hand cutter.
Structural steel worker.
Tailor.
Tent maker and repairer.
Timekeeper.
Tinsmith.
Toolmaker. (1).
Truck master.
Tyre treader.
Upholsterer.
Vulcaniser.
Welder - acetylene.
" electric.
Wheelwright.
Woodworking machinist.

CATEGORY 3. APPRENTICES.

Apprentices - all grades.

Lifesaver.
Lighthousekeeper. (2).
Lithographers asst.
Lumber workers - checker setter.
" dogger.
" feller.
" long turner.
Machine minder.
Machinist - capstan op. (2).
" driller. (2).
Milling hand (flour mill). (2).
Navy.
Packer
Permanent way inspector.
Platelayer (railroad).
Pointsman (railroad).
Presser hand.
Quarryman.
Rivetter - holder up.
" heater.
Scaffolder.
Sewing hand.
Shunter.
Stacker (forage export).
Stevedore. (2).
Storeman.
Track walker (railroad).
Trimmer (coal).
Viewer (fixed gauge work).
Warehouseman. (2).

CATEGORY 5. UNSKILLED.

All unskilled workers.
Drier - M/c and preparer.
Lumber worker - handler.
Marker and sorter.
Packer.
Washer - hand or machine.
Watchman.

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ITALIAN INDUSTRY. Wages as for Zone 2 - one Agreement for Northern Italy 5 Mechanical, Iron, Building and Woodworking Industries.		CATEGORY.	PROPOSED revised BASIC RATE for Allied Force civilian employees. (Framed on the basic rate for Zone 2 having regard to categories and differentials established by Rome Agreement.	ALLIED FORCE WAGES. PROPOSED REVISED COST O Bonus (Scales calculated on the bonus applicable to male worker of family and for other categor according to proportions set ou Agreement for Northern Italy. workers who ARE head of familie 'family allowances' on basis of notional family of worker and t dependented).						
Basic wage 8 hour day.	Gross daily wage.			MIN.	MAX.	A	B	C	D	E	F
		MEN									
158.0	336	1. SPECIALISED	Over 20yrs H/F	170	200	105	120	135	150	165	180
158.0	250	"	" Not H/F	170	200	40	50	60	70	80	90
142.8	321	2. QUALIFIED	over 20yrs H/F	140	170	105	120	135	150	165	180
142.8	235	"	" Not H/F	140	170	40	50	60	70	80	90
142.8	226	3. APPRENTICE QUAL.	18-20yrs " "	135	150	36	45	54	63	72	81
124.0	207	" NOT QUAL.	" " "	120	135	36	45	54	63	72	81
111.6	181	" " "	16-18yrs " "	85	95	30	38	45	53	60	68
134.8	313	4. SEMI-SKILLED	over 20yrs H/F	125	140	105	120	135	150	165	180
134.8	227	"	" " Not H/F	125	140	40	50	60	70	80	90
121.2	204	"	18-20yrs " "	110	120	36	45	54	63	72	81
124.0	302	5. UNSKILLED	over 20yrs H/F	100	125	105	120	135	150	165	180
124.0	216	"	" " Not "	100	125	40	50	60	70	80	90
111.6	194	"	18-20yrs " "	90	100	36	45	54	63	72	81
86.8	156	"	16-18yrs " "	70	85	30	38	45	53	60	68
WOMEN: Basic rate as for men when employed on men's work with equal efficiency.											
100.0	278	2. QUALIFIED	over 20yrs H/F	100	120	96	110	124	138	152	166
100.0	180	"	" " Not H/F	100	120	35	44	52	61	70	78
94.4	272	4. SEMI-SKILLED	over 20yrs H/F	90	100	96	110	124	138	152	166
94.4	174	"	" " Not H/F	90	100	35	44	52	61	70	78
84.8	149	"	18-20yrs " "	75	85	28	35	42	49	56	63
86.8	265	5. UNSKILLED	over 20yrs H/F	70	90	96	110	124	138	152	166
86.8	167	"	" " Not H/F	70	90	35	44	52	61	70	78
78.10	142	"	18-20yrs " "	60	70	28	35	42	49	56	63
69.80	119	"	16-18yrs " "	50	60	25	32	38	44	50	57

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ANNEXURE I

ALLIED FORCE WAGES.

PROPOSED revised BASIC RATE for Allied Force civilian employees. (Framed on the basic rate for Zone 2 having regard to categories and differentials established by Rome Agreement.	PROPOSED REVISED COST OF LIVING Bonus (Scales calculated on the basis of bonus applicable to male worker NOT head of family and for other categories according to proportions set out in Rome Agreement for Northern Italy. Bonus for workers who ARE head of families includes 'family allowances' on basis of the notional family of worker and three dependented).									Existing Allied Force Basis Rates. (Lowest and highest maximums coming within occupational groups.	
MIN.	MAX.	A	B	C	D	E	F	G	H	I	LOW. HIGH.
H/F	170	200	105	120	135	150	165	180	195	210	225	165 195
H/F	170	200	40	50	60	70	80	90	100	110	120	165 195
H/F	140	170	105	120	135	150	165	180	195	210	225	120 150
H/F	140	170	40	50	60	70	80	90	100	110	120	120 150
"	135	150	36	45	54	63	72	81	90	99	108	85 90
"	120	135	36	45	54	63	72	81	90	99	108	40 90
"	85	95	30	38	45	53	60	68	75	83	90	40 90
H/F	125	140	105	120	135	150	165	180	195	210	225	105 120
H/F	125	110	40	50	60	70	80	90	100	110	120	105 120
"	110	120	36	45	54	63	72	81	90	99	108	105 120
H/F	100	125	105	120	135	150	165	180	195	210	225	85 95
"	100	125	40	50	60	70	80	90	100	110	120	85 95
"	90	100	36	45	54	63	72	81	90	99	108	85 95
"	70	85	30	38	45	53	60	68	75	83	90	45 45
H/F	100	120	96	110	124	138	152	166	180	194	208	102 128
H/F	100	120	35	44	52	61	70	78	87	96	104	102 128
H/F	90	100	96	110	124	138	152	166	180	194	208	89 102
H/F	90	100	35	44	52	61	70	78	87	96	104	89 102
"	75	85	28	35	42	49	56	63	70	77	84	89 102
H/F	70	90	96	110	124	138	152	166	180	194	208	72 88
H/F	70	90	35	44	52	61	70	78	87	96	104	72 81
"	60	70	28	35	42	49	56	63	70	77	84	72 81
"	50	60	25	32	38	44	50	57	63	69	76	45 45

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COMPARISON TABLE SUBMITTED BY N. 8 BASE COMMAND PAYMASTER

CATEGORY - MALES.	ALLIED FORCES Proposed Minimun Basic Wage and actual COLB as at 19.2.46.			ITALIAN Proposed Minimun Basic Wage and COLB.			+Increase/Decrease per diem on present Allied Forces rates		
	Wage	COLB	Totl	A	B	C	A	B	C
52 AREA.									
SPECIALISED, over 20 yrs H/F	170	102	272	335	365	395	+63	+93	+123
" " " not H/F	170	102	272	250	270	290	22	2	+ 18
QUALIFIED, over 20 yrs H/F	140	105	245	305	335	365	+60	+90	+120
" " " not H/F	140	105	245	220	240	260	25	5	+ 15
EMI-SKILLED," 20 yrs H/F	125	112	237	290	320	350	+53	+83	+113
" " " not H/F	125	112	237	205	225	245	32	12	+ 8
" 18-20 yrs not H/F	110	115	225	182	200	218	43	25	7
NSKILLED, over 20 yrs H/F	100	115	215	265	295	325	+50	+80	+110
" " " not H/F	100	115	215	180	200	220	35	15	+ 5
" 18-20 yrs not H/F	90	115	205	162	180	198	43	25	7
" 16-18 yrs not H/F	70	39	109	130	145	160	+21	+36	+ 51
56 AREA (INCLUDES NAPLES).									
ECIALISED, over 20 yrs H/F	170	162	332	335	365	395	+ 3	+33	+63
" " " not H/F	170	162	332	250	270	290	82	62	42
ALIFIED, over 20 yrs H/F	140	165	305	305	335	365		+30	+60
" " " not H/F	140	165	305	220	240	260	85	65	45
EMI-SKILLED " 20 yrs H/F	125	172	297	290	320	350	7	+23	+53
" " " not H/F	125	172	297	205	225	245	92	72	52
" 18-20 yrs not H/F	110	175	285	182	200	218	103	85	67
NSKILLED, over 20 yrs H/F	100	145	245	265	295	325	+20	+50	+80
" " " not H/F	100	145	245	180	200	220	65	45	25
" 18-20 yrs not H/F	90	145	235	162	180	198	73	55	37
" 16-18 yrs not H/F	70	69	139	130	145	160	9	+ 6	+21
ROME AREA									
PECIALISED, over 20 yrs H/F	170	222	392	335	365	395	57	27	+ 3
" " " not H/F	170	222	392	250	270	290	142	122	102
UALIFIED, over 20 yrs H/F	140	225	365	305	335	365	60	30	
" " " not H/F	140	225	365	220	240	260	145	125	105
MI-SKILLED," 20 yrs H/F	125	232	357	290	320	350	67	37	7
" " " not H/F	125	232	357	205	225	245	152	132	112

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" " " not H/F	140	165	305	220	240	260	85	65	45
EMI-SKILLED " 20 yrs H/F	125	172	297	290	320	350	7	+23	+53
" " " not H/F	125	172	297	205	225	245	92	72	52
" 18-20 yrs not H/F	110	175	285	182	200	218	103	85	67
NSKILLED, over 20 yrs H/F	100	145	245	265	295	325	+20	+50	+80
" " " not H/F	100	145	245	180	200	220	53	45	25
" 18-20 yrs not H/F	90	145	235	162	180	198	73	55	37
" 16-18 yrs not H/F	70	69	139	130	145	160	9	+ 6	+21
ROME AREA									
PECIALISED, over 20 yrs H/F	170	222	392	335	365	395	57	27	+ 3
" " " not H/F	170	222	392	250	270	290	142	122	102
UALIFIED, over 20 yrs H/F	140	225	365	305	335	365	60	30	
" " " not H/F	140	225	365	220	240	260	145	125	105
MI-SKILLED," 20 yrs H/F	125	232	357	290	320	350	67	37	7
" " " not H/F	125	232	357	205	225	245	152	132	112
" 18-20 yrs not H/F	110	235	345	182	200	218	163	145	127
SKILLED over 20 yrs H/F	100	235	335	265	295	325	70	40	10
" " " not H/F	100	235	335	180	200	220	155	135	115
" 18-20 yrs not H/F	90	235	325	162	180	198	163	145	127
" 16-18 yrs not H/F	70	109	179	130	145	160	49	34	19
2 DISTRICT.									
CIALISED, over 20 yrs H/F	170	202	372	335	365	395	37	7	+23
" " " not H/F	170	202	372	250	270	290	122	102	82
LIFIED, over 20 yrs H/F	140	205	345	305	335	365	40	10	+20
" " " not H/F	140	205	345	220	240	260	125	105	85
I-SKILLED," 20 yrs H/F	125	212	337	290	320	350	47	17	+13
" " " not H/F	125	212	337	205	225	245	132	112	92
" 18-20 yrs not H/F	110	215	325	182	200	218	143	125	107
SKILLED, over 20 yrs H/F	100	215	315	265	295	325	50	20	+10
" " " not H/F	100	215	315	180	200	220	135	115	95
" 18-20 yrs not H/F	90	215	305	162	180	198	143	125	107
" 16-18 yrs not H/F	90	104	174	130	145	160	44	29	14

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WAGE SCALE OF WORKERS OF THE ALLIED FORCES

GRADES - MEN	BASIC WAGE		VARIABLE COST	
	MIN.	MAX.	A	B
1. Specialised workers H.F.	170	200	165	19
" " Not H.F.	170	200	80	10
2. Qualified workers H.F.	140	170	165	19
" " Not H.F.	140	170	80	10
3. Apprendices 18-20 Not H.F.	135	150	72	
" (not qualified) " "	120	135	72	
" " " 16-18 " "	85	95	60	
4. Semi-skilled workers H.F.	125	140	165	1
" " " Not H.F.	125	140	80	1
" " " 18-20 not H.F.	110	120	72	
5. Unskilled workers H.F.	100	125	165	1
" " not....H.F.	100	125	80	1
" " 18-20 not...." "	90	100	72	
" " 16-18 not"	70	85	60	

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ANNUXURE III

WAGE SCALE OF WORKERS OF THE ALLIED FORCES

	BASIC WAGE		VARIABLE COST OF LIVING BONUS		
	MIN.	MAX.	A	B	C
H.F.	170	200	165	195	225
H.F.	170	200	80	100	120
H.F.	140	170	165	195	225
H.F.	140	170	80	100	120
ct H.F.	135	150	72	90	108
"	120	135	72	90	108
"	85	95	60	75	90
H.F.	125	140	165	195	225
H.F.	125	140	80	100	120
O H.F.	110	120	72	90	108
H.F.	100	125	165	195	225
H.F.	100	125	80	100	120
" "	90	100	72	90	108
ct "	70	85	60	75	90

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GRADES - WOMEN	BASIC WAGE MIN.	BASIC WAGE MAX.	VARIABLE COST A	
2. Qualified workers H.F.	100	120	152	
" " not H.F.	100	120	70	
4. Semi-skilled workers H.F.	90	100	152	
" " " not H.F.	90	100	70	
" " 18-20 " " "	75	85	56	
5. Unskilled workers H.F.	70	90	152	
" " not H.F.	70	90	70	
" "18-20 not H.F.	60	70	56	
" "16-18 not H.F.	50	60	50	

OBSERVATIONS.

1. The cost-of-living bonus, as opposed to the basic pay which remain three months in proportion to the percentage variations which the will show according to each province or zone; the data on the cost pubblications of the Central Institute of Statistics.
2. The classification of the provinces or zones according to the thr living bonus will be entrusted to the local Allied Military Commis tion with the Uffici del Lavoro and the Camere Confederali del Lav ed classification will correspond as much as possible to living c

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	BASIC WAGE		VARIABLE COST OF LIVING BONUS		
	MIN.	MAX.	A	B	C
H.F.	100	120	152	180	208
H.F.	100	120	70	87	104
H.F.	90	100	152	180	208
H.F.	90	100	70	87	104
H.F.					
" "	75	85	56	70	84
H.F.	70	90	152	180	208
H.F.	70	90	70	87	104
H.F.	60	70	56	70	84
H.F.	50	60	50	63	76

r bonus, as opposed to the basic pay which remains unchanged, will vary every
roportion to the percentage variations which the index of the cost-of-living
ng to each province or zone; the data on the cost of living will be furnished by
the Central Institute of Statistics.
n of the provinces or zones according to the three grades of variable cost-of-
be entrusted to the local Allied Military Commands, who will decide in conjunc-
ici del Lavoro and the Camere Confederali del Lavoro, so that the above-mention
will correspond as much as possible to living conditions in the various zones.

/s/ SIMEONE

ANNEXURE III

MINUTES OF THE SIXTH OF 52 AREA LABOUR & WAGES SUB--COMMITTEE HELD ON 8TH FEBRUARY '46 RE-ASSEMBLED ON 12TH FEBRUARY '46.

PRESENT:-	Major STILEMAN	R.A.	Chairman
	" DENT	R.E.	Docks Supt.
	" BARKER	RASC	D.A.D.S.T.
	" CHANDLER		S.L.C.O. 2910 C.L.U
	Capt. HOWIE		L.C.O. CROTONE
	Lieut. ROWE	R.E.	699 A.W. Coy, R.E.
	" McILROY	R.E.M.E.	748 Service Stn. REME
	" SPENCER	RASC	38 D.I.D.
	" BOARDMAN	A/SEC.	2910 C.L.U.

IN ATTENDANCE:

Dr. CASTELLI — Director Ufficio Provinciale del Lavoro, Taranto.

Mayor of SAN GIOVANNI (Calabria)

There were no representatives of R.M. or R.A.F. available.

1. MINUTES OF PREVIOUS MEETING: - The minutes of the 5th meeting were read and approved.

2. STRIKE AT SAN GIOVANNI (CALABRIA).

Information having been put forward by the employing service regarding a strike by the employees in the San Giovanni area, it was recommended by the chairman that the meeting be adjourned and fuller information be obtained as to general conditions prevailing in this area.

Due consideration being paid to the difficulties of communication in this area, reasonable time should be given for a comprehonsive enquiry to be made and the findings to

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IN ATTENDANCE:

Dr. CASTELLI — Director Ufficio Provinciale del Lavoro, Taranto.

Mayor of SAN GIOVANNI (Calabria)

There were no representatives of R.M. or R.A.F. available.

1. MINUTES OF PREVIOUS MEETING: - The minutes of the 5th meeting were read and approved.

2. STRIKE AT SAN GIOVANNI (CALABRIA).

Information having been put forward by the employing service regarding a strike by the employees in the San Giovanni area, it was recommended by the chairman that the meeting be adjourned and fuller information be obtained as to general conditions prevailing in this area.

Due consideration being paid to the difficulties of communication in this area, reasonable time should be given for a comprehensive enquiry to be made and the findings to be placed before the committee on 12.2.46.

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The committee then adjourned reassembling on the 12.2.46.

3. EXTENSION OF FINANCIAL POWERS OF LOCAL LABOUR & WAGES SUB-COMMITTEES: -

The following extract from G.H.Q. Signal FX 60255 of 7 Feb 46 was read to the committee.

"Reference is made to para 11 of Minutes of Meeting of Allied Force Labour and Wages Committee held on 28 Dec 45.

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1. Approval is given for extension of financial powers of Local Labour Sub Committees up to but not exceeding 100 lire per day for adults and 40 lire per day for juveniles.

2. This authority to be employed at discretion for the purpose of adjusting Allied Forces civilian wage scale with any further increases in rates of pay in Italian private industry and is additional to amount authorised by para 6 Admin Memo 25/45.

4. STRIKE AT SAN GIOVANNI (CALABRIA).

Detailed information was placed before the committee on the causes of a strike by employees in the San Giovanni Area. It had originally been stated that the cause was due to delay in the issue of rations on repayment, delay in pay and the non availability of civilian rations, but on close investigation by the L.C.O. in the area it was found that general dissention was caused through increase in the already very high cost of living.

Rations on repayment and payment of labour were now up to date and the causes for the delay (miscalculation of numbers of rations required and non completion of Muster Rools by the employing service owing to a change over in unit personnel) had now been rectified.

It was pointed out by the Chairman that A.C. representative had been consulted regarding the non availability of civilian rations and that this state was general throughout Italy owing to a disastrous harvest last year, caused by adverse weather conditions and it was obvious that this was in no small way responsible for the increase in the cost of living.

L.C.O. Crotone, after consultation with the Uffici Pro-

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to delay in the issue of rations on repayment, delay in pay and the non availability of civilian rations, but on close investigation by the L.C.O. in the area it was found that general dissention was caused through increase in the already very high cost of living.

Rations on repayment and payment of labour were now up to date and the causes for the delay (miscalculation of numbers of rations required and non completion of Muster Rools by the employing service owing to a change over in unit personnel) had now been rectified.

It was pointed out by the Chairman that A.C. representative had been consulted regarding the non availability of civilian rations and that this state was general throughout Italy owing to a disastrous harvest last year, caused by adverse weather conditions and it was obvious that this was in no small way responsible for the increase in the cost of living.

L.C.O. Crotone, after consultation with the Uffici Provinciali del Lavoro in Catanzaro and Cosenza, presented to the meeting evidence showing increases in the cost of living in these areas and it was unanimously agreed that an increase in the Cost of Living Bonus as under be brought into force w.e.f. 15th February 1946.

Daily Wage Group

Adults	50 lire per day
Juveniles	10 lire per day

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Monthly Wage Group

Adults	1300 lire per month
Juveniles	260 lire per month.

The above increases to be effective in the area under command of 9 C.R.E. Crotone.

There not being any discrepancy between civilian and Allied Forces rates of pay in this area this increase cannot be supported by a Special Comparison Table.

5. SPECIALIST LABOUR - CALABRIA AREA.

Job Description - The handling of logs veighing upwards of one to one and a half tons in the River Netto whilst the water is in full spate, maintaining a temporary dam and effecting all necessary repairs. It is necessary to work for periods of up 5 or 6 hours waist deep in water. The work calls for a high degree of skill in manhandling the logs and no labour of this kind being available specialist labour has been imported from Belluno.

General Conditions Effecting Labour. - The work is seasonal and will only last for a period of 8 weeks. Living away from home necessitates those employees who are married maintaining a home and family in Belluno. The work is particularly arduous and the area is above the snow line. Special diet is necessary to ensure utmost efficiency.

Take Home Wage - It is recommended that the net take home wage from the date of commencing work be 450 lire per day. This rate will not be subject to the increased Cost of Living Bonus w.e.f. 16 Feb. 46 applicable for the area. Owing to the extraordinary conditions governing this labour and the work only being of a temporary nature this rate will be considered as a special rate and not be submitted as a new

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Job Description - The handling of logs veighing upwards of one to one and a half tons in the River Netto whilst the water is in full spate, maintaining a temporary dam and effecting all necessary repairs. It is necessary to work for periods of up 5 or 6 hours waist deep in water. The work calls for a high degree of skill in manhandling the logs and no labour of this kind being available specialist labour has been imported from Belluno.

General Conditions Effecting Labour. - The work is seasonal and will only last for a period of 8 weeks. Living away from home necessitates those employees who are married maintaining a home and family in Belluno. The work is particularly arduous and the area is above the snow line. Special diet is necessary to ensure utmost officiency.

Take Home Wage - It is recommended that the net take home wage from the date of commencing work be 450 lire per day. This rate will not be subject to the increased Cost of Living Bonus w.e.f. 16 Feb. 46 applicable for the area. Owing to the extraordinary conditions governing this labour and the work only being of a temporary nature this rate will be considered as a special rate and not be submitted as a new grade for inclusion in "Regulations for the employment of Civilian Labour (Italy, Sicily & Sardinia)".

5265 INCREASE IN RATES OF PAY TO CIVILIAN EMPLOYEES.

A Comparison Table (Appendix "A") prepared by S.L.C.O. in conjunction with the Director Ufficio Provinciale del Lavoro - Taranto - showing average rates paid in civilian industry aganst these paid by the Allied Forces was presented to the meeting. Similarity in grades in civilian industry with those in Allied Forces Establishments can only be assessed on an average bases. A more specialized system of grading is in force in civilian industry and the grades shown on the Comparison Table are generally of a slightly higher classification in the various grades in civilian establishments than those employed by Allied Forces.

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After careful examination and in view of the variance, an increase in the net take home wage was approved for all grades.

This increase to be an addition to the existing C.O.L.B. and to take affect in 52 Area excluding Calabria (the Area under command 9 C.R.E.) as from 1st March 46 and to be issued at the following rates:

Monthly Wage Group

Administrative Office & Clerical Grades	2080	lire per month
Hotel & Mess Grades	1350	" "
Juveniles	520	" "

Daily Wage Group

Artisan Grades	80	lire per day
Marine & Unskilled Grades	50	lire "
Juveniles	20	" "

Owing to fluctuation in the cost of living and a general tendency to a constant increase, it was recommended that these rates be again reviewed at the meeting of the committee, date to be fixed later.

(F.H.STILEMAN, Major, DAQMG)
Chairman

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SPECIMEN COMPARISON TABLE : CIVILIAN LABOUR RATES

52 ARE [illegible] 1945

		ALLIED FORCES RATES			ITALIAN INDUSTRY RATES							
						PLUS						
		Daily Rate Unit.	PLUS C.O.L. Bonus	TAKE HOME	BASIC RATE	Presence Indemnity	Family Allow.	Contingency Bonus	Caro Vita	BONUSES (1)	Caro Pane	Allow
Accountant	H	5400	2510	7910	4362	375	1196	3000	300	2035	-	-
Junior Admin.Asst.	H	5400	2510	7910	4361	375	1196	3000	300	2035	-	-
Clerk Office	H	3600	2730	6330	3423	375	1196	3000	600	1284	-	-
Typist	H	3600	2730	6330	3423	375	1196	3000	600	1284	-	-
COOK	H	4000	2730	6730	2623	300	1353	2633	-	-	1800	-
Waiter	H	3700	2730	6430	2306	300	1353	2633	-	-	1800	-
Fitters	D	135	107	242	70	10	40	100	30	142	-	-
Electricians	D	135	107	242	70	10	40	100	30	142	-	-
Joiners	D	125	112	237	60	10	40	100	30	142	-	-
Hammerman	D	105	115	215	63	10	40	100	30	130	-	-
U/S Labourer	D	85	115	200	56	10	40	100	30	118	-	-
Juveniles	D	45	39	84	29	6	-	70	15	71	-	-
Engineer (Harbour Craft)	D	140	105	245	96.08	10	45.12	88.70	-	-	59.99	12
Lightterman	D	105	115	220	94.80	10	45.12	88.59	-	-	59.99	12

(1) The rates shown in the Bonuses column are approximation of what a worker in civilian industry receives in the forms bonuses temporarily granted in order to meet the higher Cost of Living.

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L[illegible] SON TABLE : CIVILIAN LABOUR RATES

52 ARE[illegible]

ITALIAN INDUSTRY RATES												EXCESS CIVILIAN RATES OVER AF RATES
PLUS							MINUS				TAKE HOME	
Presenza Indemnity	Family Allow.	Contingency Bonus	Caro Vita	BONUSES (1)	Cara Pane	Allow	Soc. Ins.	Inc. Tax	Sick. Tax	Special Insuran. Clerical Grades		
375	1196	3000	300	2035	-	-	306	935	36	36	9954	2044
375	1196	3000	300	2035	-	-	306	935	36	36	9954	2044
375	1196	3000	600	1284	-	-	294	827	34	34	8689	2359
375	1196	3000	600	1284	-	-	294	827	34	34	8689	2359
300	[illegible]352	2633	-	-	1800	-	87	432	36	-	8154	1424
300	1333	2633	-	-	1800	-	84	414	36	-	7858	1428
10	40	100	30	142	-	-	9.50	16,00	5.30	-	361.20	119
10	40	100	30	142	-	-	9,50	16.00	5.30	-	361.20	119
10	40	100	30	142	-	-	9,50	16.00	5.30	-	361.20	124
10	40	100	30	130	-	-	9.50	17.20	4.80	-	343.50	128
10	40	100	30	118	-	-	9.50	14.45	4.35	-	325.70	125
6	-	70	15	71	-	-	9.00	7.80	2.50	-	171.70	87
10	45.12	88.70	-	-	59.99	12	1.35	15.30	5.60	-	289.64	44
10	45.12	89.50	-	-	59.99	12	1.35	15.30	5.60	-	288.25	68

roximation of what a worker in civilian industry receives in the forms of: Piece-work, Cash in lieu of food and other
the higher Cost of Living.

ANNEXURE IV

SUBJECT: Civilian Labour - Sardinia

3 District
Tel: 11538
3 Dist/456/L
21 Feb 46

The Secretariat
Allied Force Labour & Wages Committee
c/o Labour Branch
HQ, RAAC.

Labour Directorate GHQ (2) (your DL/56/1 of 18 Feb 46 refers)
"Q"

1. Air HQ RAF Italy have raised the question of rates of pay for employees of RAF Sardinia. It appears that a very considerable discrepancy exists between WD rates at present in force and those paid by local industry.

2. This discrepency has always been a source of irritation as it means that the more skilled artisans in any trade find employment elsewhere and only inferior grades, finding no other employment, will accept RAF rates.

3. It appears that there has been no change in the scale of payment of civilians employed by the RAF since the WD scales were initially fixed whereas local wages have increased three times (in the form of Cost of Living bonus) since that time. Rates paid at present by RAF conform with the original rates laid down in the 'Buff Book'.

4. A comparison table has been prepared and is attached as Appendix 'A' to this memo. It will be readily observed that the difference in rates is great. Daily paid workers [illegible] as examples and it is not at present known

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pay for employees of RAF Sardinia. It appears that a very considerable discrepancy exists between WD rates at present in force and those paid by local industry.

2. This discrepancy has always been a source of irritation as it means that the more skilled artisans in any trade find employment elsewhere and only inferior grades, finding no other employment, will accept RAF rates.

3. It appears that there has been no change in the scale of payment of civilians employed by the RAF since the WD scales were initially fixed whereas local wages have increased three times (in the form of Cost of Living bonus) since that time. Rates paid at present by RAF conform with the original rates laid down in the 'Buff Book'.

4. A comparison table has been prepared and is attached as Appendix 'A' to this memo. It will be readily observed that the difference in rates is great. Daily paid workers only have been given as examples and it is not at present known whether any monthly grades are employed. It is known however that the total employed is small. Air HQ Italy have signalled RAF Sardinia for detailed figures of numbers employed by grades and this information, when obtained, will be forwarded.

5. There is at present no local Sub-Committee in formation that can investigate this situation (Sardinia comes directly under command 3 District) and there are no labour representatives on the island.

It is requested therefore that the main committee discuss this question with a view to granting an immediate increase of 100 Lire per day to daily and monthly paid workers (male) and 85 Lire per day to daily and monthly paid workers (female).

/s/ (J.S. POPE SMITH) Col;
DDL.

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GRADE	W.D. RATES BASIC Per hour	BASIC Per day	COLB	TOTAL	LOCAL RATES BASIC Per hour	BASIC Per day	COLB	Attenda
BRICKLAYER	9.90	79	75	154	6.37	51.00	30	10
CARPENTER	9.90	79	75	154	6.57	52.50	30	10
CONCRETER	9.90	79	75	154	4.74	37.90	30	10
PAINTER	9.90	79	75	154	5.76	46.10	30	10
ELECTRICIAN	9.90	79	75	154	6.68	53.40	30	10
PLUMBER	9.90	79	75	154	5.57	44.60	30	10
TURNER	9.90	79	75	154	6.68	53.40	30	10
WELDER	9.90	79	75	154	5.57	44.60	30	10
UNSKILLED	7.33	58.60	75	133.60	3.91	31.30	30	10

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Appendix 'A' to 3Dig:456/L
dated Feb 46.

	LOCAL RATES							
TOTAL	BASIC		COLB	Attendance	Bread	2nd COLB	TOTAL	DIFFERENCE
	Per hour	Per day						
154	6.37	51.00	30	10	72	100	263	109
154	6.57	52.50	30	10	72	100	264.5	110.5
154	4.74	37.90	30	10	72	100	249.9	95.9
154	5.76	46.10	30	10	72	100	258.1	104.1
154	6.68	53.40	30	10	72	100	265.4	111.4
154	5.57	44.60	30	10	72	100	256.6	102.6
154	6.68	53.40	30	10	72	100	265.4	111.4
154	5.57	44.60	30	10	72	100	256.6	102.6
133.60	3.91	31.30	30	10	72	100	243.8	110.2

ANNEXURE V

THE LOCAL SUBCOMMITTEE OF THE
LABOUR AND WAGES CONTROL COMMITTEE IN AND FOR PENINSULAR
BASE SECTION LESS SOUTHERN DISTRICT.

MINUTES

1. The fourth meeting of the above named subcommittee was held at 0930 hours on 18 February 1946 at Headquarters Peninsular Base Section.

MEMBERS PRESENT:

Major Herman N. Reil, CPO, PBS (Chairman) representing PBS.
Major Stanley Beatty, representing AMC/AC.

MEMBERS ABSENT: REPRESENTATIVES OF:

Royal Navy, Leghorn.
Hq., 66th AA Bde.
G.O.C., District I.
CC, MRTA

IN ATTENDANCE: REPRESENTATIVES OF:

Provost Marshall Section, PBS.
Fiscal Section, PBS.
Headquarters Commandant, PBS.
Army Exchange Service, PBS.
Signal Section, PBS.
Ordnance Section, PBS.
Special Service Section, PBS.
Quartermaster Section, PBS.

2. Since neither the British nor the Italians were represented, it was decided to adjourn the meeting and to reconvene at 1330 hours, 18 February 1946.

3. The second sitting of the fourth meeting of the above named subcommittee was begun at 1330 hours on 18 February 1946 at Headquarters Peninsular Base Section.

MEMBERS PRESENT:

Major Herman N. Reil, CPO, PBS (Chairman) representing PBS.
Major Stanley Beatty, representing AMG/AC.

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CG, MRT\

IN ATTENDANCE: REPRESENTATIVES OF:

Provost Marshall Section, PBS.
Fiscal Section, PBS.
Headquarters Commandant, PBS.
Army Exchange Service, PBS.
Signal Section, PBS.
Ordnance Section, PBS.
Special Service Section, PBS.
Quartermaster Section, PBS.

2. Since neither the British nor the Italians were represented, it was decided to adjourn the meeting and to reconvene at 1330 hours, 18 February 1946.

3. The second sitting of the fourth meeting of the above named subcommittee was begun at 1330 hours on 18 February 1946 at Head-Quarters Peninsular Base Section.

MEMBERS PRESENT:

Major Herman N. Rail, CPO, PBS (Chairman) representing PBS.
Major Stanley Beatty, representing AMG/AC.

MEMBERS ABSENT: REPRESENTATIVES OF:

5271 Royal Navy, Leghorn.
Hq., 66th AA Bde.
G.O.C., District I.
CG, MRT\.

IN ATTENDANCE: REPRESENTATIVES OF:

Ufficio Provinciale del Lavoro, Leghorn.
Camera del Lavoro, Leghorn.
Ufficio Provinciale del Lavoro, Pisa.
Camera del Lavoro, Pisa.
Provost Marshall Section, PBS.
Fiscal Section, PBS.
Headquarters Commandant, PBS.
Army Exchange Service, PBS.
Signal Section, PBS.
Ordnance Section, PBS.
Special Service Section, PBS.
Quartermaster Section, PBS.

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4. It was pointed out by the Chairman that MRTT has been inactivated and that it has been learned from the British Town Major, Leghorn, that District I (Br), and Hq., 56 AA Bde. had also been inactivated and that he thought that since the British were employing so few Italians in this area that he did not consider British representation on the subcommittee as being necessary. It was decided to proceed with the business at hand after speaking with Major Davy, Secretary (Br) to the Allied Force Labour and Wages Committee, AFHQ.

5. The minutes of the third meeting of the above named subcommittee held on 4 August 1945 were approved.

6. AFHQ Administrative Memo 25, 1945, was read and explained to those present pointing out that local subcommittee had been empowered to authorize provisional increases in local wages and bonuses over the existing Allied Force Basic Wage Scale and bonuses (as of 31 March 1945) within the territory under their jurisdiction. by an amount not exceeding 100 lire per day per adult (40 lire per day for juveniles).

7. It was explained that at the second meeting of the above named subcommittee held 16 and 23 June 1945, the following increases had been granted:

a. Daily wage group, adults 40 lire per day, juveniles 24 lire per day.

b. Monthly wage group (other than those employed in hotels, messes or clubs who receive full maintenance) adults 1040 lire per month (40 lire per day figured for a 26 day month), juveniles 546 lire per month (21 lire per day figured for a 26 day month).

c. Monthly wage group (those employed in hotels, messes, or clubs who receive full maintenance) adults 780 lire per month (26 lire per day figured for a 30 day month), juveniles 390 lire per month (13 lire per day figured for a 30 day month).

8. It was pointed out that financial powers of local labour subcommittees had been extended up to but not exceeding 100 lire per adult and 40 lire per day per juvenile under the authority of AFHQ Cable FX 60255 dated 7 February 1946.

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7. It was explained that the above named subcommittee held 16 and 23 June 1945 and the [illegible] named subcommittee has been granted:

a. Daily wage group, adults 40 lire per day, juveniles 21 lire per day.

b. Monthly wage group (other than those employed in hotels, messes or clubs who receive full maintenance) adults 1040 lire per month (40 lire per day figured for a 26 day month), juveniles 546 lire per month (21 lire per day figured for a 26 day month).

c. Monthly wage group (those employed in hotels, messes or clubs who receive full maintenance) adults 780 lire per month (26 lire per day figured for a 30 day month), juveniles 390 lire per month (13 lire per day figured for a 30 day month).

8. It was pointed out that financial agreements of local labour subcommittees had been extended up to but not exceeding 100 lire per adult and 40 lire per day per juvenile under the authority of AFHQ Cable FX 60255 dated 7 February 1946.

9. Taking into consideration the extension granted per AFHQ Cable FX 60255 dated 7 February 1946 and the increases granted at the second meeting of the above named subcommittee, it was pointed out that at present the above named subcommittee was empowered to grant provisional increases as follows:

a. Daily wage groups, adults 160 lire per day, juveniles 59 lire per day.

b. Monthly wage groups (other than those employed in hotels, messes or clubs who receive full maintenance) 160 lire per day, juveniles 59 lire per day.

c. Monthly wage groups (those employed in hotels, messes or clubs 174 lire per day, juveniles 67 lire per day.

10. Taking into consideration:

a. The relationship of wages paid in private industry to those paid Allied Forces employees. (See Appendix "A").

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b. The balance available to the above named subcommittee. (See Minute 9 above).

the subcommittee resolved that the cost of living bonus of employees of the Allied Force should be increased as specified below whether employees be male or female.

11. AMOUNT OF INCREASE:

a. Daily wage group, adults 100 lire per day, juveniles 59 lire per day.

b. Monthly wage group (other than those employed in hotels, messes or clubs who receive full maintenance) adults 100 lire per day (2600 lire per month figured for a 26 day month), juveniles 59 lire per day (1534 lire per month figured for a 26 day month).

c. Monthly wage groups (those employed in hotels, messes or clubs who receive full maintenance) adults 100 lire per day (3000lire per month figured for a 30 day month), juveniles 67 lire per day (2010 lire per month figured for a 30 Day month).

12. EFFECTIVE DATE OF INCREASE: In each unit, the first day of the first pay period beginning after 28 February 1946.

13. EFFECTIVE AREA OF INCREASE: All territory of Peninsular Base Section less Southern District and Rome Province.

14. The subcommittee then adjourned to meet again at the call of the chairman.

/s/ HERMAN R. REIL
Major, A.U.S.
Chairman

Incls (2)
Appendix "A", Special Comparison Table.
Appendix "B", Questionnaire.

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APPENDIX "A"

SPECIAL COMPARISON TABLE: ITALIAN CIVILIAN LABOUR RATES 1945

CLASSIFIED WAGE

ADMINISTRATIVE OFFICE, CLERICAL AND SUPERVISORY EMPLOYEES

CLASSIFICATION	Lire per Month Pvt Industry	Allied Force
Accountant	11520	7910
Assistant Purchasing Agent	10489	8770
Bookkeeper	10489	7730
Cashier	11520	6630
Cashier, Chief	12300	7130
Cinema Manager	11520	6630
Clerk, Office	10489	6330
Draughtsman	10489	7730
Draughtsmen, Chief	11520	7910
Executive (Business analysts, exporters, etc.)	12300	13470
Interpreter, General, Male or Female	12300	6630
Interpreter, Technical	11520	7630
Junior Adm. Assistant, Clerk Supervisors	10489	7910
Professional Worker (electrical engineer, Doctor, Lawyer, dentist, construction, civil mechanical engineer)	*****	13470
Senior Administrative Assistant, Sub-Professional worker	11520	9270
Shop Superintendent	*****	8270
Supervisor of labour (must have at least two deputy supervisors and labour under his supervision)	11520	12470
Supervisor of Labour, Deputy (must have at least 3 Assistant Deputy Supervisors of labour under his supervision)	10489	10970
Supervisor of labour, Assistant Deputy (must have at least 3 Chief Foremen under his supervision)	9431	9270
Teacher, Language, whole-time	12600	7630
Telephone operator, English-speaking (male or female)	10489	6330
Telephone Operator, non-English speaking (male or Female)	9431	5490
Typist, (male or female)	9431	6330
Typist Shorthand, English-speaking, (male or female)	12300	6630
Warehouse Superintendent	11520	7730
Wireless Operator (Sender & Receiver)	10489	7910

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Interpreter, General, Male or Female	12300	6630
Interpreter, Technical	11520	7630
Junior Adm. Assistant, Clerk Supervisors	10489	7910
Professional Worker (electrical engineer, Doctor, Lawyer, dentist, construction, civil mechanical engineer)	*****	13470
Senior Administrative Assistant, Sub-Professional worker	11520	9270
Shop Superintendent	*****	8270
Supervisor of labour (must have at least two deputy supervisors and labour under his supervision)	11520	12470
Supervisor of Labour, Deputy (must have at least 3 Assistent Deputy Supervisors of labour under his supervision)	10489	10970
Supervisor of labour, Assistant Deputy (must have at least 3 Chief Foreman under his supervision)	9431	9270
Teacher, Language, whole-time	12600	7630
Telephone operator, English-speaking (male or female)	10489	6330
Telephone Operator, non-English speaking (male or Female)	9431	5490
Typist, (male or female)	9431	6330
Typist Shorthand, English-speaking, (male or female)	12300	6630
Warehouse Superintendent	11520	7730
Wireless Operator (Sender & Receiver)	10489	7910
Average	11090	8006
Monthly Differential		-3084
Daily Differential		- 119

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UNSKILLED LABOUR

	Lire per day- Pvt Industry	Allied Force
Chief Foreman (supervising 3 or more foreman)	404	304
Foreman	400	217
Laborer, Adult	371	200
Laborer, Juvenile (under 18-Male or Female)	280	95
Average	364	204
Daily Differential		-160

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APPENDIX "B"

QUESTIONNAIRE

1. REASON FOR MEETING

There was evidence of disparity between rates of wages payable by the Allied Forces and those being paid by Civilian Industry.

2. SOURCE OF INFORMATION FOR THE ITALIAN INDUSTRY RATES AS ON THE ATTACHED FORMS:

Ufficio Provinciale del Lavoro, Leghorn
Ufficio Provinciale del Lavoro, Pisa

3. STEPS TAKEN TO VERIFY THE INFORMATION REFERRED TO IN PAR 2 ABOVE.

Personal investigation by the Chairman.
Personal investigation by Major Beatty of AMG/AC.
Investigation by employees of the office of the chairman.

4. INCREASE/DECREASE AGREED, WITH EXPLANATION OF ANY VARIATIONS IN PROPORTIONS OF THE AWARD AS BETWEEN OCCUPATIONS.

As in par 11 of these Minutes.

5. IS THE AWARD IN THE FORM OF A BONUS OR OF OF AN AUGMENTATION OF THE BASIC RATE

Cost of living bonus.

6. EFFECTIVE DATE AND AREA OF AWARD

As in par 12 and 13 of these Minutes.

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SKILLED LABOR

CLASSIFICATION	Lire per day Pvt Industry	Allied Force
Chief Foreman (Skilled Labour) Supervising 3 or more foreman)	449	326
Foreman (Skilled Labor)	423	329
Artisans		
Ammunition Mechanic	408	242
Anti-Malarial Laborer	371	205
Apprentices, all grades	260	205
Armature Winder	405	270
Armourer	402	250
Baler, Clothing and soft goods	400	220
Barber	400	230
Battery Worker	400	242
Blacksmith	400	237
Boilermaker	400	237
Bookbinder	400	237
Bookbinder's Assistant	371	215
Brakeman	390	235
Bricklayer	400	235
Butcher	390	225
Caretaker (Cemetary)	371	240
Carpenter	430	235
Charcoal Maker	371	235
Chauffeur Mechanic	410	237
Chauffeur or Driver	400	220
Chairman	371	230
Checker	400	210
Checker, Railway Goods Yards	400	230
Coach Builder	400	235
Cobbler	400	237
Compositor	400	237
Compositor's Assistant	390	225
Compositor's Chief	410	242
Coppersmith	390	242
Coremaker (Foundry)	400	235
Cutters	400	237

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Boilermaker	400	237
Bookbinder	400	237
Bookbinder's Assistant	371	215
Brakeman	390	235
Bricklayer	400	235
Butcher	390	225
Caretaker (Cemetary)	371	240
Carpenter	430	235
Charcoal Maker	371	235
Chauffeur Mechanic	410	237
Chauffeur or Driver	400	220
Chairman	371	230
Checker	400	210
Checker, Railway Goods Yards	400	230
Coach Builder	400	235
Cobbler	400	237
Compositor	400	237
Compositor's Assistants	390	225
Compositor's Chief	410	242
Coppersmith	390	242
Coremaker (Foundry)	400	235
Cutters	400	237
Dental Mechanics	420	237
Driver, Truck	400	230
Driver, MR Electric	400	240
Driver, Steam Roller or IC Stationary	400	240
Driver, Mechanic Truck	410	237
Driver, Truck & Trailer	420	240
Driver, Engine Locomotive	400	240
Electricians	400	242
Elevator Repairer Mechanic	400	242
Boot Machinist	400	235
Boot Machine operator Mechanic	410	237
Cutter, Machine	420	242
Cutter Patern	460	290
Cutter, Assistant	420	210
Embroiderer (male or female)	400	230
Machine operator (male or female)	390	220
Exhumers of Bodies	390	210
Farrier	400	230
Farrier with own anvil	420	242
Foundryman	400	230
Gardener	390	210
Glazier	390	230

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SKILLED LABOR (CONT'D)

CLASSIFICATION	Lire per day Pvt Industry	Allied Force
Crusher	371	220
Grinder, precision	400	242
Grooms or Stableman	390	210
Hammerman or Striker	400	220
Inspector, Precision work	400	275
Joiner	400	237
Laboratory & Dispensary Assistant	400	237
Lighthouse Keeper	371	215
Lineman	390	242
Linotype Operator	400	250
Lithographer	400	250
Litho Engravers	400	270
Lithographers' Assistant	370	220
Machinist	400	242
Markers & Sorters (Male or Female)	410	215
Masons	400	237
Mechanic or Fitter, Automobile or MT	400	242
Mechanic or Fitter, Aero, radial diesel	400	250
Mechanics, sewing machine	400	242
Mechanics, typewriters	420	242
Mechanics, Wireless	400	242
Mechanics, Marine Engr (RN)	400	242
Mechanics, Assistant	390	220
Messenger, English speaking under 18	350	115
Messenger, English speaking over 18	420	205
Motion Picture Operator	410	242
Moulders	400	242
Nurses (Hospital)	390	230
Occupational Therapist	390	230
Packer	390	210
Painter, varnisher, sign writer	400	235
Paper Cutter Operator	400	237
Parquet Layer	400	230
Pattern Maker	400	237
Pavement Layer	400	230
Pier Supervisor	450	245
Plasterer	410	235
Plate Layer (railroads)	400	220
Plumber	390	235
Pointsman (railroad)	371	210

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Masons	400	250
Mechanic or Fitter, Automobile or MT	400	242
Mechanic or Fitter, Aero, radial diesel	400	242
Mechanics, sewing machine	420	242
Mechanics, typewriters	400	242
Mechanics, Wireless	400	220
Mechanics, Marine Engr (RN)	390	115
Mechanics, Assistant	350	205
Messenger, English speaking under 18	420	242
Messenger, English speaking over 18	410	242
Motion Picture Operator	400	230
Moulders	390	230
Nurses (Hospital)	390	210
Occupational Therapist	390	235
Packer	400	237
Painter, varnisher, sign writer	400	230
Paper Cutter Operator	400	237
Parquet Layer	400	230
Pattern Maker	400	245
Pavement Layer	450	235
Pier Supervisor	410	220
Plasterer	400	235
Plate layer (railroads)	390	210
Plumber	371	225
Pointsman (railroad)	400	237
Presser, Hand	390	242
Pressers, machine (Hoffman Steam Press)	400	235
Painter	430	230
Photo developer, single or machine	400	270
Quarryman	420	235
Repairer, Watch and precision Instrument	400	235
Rigger	390	237
Riveter	450	210
Road Supervisor	390	230
Road Worker	400	230
Saddler	390	230
Saw Repairer & Sharpener	371	200
Sawyer	390	242
Sewing, Hand (male or female)	400	242
Sheet Metal Worker	410	220
Shoe Maker (Special Boot & Surgical Work)	371	235
Shunter or Brakeman	400	225
Smelter (Ore smelting)	390	225
Stevedore	390	237
Stevedore	410	
Stevedore, Head		

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SKILLED LABOR (CONT'D)

CLASSIFICATION	Lire per day Pvt Industry	Allied Force
Stereotyper	425	250
Stone Handcutter	390	235
Storeman or Storewoman	371	215
Tailors (with own machine)	490	237
Tailors (without own machine)	460	220
Tentmaker (with own machine)	420	237
Tentmaker (without own machine)	400	220
Time-keeper	400	242
Tinsmith	390	235
Tool Maker	400	237
Trackwalker, Railroad	559	220
Tire Treader	410	242
Upholsterer	410	235
Vulcanizer	410	235
Warehouseman or Storekeeper	400	242
Watchman	400	205
Welder	400	242
Wheelwright	390	230
Average	402	241
Daily Differential		-161

MESS AND CLUB EMPLOYEES

CLASSIFICATION	Lire per Month Pvt Industry	Allied Force
Barman	9178	5555
Cashier	11520	4805
Cook	10396	5055
Cook, Assistant	8378	4005
Cook, Head	11596	6935
Dishwasher	6500	4005
Housekeeper (female)	9000	4605
Juveniles (male & female under 18 yrs) all grades	5900	1120
Laundry, Hand (Male)	9900	4705
Linen Keeper, (linen hand female)	8900	4605
Manager	12060	7335

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Warehouseman or Storekeeper	400	242
Watchman	400	205
Welder	400	242
Wheelwright	390	230
Average	402	241
Daily Differential		-161

MESS AND CLUB EMPLOYEES

CLASSIFICATION	Lire per Month Pvt Industry	Allied Force
Barmen	9178	5555
Cashier	11520	4805
Cook	10396	5055
Cook, Assistant	8378	4005
Cook, Head	11596	6335
Dishwasher	6500	4005
Housekeeper (female)	9000	4605
Juveniles (male & female under 18 yrs) all grades	5900	1120
Laundry, Hand (Male)	9900	4705
Linen Keeper, (linen hand female)	8900	4605
Manager	12060	7335
Manager, Assistant	10600	6005
Waiter	6900	4855
Waiter, Assistant	6300	4005
Waiter, Head	7900	6005
Waitress	6444	4305
Average	8955	4844
Monthly Differential		-4111
Daily Differential		- 137

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HOTEL EMPLOYEES

CLASSIFICATION	Lire per Month Pvt Industry	Allied Force
Barmen	9178	5555
Bookkeeper	11520	5055
Cashier, Chief	12300	5455
Chambermaids	7600	4205
Cook	10396	5455
Cook, Assistant	8370	4005
Cook, Head or Chief	11596	7895
Dishwasher	6000	4005
Elevator Operator	6261	4005
Hall Porter	9600	6735
Hotel Boilerman	9000	4355
" Carpenter	10200	4355
" Electrician	10200	4605
" Mason	10200	4505
" Painter	10200	4355
" Plumber	10260	4355
" Watchman	10520	4955
Housekeeper (female)	10520	4605
Laundryman (male)	9900	4705
Laundryhand (female) or ironing Woman	8753	4205
~~Woman Keeper~~; Linen hand (female)	8900	4605
Manager	15000	8235
Manager, Asst: Head receptionist, personnel controller	12000	6735
Porter	9600	4505
Pot & Utensil washer	6600	4205
Storeman, pantryman	10200	4205
Telephone Operator (English speaking, male or female)	10489	4805
Telephone Operator (Non-Eng. Speaking, male or female)	9491	3705
Waiter	7612	5455
Waiter, Assistant	6900	4005
Waiter, Head	7900	7335
Waitress	6844	4305
Average	9522	5004
Monthly Differential		-4518
Daily Differential		- 151

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" Electrician	10200	4505
" Mason	10200	4355
" Painter	10260	4385
" Plumber	10520	4955
" Watchman	10520	4605
Housekeeper (female)	9900	4705
Laundryman (male)	8758	4135
Laundryhand (female) or ironing woman	8900	4505
Linen keeper, Linen Hand (female)	15000	8235
Manager		
Manager, Asst: Head receptionist, personnel	12000	6735
Controller	9600	4505
Porter	6600	4205
Pot & Utensil washer	10200	4205
Storeman, pantryman	10469	4805
Telephone Operator (English speaking, male or female)	9491	3705
Telephone Operator (Non-Eng. Speaking, male or female)	7612	5455
Waiter	6900	4005
Waiter, Assistant	7900	7335
Waiter, Head	6844	4305
Waitress		
Average	9522	5004
Monthly Differential		-4918
Daily Differential		- 151

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ENCLOSURE VI

HEADQUARTERS
NAPLES LIAISON OFFICE
ALLIED COMMISSION
APO 394

B/ 7498 21 February 1946.

SUBJECT : Free transportation for Civilian Employees.

TO : See distribution.

1. The following letter has been sent to us by the Direttore Compartimentale delle Ferrovie dello Stato:

" The Società Strade Ferrate Meridionali has brought to our attention the irregularities which occur on the railways, caused by the employees of the Allied Forces travelling with passes issued by said authorities. It is a known fact that it is not possible for the railway personnel to control these travel permits, consequently this causes false permits to be used by the travellers.
Due to the remarkable scarcety of means of transportation, regulations should be adopted which will enable us to eliminate said inconveniences, while the employees or labourers in possession of passes, could be allowed to travel free of charge.
The new regulations as follows should be adopted:
1) the Allied authorities will continue to issue the permits as usual:
2) the said permits will not be valid to travel on the trains until they have been shown to the railways authorities, who in exchange will issue travel tickets valid for the period mentioned in the permits themselves.
The Allied authorities will no longer forward to our office the lists of permits issued since we will be able to reimburse the railway companies the cost of transport ation according to the list forwarded by the mentioned companies.
Will you, please, consider the above request and forward your remarks. "

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It is a known fact that it is not possible for the railway personnel to control these travel permits, consequently this causes false permits to be used by the travellers.
Due to the remarkable scarcety of means of transportation, regulations should be adopted which will enable us to eliminate said inconveniences, while the employees or labourers in possession of passes, could be allowed to travel free of charge.
The new regulations as follows should be adopted:
1) the Allied authorities will continue to issue the permits as usual;
2) the said permits will not be valid to travel on the trains until they have been shown to the railways authorities, who in exchange will issue travel tickets valid for the period mentioned in the permits themselves.
The Allied authorities will no longer forward to our office the lists of permits issued since we will be able to reimburse the railway companies the cost of transportation according to the list forwarded by the mentioned companies.
Will you, please, consider the above request and forward your remarks. "

2. This Headquarters is in agreement with the new method outlined in said letter. It will, therefore, no longer be necessary to send lists of civilian employees to whom free travel permits were being issued either to the Ministry of Communications local representative, or to the Capo Compartimentale delle Ferrovie dello Stato, Napoli.

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For the Chief Liaison Officer,

/s/ T.E. RAMSEY,
Capt. S.R.
Transportation Officer.

DISTRIBUTION:
P.B.S.
Hq. 214 Group R.A.F. - C.M.F.
Hq. Mediterranean Allied Coastal Air Force
94 Sub-Area
Supply Officer-Labour Office of Base Supply Officer-Royal Navy.
Hq. 56 Area
Adjutant's File.

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THE LOCAL SUBCOMMITTEE OF THE LABOR AND WAGES
CONTROL COMMITTEE IN AND FOR PENINSULAR BASE SECTION
LESS SOUTHERN DISTRICT

MINUTES

1. The fourth meeting of the above named subcommittee was held at 0930 hours on 18 February 1946 at Headquarters Peninsular Base Section.

MEMBERS PRESENT:

Major Herman N. Reil, CPO, PBS (Chairman) representing PBS.
Major Stanley Beatty, representing AMG/AC.

MEMBERS ABSENT: REPRESENTATIVES OF:

Royal Navy, Leghorn.
Hq., 66th AA Bde.
G.C.C., District I.
CG, MRTA

IN ATTENDANCE: REPRESENTATIVES OF:

Provost Marshall Section, PBS.
Fiscal Section, PBS.
Headquarters Commandant, PBS.
Army Exchange Service, PBS.
Signal Section, PBS.
Ordnance Section, PBS.
Special Service Section, PBS.
Quartermaster Section, PBS.

2. Since neither the British nor the Italians were represented, it was decided to adjourn the meeting and to reconvene at 1330 hours, 18 February 1946.

3. The second sitting of the fourth meeting of the above named subcommittee was begun at 1330 hours on 18 February 1946 at Headquarters Peninsular Base Section.

MEMBERS PRESENT:

Major Herman N. Reil. CPO, PBS (Chairman) representing PBS.
Major Stanley Beatty, representing AMG/AC.

MEMBERS ABSENT: REPRESENTATIVES OF:

Royal Navy, Leghorn.

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CG, MRTA

IN ATTENDANCE: REPRESENTATIVES OF:

Provost Marshall Section, PBS.
Fiscal Section, PBS.
Headquarters Commandant, PBS.
Army Exchange Service, PBS.
Signal Section, PBS.
Ordnance Section, PBS.
Special Service Section, PBS.
Quartermaster Section, PBS.

2. Since neither the British nor the Italians were represented, it was decided to adjourn the meeting and to reconvene at 1330 hours, 18 February 1946.

3. The second sitting of the fourth meeting of the above named subcommittee was begun at 1330 hours on 18 February 1946 at Headquarters Peninsular Base Section.

MEMBERS PRESENT:

Major Herman N. Reil. CPO, PBS (Chairman) representing PBS.
Major Stanley Beatty, representing ANB/AC.

MEMBERS ABSENT: REPRESENTATIVES OF:

Royal Navy, Leghorn.
Hq., 66th AA Bde.
G.O.C., District I.
CG, MRTA.

IN ATTENDANCE: REPRESENTATIVES OF:

5263 Ufficio Provinciale di Lavoro, Leghorn.
Camera del Lavoro, Leghorn.
Ufficio Provinciale di Lavoro, Pisa.
Camera del Lavoro, Pisa.
Provost Marshall Section, PBS.
Fiscal Section, PBS.
Headquarters Commandant, PBS.
Army Exchange Service, PBS.
Signal Section, PBS.
Ordnance Section, PBS.
Special Service Section, PBS.
Quartermaster Section, PBS.

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4. It was pointed out by the Chairman that NRTA had been inactivated and that it had been learned from the British Town Major, Leghorn, that District I (Br), and Hq., 66th AA Bde. had also been inactivated and that he thought that since the British were employing so few Italians in this area that he did not consider British representation on the subcommittee as being necessary. It was decided to proceed with the business at hand after speaking with Major Davy, Secretary (Br) to the Allied Force Labour and Wages Committee, AFHQ.

5. The minutes of the third meeting of the above named subcommittee held on 4 August 1945 were approved.

6. AFHQ Administrative Memo #25, 1945, was read and explained to those present pointing out that local subcommittee had been empowered to authorize provisional increases in local wages and bonuses over the existing Allied Force Basic Wage Scale and bonuses (as of 31 March 1945) within the territory under their jurisdiction, by an amount not exceeding 100 lire per day per adult (40 lire per day for juveniles).

7. It was explained that at the second meeting of the above named subcommittee held 16 and 23 June 1945, the following increases had been granted:

a. Daily wage group, adults 40 lire per day, juveniles 21 lire per day.

b. Monthly wage group (other than those employed in hotels, messes or clubs who receive full maintenance) adults 1040 lire per month (40 lire per day figured for a 26 day month), juveniles 546 lire per month (21 lire per day figured for a 26 day month).

c. Monthly wage group (those employed in hotels, messes, or clubs who receive full maintenance) adults 780 lire per month (26 lire per day figured for a 30 day month), juveniles 390 lire per month (13 lire per day figured for a 30 day month).

8. It was pointed out that financial powers of local labour subcommittees had been extended up to but not exceeding 100 lire per day per adult and 40 lire per day per juvenile under the authority of AFHQ Cable FX 60255 dated 7 February 1946.

9. Taking into consideration the extension granted per AFHQ Cable FX 60255 dated 7 February 1946 and the increases granted at the second meeting of the above named subcommittee, it was pointed out that at present the above named subcommittee was empowered to grant provisional increases as follows:

a. Daily wage groups, adults 140 lire per day, juveniles 59 lire per day.

b. Monthly wage groups (other than those employed in hotels, messes,

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a. Daily wage group, adults 40 lire per day, juveniles 21 lire per day.

b. Monthly wage group (other than those employed in hotels, messes or clubs who receive full maintenance) adults 1040 lire per month (40 lire per day figured for a 26 day month), juveniles 546 lire per month (21 lire per day figured for a 26 day month).

c. Monthly wage group (those employed in hotels, messes, or clubs who receive full maintenance) adults 780 lire per month (26 lire per day figured for a 30 day month), juveniles 390 lire per month (13 lire per day figured for a 30 day month).

8. It was pointed out that financial powers of local labour subcommittees had been extended up to but not exceeding 100 lire per day per adult and 40 lire per day per juvenile under the authority of AFHQ Cable FX 60255 dated 7 February 1946.

9. Taking into consideration the extension granted per AFHQ Cable FX 60255 dated 7 February 1946 and the increases granted at the second meeting of the above named subcommittee, it was pointed out that at present the above named subcommittee was empowered to grant provisional increases as follows:

a. Daily wage groups, adults 160 lire per day, juveniles 59 lire per day.

b. Monthly wage groups (other than those employed in hotels, messes, or clubs who receive full maintenance) 160 lire per day, juveniles 59 lire per day.

c. Monthly wage groups (those employed in hotels, messes or clubs 174 lire per day, juveniles 67 lire per day.

10. Taking into consideration:

a. The relationship of wages paid in private industry to those paid Allied Force employees. (See Appendix "A").

b. The balance available to the above named subcommittee. (See Minute 9 above).

the subcommittee resolved that the cost of living bonus of employees of the Allied Forces should be increased as specified below whether employees be male or female.

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11. AMOUNT OF INCREASE:

a. Daily wage group, adults 100 lire per day, juveniles 59 lire per day.

b. Monthly wage group (other than those employed in hotels, messes or clubs who receive full maintenance) adults 100 lire per day, (2600 lire per month figured for a 26 day month), juveniles 59 lire per day (1534 lire per month figured for a 26 day month).

c. Monthly wage groups (those employed in hotels, messes or clubs who receive full maintenance) adults 100 lire per day (3000 lire per month figured for a 30 day month), juveniles 67 lire per day (2010 lire per month figured for a 30 day month).

12. EFFECTIVE DATE OF INCREASE: In each unit, the first day of the first pay period beginning after 28 February 1946.

13. EFFECTIVE AREA OF INCREASE: All territory of Peninsular Base Section less Southern District and Rome Province.

14. The subcommittee then adjourned to meet again at the call of the chairman.

HERMAN N. REIL
Major, A.U.S.
Chairman

Incls (2)
Appendix "A", Special Comparison Table.
Appendix "B", Questionnaire.

CG, PBS
Ch. Com. Alcom, Rome
CAO, AFHQ
G-4, PBS
G-4, PBS, Southern District
AG Civ Pers, PBS
AG Civ Pers, PBS, Southern District
GCC, II District (Br)
CG, AAFSC/MTO
NOIC, RN, Leghorn
Zone Commissioner, ANG, Livorno Zone
US Labor Advisor, AFHQ
BR Labor Advisor, AFHQ
Town Major, (Br), Leghorn

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Major, A.U.S.
Chairman

Incls (2)
Appendix "A", Special Comparison Table.
Appendix "B", Questionnaire.

CG, PBS
Ch. Com. Alcom, Romo
CAO, AFHQ
G-4, PBS
G-4, PBS, Southern District
AG Civ Pers, PBS
AG Civ Pers, PBS, Southern District
GCC, II District (Br)
CG, AAFSC/MTO
NOIC, RN, Leghorn
Zone Commissioner, ANG, Livorno Zone
US Labor Advisor, AFHQ
BR Labor Advisor, AFHQ
Town Major, (Br), Leghorn

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APPENDIX "B"

QUESTIONNAIRE

1. REASON FOR MEETING

There was evidence of disparity between rates of wages payable by the Allied Forces and those being paid by Civilian Industry.

2. SOURCE OF INFORMATION FOR THE ITALIAN INDUSTRY RATES AS ON THE ATTACHED FORMS:

Ufficio Provinciale del Lavoro, Leghorn
Ufficio Provinciale del Lavoro, Pisa

3. STEPS TAKEN TO VERIFY THE INFORMATION REFERRED TO IN PAR 2 ABOVE.

Personal investigation by the Chairman.
Personal investigation by Major Beatty of AMG/AC.
Investigation by employees of the office of the chairman.

4. INCREASE/DECREASE AGREED, WITH EXPLANATION OF ANY VARIATIONS IN PROPORTIONS OF THE AWARD AS BETWEEN OCCUPATIONS.

As in par 11 of these Minutes.

5. IS THE AWARD IN THE FORM OF A BONUS OR OF AN AUGMENTATION OF THE BASIC RATE

Cost of living bonus.

6. EFFECTIVE DATE AND AREA OF AWARD

As in par 12 and 13 of these Minutes.

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APPENDIX "A"

SPECIAL COMPARISON TABLE: ITALIAN CIVILIAN LABOR RATES 1946

CLASSIFIED WAGE

ADMINISTRATIVE, OFFICE, CLERICAL AND SUPERVISORY EMPLOYEES

CLASSIFICATION	Lire Per Month	
	Pvt Industry	Allied Force
Accountant	11520	7910
Assistant Purchasing Agent	10489	8770
Bookkeeper	10489	7730
Cashier	11520	6330
Cashier, Chief	12300	7130
Cinema Manager	11520	6630
Clerk, Office	10489	6330
Draughtsman	10489	7730
Draughtsman, Chief	11520	7910
Executive (Business analysts, exporters, etc.)	12300	13470
Interpreter, General, Male or Female	12300	8630
Interpreter, Technical	11520	7630
Junior Adm. Assistant, Clerk Supervisors	10489	7910
Professional Worker (electrical engineer, Doctor, Lawyer, dentist, construction, civil mechanical engineer)	*****	13470
Senior Administrative Assistant, Sub-Professional worker	11520	9270
Shop Superintendent	*****	9270
Supervisor of labor (must have at least two deputy supervisors of labor under his supervision)	11520	12470
Supervisor of labor, Deputy (must have at least 3 Assistant Deputy Supervisors of labor under his supervision)	10489	10970
Supervisor of labor, Assistant Deputy (must have at least 3 Chief Foremen under his supervision)	9431	9270
Teacher, Language, whole-time	12300	7630
Telephone Operator, English-speaking (male or female)	10489	6330
Telephone Operator, non-English speaking (male or Female)	9431	5490
Typist, (male or female)	9431	6330
Typist Shorthand, English-speaking, (male or female)	12300	8630
Warehouse Superintendent	11520	7730
Wireless Operator (Sender & Receiver)	10489	7910

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Junior Adm. Assistant, Clerk Supervisors	[illegible]	[illegible]
Professional Worker (electrical engineer, Doctor, Lawyer, dentist, construction, civil mechanical engineer)	*****	13470
Senior Administrative Assistant, Sub-Professional worker	11520	9270
Shop Superintendent	*****	9270
Supervisor of labor (must have at least two deputy supervisors of labor under his supervision)	11520	12470
Supervisor of labor, Deputy (must have at least 3 Assistant Deputy Supervisors of labor under his supervision)	10480	10970
Supervisor of labor, Assistant Deputy (must have at least 3 Chief Foremen under his supervision)	9431	9270
Teacher, Language, whole-time	12600	7630
Telephone Operator, English-speaking (male or female)	10489	6330
Telephone Operator, non-English speaking (male or Female)	9431	5490
Typist, (male or female)	9431	6330
Typist Shorthand, English-speaking, (male or female)	12300	6630
Warehouse Superintendent	11520	7730
Wireless Operator (Sender & Receiver)	10489	7910
Average	11090	8806
Monthly Differential		-3074
Daily Differential		- 119

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UNSKILLED LABOR

CLASSIFICATION	Lire per day Pvt Industry	Allied Force
Chief Foreman (supervising 3 or more foreman)	404	304
Foreman	400	217
Laborer, Adult	371	200
Laborer, Juvenile (under 18-Male or Female)	280	95
Average	364	204
Daily Differential		-160

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SKILLED LABOR

CLASSIFICATION	Lire Per Day Pvt Industry	Allied Force
Chief Foreman (Skilled Labor) Supervising 3 or more Foremen)	449	326
Foreman (Skilled Labor)	423	329
Artisans		
Ammunition Mechanic	405	242
Anti-Malarial Laborer	371	205
Apprentices, all grades	260	205
Armature Winder	405	270
Armourer	402	250
Baler, Clothing and soft goods	400	220
Barber	400	230
Battery Worker	400	242
Blacksmith	400	237
Boilermaker	400	237
Bookbinder	400	237
Bookbinder's Assistant	371	215
Brakeman	390	235
Bricklayer	400	235
Butcher	390	225
Caretaker (Cemetery)	371	240
Carpenter	430	235
Charcoal Maker	371	235
Chauffeur Mechanic	410	237
Chauffeur or Driver	400	220
Chainman	371	230
Checker	400	210
Checker, Railway Goods Yards	400	230
Coach Builder	400	235
Cobbler	400	237
Compositor	400	237
Compositor's Assistant	390	225
Compositor's Chief	410	242
Coppersmith	390	242
Coremaker (Foundry)	400	235
Cutters	400	237
Dental Mechanics	420	237
Driver, Truck	400	230
Driver, MR Electric	400	240
Driver, Steam Roller or IC Stationary	400	240
		237

Declassified E.O. 12356 Section 3.3/NND No. 785015

Butcher	390	225
Caretaker (Cemetery)	371	240
Carpenter	430	235
Charcoal Maker	371	235
Chauffeur Mechanic	410	237
Chauffeur or Driver	400	220
Chainman	371	230
Checker	400	210
Checker, Railway Goods Yards	400	230
Coach Builder	400	235
Cobbler	400	237
Compositor	400	237
Compositor's Assistant	390	225
Compositor's Chief	410	242
Coppersmith	390	242
Coremaker (Foundry)	400	235
Cutters	400	237
Dental Mechanics	420	237
Driver, Truck	400	230
Driver, MR Electric	400	240
Driver, Steam Roller or IC Stationary	400	240
Driver, Mechanic Truck	410	237
Driver, Truck & Trailer	420	240
Driver, Engine Locomotive	400	240
Electricians	400	242
Elevator Repairer Mechanic	400	242
Boot Machinist	400	235
Boot Machine operator Mechanic	410	237
Cutter, Machine	420	242
Cutter Patern	460	290
Cutter, Assistant	420	210
Embroiderer (male or female)	400	230
Machine operator (male or female)	390	220
Exhumers of Bodies	390	210
Farrier	400	230
Farrier with own anvil	420	242
Foundryman	400	230
Gardener	390	210
Glazier	390	230
Greaser	371	220
Grinder, precision	400	242

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SKILLED LABOR (CONT'D)

CLASSIFICATION	Lire per day Pvt Industry	Allied Force
Grooms or Stableman	390	210
Hammerman or Striker	400	220
Inspector, Precision work	400	275
Joiner	400	237
Laboratory & Dispensary Assistant	400	237
Lighthouse Keeper	371	215
Lineman	390	242
Linotype Operator	400	250
Lithographer	400	250
Litho Engravers	400	270
Lithographer's Assistant	370	220
Machinist	400	242
Markers & Sorters (Male or Female)	410	215
Masons	400	237
Mechanic or Fitter, Automobile or MT	400	242
Mechanic or Fitter, Aero, radial diesel	400	250
Mechanics, sewing machine	400	242
Mechanics, Typewriters	420	242
Mechanics, Wireless	400	242
Mechanics, Marine Engr (RN)	400	242
Mechanics, Assistant	390	220
Messenger, English speaking under 18	350	115
Messenger, English speaking over 18	420	205
Motion Picture Operator	410	242
Moulders	400	242
Nurses (Hospital)	390	230
Occupational Therapist	390	230
Packer	390	210
Painter, varnisher, sign writer	400	235
Paper Cutter Operator	400	237
Parquet Layer	400	230
Pattern Maker	400	237
Pavement Layer	400	230
Pier Supervisor	450	245
Plasterer	410	235
Plate-layer (railroads)	400	220
Plumber	390	235
Pointsman (railroad)	371	210
Presser, Hand	400	225
Pressers, machine (Hoffman Steam Press)	390	237
Printer	400	242
Photo developer, single or machine	430	235
Quarryman	400	230
Repairer, Watch and precision Instrument	420	270

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Messenger, English speaking over 18	420	205
Motion Picture Operator	410	242
Moulders	400	242
Nurses (Hospital)	390	230
Occupational Therapist	390	230
Packer	390	210
Painter, varnisher, sign writer	400	235
Paper Cutter Operator	400	237
Parquet Layer	400	230
Pattern Maker	400	237
Pavement Layer	400	230
Pier Supervisor	450	245
Plasterer	410	235
Plate-layer (railroads)	400	220
Plumber	390	235
Pointsman (railroad)	371	210
Presser, Hand	400	225
Pressers, machine (Hoffman Steam Press)	390	237
Printer	400	242
Photo developer, single or machine	430	235
Quarryman	400	230
Repairer, Watch and precision Instrument	420	270
Rigger	400	235
Rivetter	390	235
Road Supervisor	450	237
Road Worker	390	210
Saddler	400	230
Saw Repairer & Sharpener	390	230
Sawyer	371	230
Sewing, Hand (male or female)	390	200
Sheet Metal Worker	400	242
Shoe Maker (Special Boot & Surgical Work)	410	242
Shunter or Brakeman	371	220
Smelter (Ore smelting)	410	235
Stevedore	390	225
Stevedore, Head	410	237
Stereotyper	425	250
Stone Handcutter	390	235
Storeman or Storewoman	371	215

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SKILLED LABOR (CONT'D)

CLASSIFICATION	Lire per day Pvt Industry	Allied Force
Tailors (with own machine)	490	237
Tailors (without own machine)	460	220
Tentmaker (with own machine)	420	237
Tentmaker (without own machine)	400	220
Time-keeper	400	242
Tinsmith	390	235
Tool Maker	400	237
Trackwalker; Railroad	559	220
Tire Treader	410	242
Upholsterer	410	235
Vulcanizer	410	235
Warehouseman or Storekeeper	400	242
Watchman	400	205
Welder	400	242
Wheelwright	390	230
Average	402	241
Daily Differential		-161

MESS AND CLUB EMPLOYEES

CLASSIFICATION	Lire Per Month Pvt Industry	Allied Force
Barman	9178	5555
Cashier	11520	4805
Cook	10396	5055
Cook, Assistant	8378	4005
Cook, Head	11596	6335
Dishwasher	6500	4005
Housekeeper (female)	9000	4805
Juveniles (male & female under 18 yrs) all grades	5900	1120
Laundry, Hand (Male)	9900	4705
Linen Keeper (linen hand female)	8800	4605
Manager	12060	7335
Manager, Assistant	10600	6005
Waiter	6900	4855
Waiter, Assistant	6300	4005
Waiter, Head	7800	6005

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MESS AND CLUB EMPLOYEES

CLASSIFICATION	Lire Per Month Pvt Industry	Allied Force
Barman	9170	5555
Cashier	11520	4805
Cook	10396	5055
Cook, Assistant	8378	4005
Cook, Head	11596	5335
Dishwasher	6500	4005
Housekeeper (female)	9000	4605
Juveniles (male & female under 18 yrs) all grades	5900	1120
Laundry, Hand (Male)	9900	4705
Linen Keeper (linen hand female)	8900	4605
Manager	12060	7335
Manager, Assistant	10600	6005
Waiter	6900	4255
Waiter, Assistant	6300	4005
Waiter, Head	7900	6005
Waitress	6444	4305
Average	8955	4844
Monthly Differential		-4111
Daily Differential		- 137

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HOTEL EMPLOYEES

CLASSIFICATION	Lire per month Pvt Industry	Allied Force
Barmah	9178	5555
Bookkeeper	11520	5055
Cashier, Chief	12300	5455
Chambermaids	7600	4205
Cook	10396	5455
Cook, Assistant	8370	4005
Cook, Head or Chief	11596	7835
Dishwasher	6600	4005
Elevator Operator	6251	4005
Hall Porter	9600	6735
Hotel Boilerman	9000	4355
" Carpenter	10200	4355
" Electrician	10200	4805
" Mason	10200	4505
" Painter	10200	4355
" Plumber	10260	4355
" Watchman	10520	4955
Housekeeper (female)	10520	4605
Laundryhand (male)	9900	4705
Laundryhand (female) or ironing woman	8753	4105
Linen keeper, Linen hand (female)	8900	4605
Manager	15000	8235
Manager, Asst: Head receptionist, personnel controller	12000	6735
Porter	9600	4505
Pot & Utensil Washer	6600	4205
Storeman, pantryman	10200	4705
Telephone Operator (English speaking, male or female)	10489	4805
Telephone Operator (Non-Eng.Speaking, male or female)	9491	3705
Waiter	7612	5455
Waiter, Assistant	6900	4005
Waiter, Head	7900	7335
Waitress	6844	4305
Average	9522	5004
Monthly Differential		-4518
Daily Differential		- 151

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" Plumber	10260	4355
" Watchman	10520	4955
Housekeeper (female)	10520	4505
Laundryhand (male)	9900	4705
Laundryhand (female) or ironing woman	8753	4105
Linen keeper, Linen hand (female)	8900	4505
Manager	15000	8235
Manager, Asst: Head receptionist,personnel controller	12000	6735
Porter	9600	4505
Pot & Utensil Washer	6600	4205
Storeman, pantryman	10200	4705
Telephone Operator (English speaking, male or female)	10489	4905
Telephone Operator (Non-Eng.Speaking, male or female)	9491	3705
Waiter	7612	5455
Waiter, Assistant	6900	4005
Waiter; Head	7900	7335
Waitress	6844	4305
Average	9522	5004
Monthly Differential		-4518
Daily Differential		- 151

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Chief Comm.cr, HQ ALCOM

1484

ALLIED FORCE LABOUR & WAGES COMMITTEE

A.F.H.Q.

REF. : AFLWC/A/16

Postal Address
c/o Labour Branch, (Br.),
Rome Area Allied Command,
A.P.O. 794, U.S. ARMY

16 February 46

SUBJECT: Allied Force Labour & Wages Committee - Agenda.

The third meeting of the Labour and Wages Committee will be held at 09.30 hours on Tuesday, 26 February 1946, 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 Committee held on the 31 January 46.

2. Minutes of the seventh meeting of the Rome Area Local Sub-Committee, held on 7 February 46 (copy attached).

3. Minutes of the second meeting of the Labour & Wages Special Sub-Committee, held on 15 February 46 - second session to be held on 19 February 46. Copies of minutes will be presented to members at the meeting.

4. An application from HQ 88th Infantry Division, U.S. ARMY, for membership on the Labour and Wages Committee.

This Division employs 613 civilians. They are normally represented by XIII Corps but claim that as the method of payment by U.S. differs from British methods, they should be represented in order to insure that decisions made may be complied with and required funds for payrolls obtained, if necessary, prior to effective date of changes.

2/1430

5. Any other business.

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1. Minutes of the second meeting of the Committee held on the 31 January 46.

2. Minutes of the seventh meeting of the Rome Area Local Sub-Committee, held on 7 February 46 (copy attached).

3. Minutes of the second meeting of the Labour & Wages Special Sub-Committee, held on 15 February 46 - second session to be held on 19 February 46. Copies of minutes will be presented to members at the meeting.

4. An application from HQ 88th Infantry Division, U.S. ARMY, for membership on the Labour and Wages Committee.

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5. Any other business.

5257
5258 6. To set a date for the next meeting.

WILLIAM E.DAVY, Major
Secretary (Br.)
for Joint Secretariat

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ALLIED FORCE LABOUR & WAGES COMMITTEE

DISTRIBUTION LIST

	AGENDA
A.F.H.Q. GROUP	
C-in-C, MED	2
CAO, AFHQ	1
DCAO, AFHQ	1
G-5, AFHQ	2
MTOUSA GROUP	
CG, MTOUSA	1
G-4,MTOUSA	8
Engineer Section, MTOUSA	-
AG Civ Pers Div,MTOUSA	1
Fiscal Director, MTOUSA	1
G.H.Q. GROUP	
Q (Maint), GHQ CMF	1
Q(AE),GHQ CMF	1
D.W.,GHQ CMF	1
Ord, GHQ CMF	1
REME, GHQ CMF	1
S & T, FHQ CMF	1
Labour, GHQ CMF	2
DPIC, GHQ CMF	1
F.A., GHQ, CMF.	1
MISCELLANEOUS GROUP I	
A.O.C., AIR HQ RAF, Italy	1
F.A. & Chief Auditor, HQ RAF, MEIME, Cairo,MEF	1
A/F.A., AIR HQ RAF, Italy	1
Naples Air Force General Depot	2
HQ, 214 Group R.A.F.	2
HQ, XIII Corps	2+
D.M.R., Italy	2
.B.S. GROUP	
CG, PBS	2+
CO, PBS (South)	2+

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Q (Maint), GHQ CMF	1
Q(AE),GHQ CMF	1
D.V.,GHQ CMF	1
Ord, GHQ CMF	1
REME, GHQ CMF	1
S & T, FHQ CMF	2
Labour, GHQ CMF	1
DPIC, GHQ CMF	1
F.A., GHQ, CMF.	

MISCELLANEOUS GROUP I

A.O.C., AIR HQ RAF, Italy	1
F.A. & Chief Auditor, HQ RAF, MEIME, Cairo,MEF	1
A/F.A., AIR HQ RAF, Italy	1
Naples Air Force General Depot	2
HQ, 214 Group R.A.F.	2
HQ, XIII Corps	2+
D.M.R., Italy	2

A.B.S. GROUP

CG, PBS	2+
CO, PBS (South)	2+
AG Civ Pers Div,PBS	1
AG Civ Pers Div, PBS (South)	1

DISTRICTS & AREAS GROUP

HQ, Nº 2 District	8+
HQ, Nº 3 District	10+
CG, Rome Area Allied Command	6+

(+) NOTE - Includes copy/copies for Local Sub-Committee(s) for information.

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AGENDA

NAVAL GROUP

FOIL, Rome	1
A.N.S.O., FOIL, Rome	1
SENALUSNO, ITALY	1
Resident Naval Officer, ROME	1
CS, TARANTO	1
COMNOB, PALERMO	1
NOIC, NAPLES AREA	2
NOIC, TRIESTE	1
SNO, Eastern Sicily	1
M.W.T.B.	1
W.S.A.	1

ALLIED COMMISSION GROUP

Chief Commissioner, HQ ALCOM	1
HQ, ALCOM	1
Vice-President Economic Section, HQ ALCOM	1
Economic Section, HQ ALCOM	6
Finance Sub-Commission, HQ ALCOM	1
Labour Sub-Commission, HQ ALCOM	2
MWTB & Shipping Sub-Commission	1

MISCELLANEOUS GROUP II

DSP, UDF, CMF	1
8 Base Command Pay Office	1
Mr.John ADAMS, Labour Attaché, American Embassy	1

CHAIRMAN GROUP

Chairman, Allied Force Labour & Wages Committee	1

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ROME AREA ALLIED COMMAND.
A.F.C. 794, U.S. ARMY.

ALLIED FORCE LABOUR & WAGES COMMITTEE.
ROME AREA SUB-COMMITTEE.

MINUTES.

The SEVENTH meeting of the Rome Area Sub-Committee of the Labour & Wages Committee was held on Thursday the 7th February 1946 in the Labour Conference Room, Headquarters, Rome Area Allied Command.

PRESENT.

Major A. Seguna	DADL	Chairman
Capt. C.P. Newton		US Army
Lt. R.T. Anderson		US Army
Lt. L.E. Pickett		US Army (Hotel Management)
Mr R. Scott		Labour Sub-Commission, AC.
F/Lt. F.P. Brotherton		2 Base Area, RAF.
Major E.A. Cameron		104 CRE Works
Capt. D.N. Priestley		S & T.
Capt. O.T. Hill		2902 CLU.

IN ATTENDANCE,

Dott. Amore	Camera del Lavoro
Avv. R. Ciccone	Ufficio Regionale Lavoro
Signa F. Ambrogi	Ufficio Provinciale Lavoro
Dott. C. Sigismondo	Unione Industriale
Sig. Signorini)	Hotel Proprietors' Assn.
Sig. Bettoia)	

1. INTRODUCTION.

The Chairman explained that the meeting had been called to consider the adequacy or otherwise of the wage rates being paid to Allied Force civilian employees in Rome Province.

The Representatives of Camera del Lavoro and Uffici Regionale and Provinciale Lavoro (Ministry of Labour) were then invited to submit evidence of current wage rates in Italian industry.

The rates quoted by them have been included in the comparative statement attached to these minutes and it is noteworthy that the basis of wages quoted was an agreement for the building trade which had been signed the previous day and a proposed agreement for an increase in the Cost of Living Bonus which it was expected will become operative in the near future.

2. COMPARISON OF ALLIED FORCE AND CIVILIAN WAGE RATES.

a. Industrial Grades.

The Committee considered the information as supplied by the representatives of [illegible] Provinciale Lavoro and

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IN ATTENDANCE,

Dott. Amore	Camera del Lavoro
Avv. R. Ciccone	Ufficio Regionale Lavoro
Signa F. Ambrogi	Ufficio Provinciale Lavoro
Dott. C. Sigismondo	Unione Industriale
Sig. Signorini)	Hotel Proprietors' Assn.
Sig. Bettoia)	

1. INTRODUCTION.

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The rates quoted by them have been included in the comparative statement attached to these minutes and it is noteworthy that the basis of wages quoted was an agreement for the building trade which had been signed the previous day and a proposed agreement for an increase in the Cost of Living Bonus which it was expected will become operative in the near future.

2. COMPARISON OF ALLIED FORCE AND CIVILIAN WAGE RATES.

A. Industrial Grades.

The Committee considered the information as supplied by the representatives of the Camera del Lavoro, Ufficio Regionale Lavoro, Ufficio Provinciale Lavoro and Unione Industriale (see statement attached) and agreed that the Allied Force wage rates for Rome Province were less than the rates being paid in civilian industry.

The Committee considered that whilst the eventual disparity might be as much as 110 lire per day for daily workers, only 60 lire (resulting from an increase in basic rates) of this amount could be regarded as an immediate deficiency, the agreement for the remaining 50 lire (proposed increase in Cost of Living Bonus) not having been concluded as yet.

They therefore decided that for daily paid workers they would recommend an increase of 60 lire for males, 50 lire for females and 40 lire for juveniles and that the award of an additional 50 lire would be considered immediately agreement was reached by Italian industry regarding the proposed increase in the Cost of Living Bonus.

B. Clerical and Administrative Grades.

Consideration of the rates paid to clerical and similar grades showed that Allied Force rates were less than those paid in Italian Industry. There was no comprehensive agreement to permit of direct comparison as there had been in the case of the daily paid workers, but isolated grades included in Building and Engineering agreements and on information supplied by AC Representatives it was

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reasonably certain that the disparity was practically the same as in the case of the daily paid workers, and the Committee therefore recommended an increase on the same basis of 60 lire a day for males, 50 lire for females and 40 lire for juveniles.

C. Hotel and Mess Grades.

It was then suggested that the 60,50 and 40 lire a day increases recommended for other categories should also be granted to Hotel and Mess Grades.

The Chairman of the Hotel Proprietors' Association said, however, that such an increase was inadequate. Eventually the Italian representatives agreed that an immediate award was necessary and that this could best be arranged by granting an increase in Cost of Living Bonus of 60 lire pending examination of the basic rates, and the Committee recommended accordingly.

3. RECOMMENDATIONS.

Having regard to the foregoing, and in particular with regard to the view of the Italian Ministry of Labour Representatives that the proposed increases were justified, the Committee recommended:

A. That the following increases in Cost of Living Bonus for Allied Forces employees be authorised throughout Rome Province w.e.f. 1st February, 1946.

1) Daily paid grades:	Male	60 lire per day
	Female	50 lire per day
	Juvenile	40 lire per day
2) Monthly paid grades: (Clerical & Supervisory)	Male	1560 lire per month
	Female	1300 lire per month
	Juvenile	1040 lire per month
3) Monthly paid grades: (Hotel, Mess & Club)	Male	1800 lire per month
	Female	1500 lire per month
	Juvenile	1200 lire per month

B. That the Committee be granted a further 200 lire per day as foreseen in para. 6(B) of AFHQ Memorandum No.25 dated 18 April, 1945, to cover proposed increases and that immediate action be taken by the Allied Force Labour and Wages Committee to obtain this necessary authority from C.A.O., A.F.H.Q.

4. INTRODUCTION OF NEW GRADES OF SKILLED OFFICE EMPLOYEES.

It was reported that difficulty was being experienced in obtaining and retaining workers in certain cases owing to the fact that adequate wages could [illegible] within the limits imposed by "Buff Book" scales.

[illegible] absolutely necessary to

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3. That the following increases in Cost of Living Bonus for Allied Forces employees be authorised throughout Rome Province w.e.f. 1st February, 1946.

1) Daily paid grades:	Male	60 lire per day
	Female	50 lire per day
	Juvenile	40 lire per day
2) Monthly paid grades: (Clerical & Supervisory)	Male	1560 lire per month
	Female	1300 lire per month
	Juvenile	1040 lire per month
3) Monthly paid grades: (Hotel, Mess & Club)	Male	1800 lire per month
	Female	1500 lire per month
	Juvenile	1200 lire per month

B. That the Committee be granted a further 200 lire per day as foreseen in para. 6(B) of AFHQ Memorandum No.25 dated 18 April, 1945, to cover proposed increases and that immediate action be taken by the Allied Force Labour and Wages Committee to obtain this necessary authority from C.A.O., A.F.H.Q.

4. INTRODUCTION OF NEW GRADES OF SKILLED OFFICE EMPLOYEES.

It was reported that difficulty was being experienced in obtaining and retaining workers in certain cases owing to the fact that adequate wages could not be paid within the limits imposed by "Buff Book" scales.

The Chairman pointed out that, when it is considered absolutely necessary to pay a particular civilian in excess of the maximum rate of pay laid down, the case will be represented through Labour channels to D.D. Labour, GHQ, who will refer it to the Secretariat of the Allied Forces Labour and Wages Committee for consideration before submitting it to "G" Branch, or G-4 MTOUSA, GHQ., for final decision.

A. SEGUNA,
Major,
Chairman,
DADL HQ Rome Area.

C.L.P.
AS/FF.

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SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES. ROME PROVINCE.

FEBRUARY, 1946.

Grades	ALLIED FORCES (Max)			MINIMUM CURRENT RATES IN PRIV						
	Basic	C.L.B.	Take Home	Basic	Family Allwce	Presence Indem'ty	Cost of Vita	Contingency	Total	Dedu
Specialized Worker										
Mason	135	167	302	172.32	40	18	35	128	393.32	
Qualified Worker										
Carpenter, Bricklayer	130	170	300	149.84	40	18	35	128	370.00	
Mechanic, M.T.	145	165	310	168.00	40	18	35	128	389.00	
Unskilled										
Male	95	175	270	143.04	40	18	35	128	365.00	
Juvenile	55	69	124	75.00	-	-	-	92	167.00	
Office Worker										
Typist, Gen. Clerk	3960	4290	8250	3400.00	1196	468	1050	3840	9954.00	2

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RISON TABLE: CIVILIAN LABOUR RATES. ROME PROVINCE.

FEBRUARY, 1946.

MINIMUM CURRENT RATES IN PRIVATE INDUSTRY								Proposed Increase
ic	Family Allwce	Presence Inden'ty	Caro Vita	Contingency	Total	Deductions	Take Home	
32	40	18	35	128	393.32	11	382	60
.84	40	18	35	128	370.00	11	359	60
.00	40	18	35	128	389.00	11	378	60
.04	40	18	35	128	365.00	11	354	60
.00	-	-	-	92	167.00	-	167	40
.00	1196	468	1050	3840	9954.00	286	9668	1560

DISTRIBUTION:

COPY No.

1. Commanding General, HQ RAAC.
2. Commander, Br Tps, Rome.
3. Commanding-General, HQ PBS.
4. Commanding General, French Forces, Italy.
5. Senior US. Liaison Offr (Italy) HQ AC.
6. Senior Br Naval Offr HQ AC.
7. Commander 2 Base Area RAF.
8. Establishments Section, HQ AC.
9. C.O, AFHQ.
10. Labour Directorate, AFHQ.
11. H.Q. ALCOM, Rome.
12. G-4(US) RAAC.
13. G-4(Br) RAAC.
14. 2902 CLU.
15/17. Labour Sub-Commission HQ AC.
18. DDL 2 Dist.
19. DDL 3 Dist.
20. ADL XIII Corps.
21/26. HQ 3 Dist.
27. Hotel Management (US) RAAC.
28. Hotel Management (Br) RAAC.
29/37. Attending Members.
38/60. Spares.

PLUS 120 Copies AF Labour and Wages Committee.

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FEB 8 REC'D

ALLIED FORCE LABOUR & WAGES COMMITTEE

A.F.H.Q.

REF. AFLWC/M/20

1 February 1946.

Postal Address:
c/o Labour Branch
HQ Rome Area Allied Command
C.M.F.

ALLIED FORCE LABOUR AND WAGES COMMITTEE - MINUTES

The second meeting of the Labour and Wages Committee was held at 09,30 hours on the 31 January 1946 in Room 31, HQ, Allied Commission, ROME.

PRESENT:

CHAIRMAN
Mr.W.H.BRAINE, Labour Sub-Commission ALCOM

REPRESENTATIVES OF:

Labour Directorate, GHQ, CMF
CG, PBS
AOC Air HQ RAF Italy
HQ, 2 District
HQ, 3 District
HQ, XIII Corps
CG Rome Area Allied Command
CG Southern District PBS
DMR Italy
HQ Naples Air Force General Depot
HQ Allied Commission

IN ATTENDANCE; REPRESENTATIVES OF:

American Embassy, Rome
FA, GHQ, CMF
FA, RAF, Italy, CMF

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Declassified E.O. 12356 Section 3.3/NND No. 785015

Mr.W.H.BRAINE, Labour Sub-Commission ABOO

REPRESENTATIVES OF:

Labour Directorate, GHQ, CMF
CG, PBS
AOC Air HQ RAF Italy
HQ, 2 District
HQ, 3 District
HQ, XIII Corps
CG Rome Area Allied Command
CG Southern District PBS
DMR Italy
HQ Naples Air Force General Depot
HQ Allied Commission

IN ATTENDANCE; REPRESENTATIVES OF:

American Embassy, Rome
FA, GHQ, CMF
FA, RAF, Italy, CMF
CSO AFHQ
8 Command Pay Office

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1. The Minutes of the first meeting of the Labour and Wages Committee were received and approved.

MINUTE 4 - COMPENSATING INDEMNITY

The Chairman reported that the CAO, AFHQ had raised the question of a more direct assumption by the Italian Government of responsibility for the cost of wages paid to civilian employees of the Allied Forces and that action on the recommendation of the Labour & Wages Committee was suspended pending decision on this point. A draft memorandum had been called for by AFHQ, and had been presented by the Se-

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cretariat. Further developments were awaited

MINUTE 5 - XIII CORPS LOCAL SUB-COMMITTEE

It was reported that the Sub-Committee's request for the extension of powers up to a further 100 lire per day had been granted.

Representative XIII Corps confirmed that the disparity in wages of unskilled labourers had been considered together with new fluctuations, and the findings of the Sub-Committee would be presented for consideration at this meeting (See Minute 3).

MINUTE 6 - 61 AREA LOCAL SUB-COMMITTEE

The Secretariat stated that revised minutes of the first meeting of the Sub-Committee had been received and would be presented.

MINUTE 9 - SIMPLIFICATION OF ALLIED FORCE WAGE SCALE

The Chairman informed members that the first meeting of the Special Sub-Committee had been held and minutes of that meeting would be presented.

MINUTE 11 - EXTENSION OF FINANCIAL POWERS OF LOCAL SUB-COMMITTEES.

The Committee was informed that application had been made to CAO AFHQ and that a reply was awaited. It was understood that a decision would be given after clarification of the direct responsibility of the Italian Government.

2. SOUTHERN DISTRICT PBS LOCAL SUB-COMMITTEE - NAPLES

The minutes of the second session of the fourth meeting of the Local Sub-Committee held on 11 January 1946 were approved

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and would be presented.

MINUTE 9 - SIMPLIFICATION OF ALLIED FORCE WAGE SCALE

The Chairman informed members that the first meeting of the Special Sub-Committee had been held and minutes of that meeting would be presented.

MINUTE 11 - EXTENSION OF FINANCIAL POWERS OF LOCAL SUB-COMMITTEES.

The Committee was informed that application had been made to CAO AFHQ and that a reply was awaited. It was understood that a decision would be given after clarification of the direct responsibility of the Italian Government.

2. SOUTHERN DISTRICT PBS LOCAL SUB-COMMITTEE - NAPLES

The minutes of the second session of the fourth meeting of the Local Sub-Committee held on 11 January 1946 were approved (Annexure 1 refers).

The Chairman commended the local Sub-Committee on having the Italian labour representatives in attendance at the meeting.

It was agreed that additional power of 100 lire for the PBS - Southern District Committee be requested from CAO AFHQ. This additional power required immediately to eliminate disparity that now exists in wage Scales of AFHQ and Private Industry.

It was disclosed that private firms in Naples that are large enough to maintain an employees mess furnish, free of charge, a four course midshift meal to their employees and firms that are too small to maintain such mess pay their employees an average of 35 lire per day in lieu thereof. This information was supported by Representative of XIII Corps Area

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to the effect that a survey of XIII Corps Area showed that only 40% of present employees in XIII Corps Area accepted the midshift meal as prescribed by AFHQ because of inferiority of caloric content.

The Committee noted that the provision of midshift meal to AF employees was not the same incentive to enter or remain in Allied Force employment that it had represented during past periods.

3. XIII CORPS LOCAL SUB-COMMITTEE.

The Minutes of the fifth meeting of the Local Sub-Committee held on 21 January 1946 were approved (Annexure II refers).

Representative XIII Corps explained that all areas with the exception of Venezia Giulia had been effected by the recent Milan Agreement for Civil Industry in Northern Italy. He stated that the increases shown in para 3 (d) of the minutes were essential in order to eliminate disparity; adding that in no cases would the proposed increases raise the Allied Force wage level above that obtaining in Civil Industry.

The Committee approved the suggested increases unanimously.

4. 61 AREA LOCAL SUB-COMMITTEE - ANCONA

Minutes of the second meeting of 61 Area Local Sub-Committee held on the 18 January 46 were presented by Representative HQ 3 District (Annexure III refers).

The Committee proceeded to study the proposed increases in the light of the comparative tables set out in Appendices A to G of the above minutes, and after due deliberation expressed doubt with regard to the compilation of the Italian Industrial Scale.

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Representative XIII Corps explained that all areas with the exception of Venezia Giulia had been affected by the recent Milan Agreement for Civil Industry in Northern Italy. He stated that the increases shown in para 3 (d) of the minutes were essential in order to eliminate disparity; adding that in no cases would the proposed increases raise the Allied Force wage level above that obtaining in Civil Industry.

The Committee approved the suggested increases unanimously.

4. 61 AREA LOCAL SUB-COMMITTEE - ANCONA

Minutes of the second meeting of 61 Area Local Sub-Committee held on the 18 January 46 were presented by Representative HQ 3 District (Annexure III refers).

The Committee proceeded to study the proposed increases in the light of the comparative tables set out in Appendices A to G of the above minutes, and after due deliberation expressed doubt with regard to the compilation of the Italian Industrial Scale.

It was pointed out that the practice of calculating female rates in comparative tables by reducing the male rate 15% recommended by the Labour & Wages Committee (AFLR Board) at their meeting of the 23rd August 45 had not been adhered to, resulting in much complication in the aforementioned appendices.

Finally it was agreed that the minutes could be approved pending investigation by the Chairman & Secretariat, and should such investigation prove the Sub-Committee's recommendations to be justified the Secretariat would apply to CAO AFHQ for extension of powers of the Sub-Commitee to enable an additional 20 lire per day for adults and 30 lire per day for juveniles to be granted in the Perugia area.

...(NOTE)...

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NOTE: A conference was held between the Chairman, Secretariat, Representatives, Labour Directorate, GHQ, CMF, HQ 3 District, and 61 Area on the 2nd February when a thorough investigation was made, and after considerable deliberation it was confirmed that the recommended increases should be approved. Representative 61 Area being requested to advise the Sub-Committee in the adoption of correct procedure in respect of comparative tables.

The Attention of the Local Labour Sub-Committee PBS Leghorn will be drawn to the increases in pay approved for the Florence area.

5. LABOUR & WAGES COMMITTEE - SPECIAL SUB-COMMITTEE

The minutes of the first meeting of the Special Sub-Committee, held on 15 January 1946 were received (Annexure IV refers).

(a) Simplification of Allied Force Wage Scale

The Chairman drew the attention of the Committee to the fact that although the first meeting had discussed preliminary details, concrete proposals could not be made until all propositions had been discussed with Italian Government Representatives who would be invited to the next meeting of the Sub-Committee.

(b) Travel Allowance for Italian Employees of the Allied Armed Forces.

Minute 3 and Appendix II of the Sub-Committee Minutes refer.

The Secretariat stated that replies had been received from the F.A. (Br.) AFHQ, and FA, RAF, to

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(b) Travel Allowance for Italian Employees of the Allied Armed Forces.

Minute 3 and Appendix II of the Sub-Committee Minutes refer.

The Secretariat stated that replies had been received from the F.A. (Br.) AFHQ, and FA, RAF, to the effect that recommendations could not be made due to insufficient evidence presented.

Representative FA (Br.) AFHQ confirmed that similar views were held by the Fiscal Adviser MTOUSA.

The Chairman invited Members to forward all available evidence obtainable in their respective areas to the Secretariat.

It was hoped that such data would be forwarded speedily to enable the Sub-Committee to arrive at an early decision.

6. CHRISTMAS BONUS - 1945.

The Secretariat presented verbally official complaints from the Italian Labour representatives on the payment of the

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Christmas Bonus for 1945. Mainly concerning employees of Allied Force discharged prior to Dec.20, 1945, and employees that had had a break in employment during the year.

It was agreed by the Committee that nothing further could be done in payment of the 1945 Christmas Bonus, that consideration has been given to employees of above mentioned cases making original proposal and that it was found that records of past employment would be difficult to obtain for individuals that has been dismissed prior to Dec.20, 1945, or had had a break in service.

7. EMPLOYMENT OF LUMBERMEN - SPECIALISTS BY CRE CROTONE.

Representative Labour Directorate presented a request received from CRE Crotone, for the approval of rates of pay in connection with the employment of 20 specialist, lumbermen, who are unobtainable in that area. It was pointed out that this being seasonal employment of 8 weeks duration the same men were recruited each year from the Belluno Area, there being no existing Rate for such grades in Allied Force Wage Scales. The following rates and conditions were proposed.

1. Rate per day 450 to 500 lire (inclusive of Cost of Living Bonus).

2. Free Food and Accomodation.

Representative XIII Corp brought out that wages having been increased in the north the proposed rates and accomodation were extremely favorable in comarison with existing rates in the home locality.

The Committee after deliberation agreed to the proposed Rates of 450 to 500 lire per day inclusive of Cost of Living Bonus plus free food and accomodation. It was further agreed

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in connection with the employment of 20 specialists, [illegible] who are unobtainable in that area. It was pointed out that this being seasonal employment of 8 weeks duration the same men were recruited each year from the Belluno Area, there being no existing Rate for such grades in Allied Force wage Scales. The following rates and conditions were proposed.

1. Rate per day 450 to 500 lire (inclusive of Cost of Living Bonus).

2. Free Food and Accomodation.

Representative XIII Corp brought out that wages having been increased in the north the proposed rates and accomodation were extremely favorable in comarison with existing rates in the home locality.

The Committee after deliberation agreed to the proposed Rates of 450 to 500 lire per day inclusive of Cost of Living Bonus plus free food and accomodation. It was further agreed that Q (Maint), if objecting to free food and accomodation, fix an appropriate increase as an equivalent thereof.

5251 The Secretariat was asked to prepare a letter to the CAO requesting this authority.

8. METHOD OF APPLICATION FOR RATES OF PAY IN RESPECT OF SPECIALIST GRADES.

Representative Labour Directorate, in view of changes in organization since earlier procedure was devised, proposed that request for special classification and special wage rates be presented to Secretariat Labour & Wages Committee for consideration and forwarding to F.A., Q (Maint) and G-4 MTOUSA for appr val.

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The Committee agreed that this proposal if approved would save time in the employment of specialists for which no classification exists. Since time is an all important factor in requests of this nature the proposal was approved.

The Committee asked the Joint Secretariat to personally take this request to G-4 MTOUSA and Q (Maint) for decision.

9. NEXT MEETING

It was decided to hold the next meeting on the 26 February 1946.

Signed (CURTIS J.IVEY, Major)
Secretary, (Amer.)

Signed (WILLIAM E.DAVY, Major)
Secretary (Br.)

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F 3 0 2

ALLIED FORCE LABOUR & WAGES COMMITTEE

DISTRIBUTION LIST

	Minutes
A.F.H.Q. GROUP	
C-in-C, MED	2
CAO, AFHQ	1
DCAO, AFHQ	1
G-5, AFHQ	2
MTOUSA GROUP	
CG, MROUSA	1
G-4, MTOUSA	8
Engineer Section, MTOUSA	1
AG Civ Pers Div, MTOUSA	1
Fiscal Director, MTOUSA	1
G.H.Q.GROUP	
Q (Maint), GHQ CMF	1
Q (AE), GHQ CMF	1
D.W., GHQ CMF	1
Ord, GHQ CMF	1
REME, GHQ CMF	1
S & T, GHQ CMF	1
Labour, GHQ CMF	2
DPIC, GHQ CMF	1
F.A., GHQ, CMF.	1
MISCELLANEOUS GROUP I.	
A.O.C., AIR HQ RAF, Italy	1
F.A. & Chief Auditor, HQ RAF, MEINE, Cairo, MEF.	1
A/F.A., AIR HQ RAF, Italy	1
Naples Air Force General Depot	2
HQ, 214 Group R.A.F.	2
HQ, XIII Corps	2+

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G.H.Q.GROUP	
Q (Maint), GHQ CMF	1
Q (AE), GHQ CMF	1
D.W., GHQ CMF	1
Ord, GHQ CMF	1
REME, GHQ CMF	1
S & T, GHQ CMF	1
Labour, GHQ CMF	2
DPIC, GHQ CMF	1
F.A., GHQ, CMF.	1
MISCELLANEOUS GROUP I.	
A.O.C., AIR HQ RAF, Italy	1
F.A. & Chief Auditor, HQ RAF, MEINE, Cairo, MEF.	1
A/F.A., AIR HQ RAF, Italy	1
Naples Air Force General Depot	2
HQ, 214 Group R.A.F.	2
HQ, XIII Corps	2+
D.M.R., Italy	2
P.B.S. GROUP	
CG, PBS	2+
C.O., PBS (South)	2+
AG Civ Pers Div, PBS	1
AG Civ Pers Div,PBS (South)	1
DISTRICTS & AREAS GROUP	
HQ, No 2 District	8+
HQ, No 3 District	10+
CG, Rome Area Allied Command	6+

NOTE (+) Includes copy/copies for Local Sub-Committee(s) for information.

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	Minutes
NAVAL GROUP	
FOIL, Rome	1
A.N.S.O., FOIL, Rome	1
SENALUSNO, ITALY	1
Resident Naval Officer, ROME	1
CS, TARANTO	1
COMNOR, PALERMO	1
NOIC, NAPLES AREA	2
NOIC, TRIESTE	1
SNO, Eastern Sicily	1
M.W.T.B.	1
W.S.A.	1
ALLIED COMMISSION GROUP	
Chief Commissioner, HQ ALCOM	1
HQ, ALCOM	1
Vice-President Economic Section, HQ ALCOM	1
Economic Section, HQ ALCOM	6
Finance Sub-Commission, HQ ALCOM	1
Labour Sub-Commission, HQ ALCOM	2
MWTB & Shipping Sub-Commission	1
MISCELLANEOUS GROUP II	
DSP, UDF, CMF	1
8 Base Commend Pay Office	1
Mr.John ADAMS, Labor Attaché, American Embassy	1
CHAIRMAN GROUP	
Chairman, Allied Force Labour & Wages Committee	1

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ANNEXURE I.

THE LOCAL SUB-COMITTEE OF THE LABOUR AND WAGES COMMITTEE IN AND FOR SOUTHERN DISTRICT PENINSULAR BASE SECTION.

MINUTES.

1. The second session of the 4th meeting of the above-named Committee was begun at 1000 hrs on 11 January 1946 at Hqs. Southern District, Peninsula Base Section.

2. The following members and their indicated advisors were present :

Southern District P.B.S.	Major R.B. Eaton, Chairman
	Major Curtis J. Ivey.
56 Area	Major A.B. Watson
Naples Area, RN.	Sub-Lt(S) H.L.Kenyon, RNVR.
1 Base Area, RAF.	(Absent)
Naples Air Force C. Depot	Capt. H.I. Hersh
	Capt. J.R. Chambers
Liaison Office, AC, Naples	Major C.J. Carrilio
Commander, US Naval Forces N.A.W.	(Absent)

3. The following were in attendance :

Major F.W. Beeson	HQ III District
Cav. Francesco Selvaggi	Prefect of Naples
Avv. Alfredo Boccia	Ufficio Provinciale del Lavoro (Naples)
Sig. Ettore d'Alessandro	Camera del Lavoro, Naples
Sig. Enrico Vellineti	Camera del Lavoro, Pozzuoli
Lt. W.J. Bruser	HQ. Command, AFHQ.

4. The Chairman presented to the Committee letter of the Commander, US Naval Forces, N.A.W. resigning his seat on the Committee. The resignation was accepted by the Committee.

5. The application for membership of H.Qs. Command, AFHQ (reference minute 7 of 6 December meeting of the Committee) was approved by the Committee. Lt. W.J. Bruser, as Labour Officer of that Command, was seated on the Committee.

6. The Prefect stated generally that he favoured the condition of equality between private and AF wage scales. The Committee asked the local Italian labour representatives attending the meeting to state the present wage scales in private industry for specialized, qualified, semi-skilled and common labour, and for clerical workers. Enquiry was also made regarding the increase of cost of living since May 1944. Representative of Ufficio del Lavoro and

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Major F.W. Beeson
Cav. Francesco Selvaggi
Avv. Alfredo Boccia

Sig. Ettore d'Alessandro
Sig. Enrico Vellineti
Lt. W.J. Bruser

H.Q. III District
Prefect of Naples
Ufficio Provinciale del Lavoro (Naples)

Camera del Lavoro, Naples
Camera del Lavoro, Pozzuoli
HQ. Command, AFHQ.

4. The Chairman presented to the Committee letter of the Commander, US Naval Forces, N.A.W. resigning his seat on the Committee. The resignation was accepted by the Committee.

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6. The Prefect stated generally that he favoured the condition of equality between private and AF wage scales. The Committee asked the local Italian labour representatives attending the meeting to state the present wage scales in private industry for specialized, qualified, semi-skilled and common labour, and for clerical workers. Enquiry was also made regarding the increase of cost of living since May 1944. Representative of Ufficio del Lavoro and representative of the Camera del Lavoro of Naples were not prepared to give the Committee any specific information, but believed generally that both wages and cost of living had risen 50% to 60% since May 1945. The Committee regretted the absence of the detailed information and asked the Italian Labour representatives to prepare complete complete statistical information in regard to wage and cost of living increases since May & to present such information to the Committee at a session to be held 09.30 14 Jan 1946. The Committee took note of a statistical report earlier given to the Chairman by Camera del Lavoro of Pozzuoli, and thanked that Camera for its assistance.

7. Data contrasting the wage scales of local private industry with AF wages scales was presented to the Committee by representatives of F.B.S., MMGD and 56 Area, and was taken under advisement.

8. A general discussion of the data mentioned above was held, with all members agreeing that private wages in Naples were currently in excess of the AF wage scale but that no AF employing agency had experience or was experiencing any difficulty in obtaining or retaining labour as a direct result of low wages.

9. The Committee recessed until 0930 14 January 46.

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1. The third session of the fourth meeting of the above-named committee was begun at 0930 hrs of 14 January 1946 at Hqs, Southern District, Peninsular Base Section.

2. The following members and their indicated advisors were present :

Southern District, P.B.S.	Major R.B. Eaton, Chairman.
	Major Curtis J. Ivey.
56 Area, C.M.F.	Major W.N. Watson,
Naples Area, RN.	Sub. Lt. (S) H.L. Kenyon, RNVR.
1 Base Area, RAF.	Flt.Lt. David Langlands
Naples Air Force G. Depot	Capt. H.I. Hersh
Liaison Office, A.C, Naples.	Major C.J. Carrilio.
Hq. Command, AF.	Lt. W.G. Bruser.

3. The following were in attendance:

Major F.W. Beeson	HQ 3 District.
Avv. Alfredo Boccia	Ufficio Provinciale del Lavoro, Naples.
Sig. Ettore d'Alessandro	Camera del Lavoro, Naples.
Sig. Enrico Vellineti	Camera del Lavoro, Pozzuoli.

4. The Director of the Ufficio del Lavoro presented to the Committee a series of statistical tables showing, for each month from June 1945 to November 1945, the rates of wages paid in various local industries to various types of workers. The representative of Camera del Lavoro of Naples stated that he concurred in the accuracy of the figures presented by the Ufficio del Lavoro. Such representative also submitted to the Committee the text of an agreement made 3 October 1945 between the Industrial Union of Metals and the Federation of Metal Workers of Naples. A translation of such agreement is attached marked Exhibit "A". The representative of the Camera del Lavoro of Pozzuoli stated that he had nothing to add to his previous report. (Minute 6, second session).

5. The Director of the Ufficio del Lavoro also presented to the Committee a tabulation of monetary and comparative index figures showing the cost of food in Naples for each month from January 1944 to November, 1945. Significant extracts from such tabulation, with explanatory column headings added, are attached hereto, marked Exhibit "B".

6. The Committee then undertook a detailed comparative consideration of available statistical information respecting wages paid in private industry in Naples. Such information was derived from the following sources,-

PBS, as a result of enquiries of 7 firms in metal working trades, one mill, and

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4. The Director of the Ufficio del Lavoro presented to the Committee a series of statistical tables showing, for each month from June 1945 to November 1945, the rates of wages paid in various local industries to various types of workers. The representative of Camera del Lavoro of Naples stated that he concurred in the accuracy of the figures presented by the Ufficio del Lavoro. Such representative also submitted to the Committee the text of an agreement made 3 October 1945 between the Industrial Union of Metals and the Federation of Metal Workers of Naples. A translation of such agreement is attached marked Exhibit "A". The representative of the Camera del Lavoro of Pozzuoli stated that he had nothing to add to his previous report. (Minute 6, second session).

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6. The Committee then undertook a detailed comparative consideration of available statistical information respecting wages paid in private industry in Naples. Such information was derived from the following sources,-

PBS, as a result of enquiries of 7 firms in metal working trades, one mill, and one oxygen plant (Minute 7, Second Session); 56 Area, as a result of enquiries of 4 firms in Metal working trades (Minute 7 Second Session); Naples Air Force General Depot, as result of enquiries of 2 firms in Metal working trades (Minute 7, Second Session); Camera del Lavoro of Pozzuoli, as a result of enquiries of 1 large metal working firm and a few small shops (Minute 6, Second Session); and Camera del Lavoro of Naples in consequence of official agreements and of enquiries of 47 large firms, in food processing, chemical, building, textiles, edible oils, metal working and mechanical trades (Minute 4, third and present session). The information thus made available and compiled is abstracted on the prescribed pro-forma, here attached and marked Exhibit "C". In such proforma the information submitted by the Camera del Lavoro of Pozzuoli has been included with other information presented to the Committee by PBS; and the figures of the Camera del Lavoro of Naples have been averaged for the baking, building, textile, metal working and mechanical trades, (to the exclusion of the canning, milling, chemical and oil refining trades, which were deemed not applicable.

7. The Committee in making its comparison considered in respect to each major category of workers the average figure submitted by PBS, by 56 Area, by NAFGD and by Camera del Lavoro of Naples; and then in turn averaged such averages. The resulting consolidated average was then compared with the average of Allied Force Wage rates for the appropriate classifications of workers. From such comparison, the Committee concluded that the following disparities were shown to exist between Armed Force and private wage rates to the advantage of the latter, except as indicated :

Continued.....

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clerical, male,	1st class - 2223 lire per month		(86 per day)
" "	2nd class - 4268 " " "		(164 " ")
" "	3rd class - 3643 " " "		(140 " ")
" female,	3rd class -1454 " " "		(56 " ")
manual, male,	adult, specialized	- 101 lire per day	
" "	" qualified	- 83 " " "	
" "	" unskilled	- 88 " " "	
" "	" common	- 82 " " "	
" "	juvenile, qualified	- 89 " " "	
" "	juvenile, common	- 84 " " "	
" female,	adult, qualified	- Minus 6 lire per day	
" "	" common	- 20 lire per day.	

The Committee also concluded that, in view of the foregoing information and of the rise in cost of living above noted, it might be presumed that a disparity exceeding 1050 lire per month (35 lire per day) existed in male Hotel, Mess and Club grades. The Committee believed, however, that, except in clerical grades, no marked disparity in respect of female rates of pay was demonstrated.

8. Pursuant to its duty to establish a suitable relationship between Allied Armed Force wage scales and local private wage scales, the Committee thereupon unanimously resolved that the cost of living bonus of employees of the Allied Armed Forces should be increased as specified below :

a. Extent of increase :
(1) Clerical workers, male and female, - adults 910 lire per month, Juveniles (under 18) - 130 lire per month.
(2) Manual workers, skilled * (inc. similar grades) and unskilled, male only - adults 55 lire per day, Juveniles (under 18) - 19 lire per day.
(3) Hotel, Mess and Club employees, male only - adults 1050 lire per month, Juveniles (under 18) 650 lire per month.

b. Effective date of increase:
The first day of the pay period beginning next after 15 January, 1946.

c. Effective area of increase.
All territory of Southern District L.C.S. not including Paestum and Castellammare exclaves and Rome Province, but including AFHQ and MTOUSA enclaves, exclusive of small enclaves of Air Corps, III District, and RN in Naples, the islands of Capri, Ischia, Procida and Nisida, and the Torre Annunziata exclave.

The prescribed questionnaire respecting the increase here granted is attached hereto, marked exhibit "D".

The increase above granted did not suffice to establish

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that the cost of living ...
as specified below :

a. Extent of increase :
(1) Clerical workers, male and female, - adults 910 lire per month, juveniles (under 18) - 130 lire per month.
(2) Manual workers, skilled * (inc. ... grades) and unskilled, male only - adults 35 lire per day, Juveniles (under 18) - 19 lire per day.
(3) Hotel, Mess and Club employees, male only - adults 1050 lire per month, Juveniles (under 18) 650 lire per month.

b. Effective date of increase:
The first day of the pay period beginning next after 15 January, 1946.

c. Effective area of increase.
All territory of Southern District C.M.S. not including Paestum and Castellamare enclaves and Rome Province, but including AFHQ and MTOUSA enclaves, ~~exclusive~~ of small enclaves of Air Corps, III District, and RN in Naples, the islands of Capri, Ischia, Procida and Nisida, and the Torre Annunziata exclave.

d. The prescribed questionnaire respecting the increase here granted is attached hereto, marked exhibit "D".

9. The Committee considered that the increase above granted did not suffice to establish a suitable relationship between Armed Force wage scales in Naples. The Committee to note, however, that such increases, coupled with increases previously granted (minute 15, 2nd meeting, 25 May 1945, and minute 14, 3rd meeting, 5 July 1945) had exhausted the original powers in reference to all clerical workers, all male skilled manual workers, all juvenile male annual workers.

10. The Committee did not consider it appropriate further to increase the compensation of other categories of workers with at enlarged increase in the categories stated. The Committee further considered that enlarged increase, particularly in reference to clerical workers and skilled male manual workers was appropriate and necessary.

10. The Committee thereupon unanimously recommended that the Labour and Wages Committee ask the C.C, ~~C.M.S.~~ add by interim action an additional 100 lire per day in all categories to the increases in compensation which the committee is authorised to grant.

11. The Committee adjourned to meet upon the call of the Chairman.

(sgd) [illegible], Major,
Civilian Personnel Officer,
Southern District,
Chairman.

* Including all musicians and the skilled ... employed in the printing trades ... Allied Printing Press (Minute 1-, 1st session).

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National Mechanical Workers.

It has been agreed as follows :

1) The following minimum wages to be effective October 1st 1945 Have been fixed for iron workers of the province of Naples :

Categories	Basic Wage per month	Indemnity of presence	1st C. of L.	2nd C. of L.	Take Home pay p.month
MALE WORKERS					
I cat.(tech.Adm.)	9375	375	1050	2700	13500
II cat.	6875	375	1050	2700	11000
III cat.	4575	375	1050	2700	8700
IIIb cat.(Adm.only)	3875	375	1050	2700	8000
N.B. Regarding the male juvenile workers (under 18) the above minimum are reduced by 1750 lire.					
FEMALE WORKERS.					
I cat.(head of fam)	9375	200	1050	2700	13325
Not head of fam.	9375	200	750	1950	12275
II cat.(H. of F.)	4550	200	1050	2700	8500
Not head of F.	4550	200	750	1950	7450
IIIa cat.(H. of f.)	3350	200	750	1950	6250
IIIa (18 y. old)	3250	200	600	1650	5800
IIIb cat.(H. of F.)	2550	200	1050	2700	6500
IIIb (not H. of F.)	2550	200	750	1950	5450
IIIb (18 y. old)	2550	200	600	1650	5000
IIIa (not h. of f.)	3350	200	750	1950	6250

Labourers.

Categories	Basic wage per hour.	Basic Wage 8 hours	Indemnity of presence	C. of L. I	C. of L. II.	Take Home pay p. day
Lab. specif.	23,12	185	10	35	90	320
Lab. qualif.	20,00	160	10	35	90	295
S/Skilled	17,50	140	10	35	90	275
S/Sk.(under 18)	16,75	134	6	20	55	215
Com. Lab.	14,37	115	10	35	90	250
C.Lab. under 18.	13,62	109	6	20	55	190
Female						
cat.a.(hd of f.)	9,87	79	6	35	90	210
cat.a.(not h. of f.)	9,87	79	6	25	65	175
cat.b.(hd of f.)	7,37	59	6	35	90	190
cat.b.(not h.of f.)	7,37	59	6	25	65	155
appr. 18-21	14,37	115	10	35	90	250
16-18	13,62	109	6	20	55	190
Juveniles	7,37	59	6	20	55	140

Exhibit "A"

AGREEMENT FOR IRON WORKERS OF THE PROVINCE OF NAPLES.

On October 3rd, 1945 in Rome at the Labour Ministry before the Minister of Labour, Gaetano Barbareschi, assisted by doct. Alterelli and Pistillo, of the same Ministry,

between

the iron workers section of the Unione Industriale of the Province of Naples, represented by proxy by Mr Augusto Moschini, lawyer Felice Campbasso, Dr Italo Cosano, Eng. Giuseppe Capobianco, assisted by Dr Elio Romano of the Unione Industriale of Naples and by lawyer Rosario Toscano of the Confederazione Generale of Italian Industry.

and

the Italian Confederation of Iron Workers and Clerks (FIOM) Naples Section, represented by proxy by Mr Luigi Aprile, Mr Luigi Russo, Mr Mario Mazuy, assisted by Mr Giovanni Parodi, Mr Arturo Chiari and Mr Mario Pinna of the National Mechanical Workers.

It has been agreed as follows :

1) The following minimum wages to be effective October 1st 1945 Have been fixed for iron workers of the province of Naples :

Categories	Basic Wage per month	Indemnity of presence	1st C. of L.	2nd C. of L.	Take Home pay p.month
MALE WORKERS					
I cat.(tech.Adm.)	9375	375	1050	2700	13500
II cat.	6875	375	1050	2700	11000
III cat.	4575	375	1050	2700	8700
IIIb cat.(Adm.only)	3875	375	1050	2700	8000
N.B. Regarding the male juvenile workers (under 18) the above minimum are reduced by 1750 lire.					
FEMALE WORKERS.					
I cat.(head of fam)	9375	200	1050	2700	13325
Not head of fam.	9375	200	750	1950	12275
II cat.(H. of F.)	4550	200	1050	2700	8500
Not head of F.	4550	200	750	1950	7450
IIIa cat.(H. of f.)	3350	200	750	1950	6250
IIIa (18 y. old)	3250	200	600	1650	5800
		200	1050	2700	6500

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It has been agreed as follows :

1) The following minimum wages to be effective October 1st 1945 have been fixed for iron workers of the province of Naples :

Categories	Basic Wage per month	Indemnity of presence	1st C. of L.	2nd C. of L.	Take Home pay p.month
MALE WORKERS					
I cat.(tech.Adm.)	9375	375	1050	2700	13500
II cat.	6875	375	1050	2700	11000
III cat.	4575	375	1050	2700	8700
IIIb cat.(Adm.only)	3875	375	1050	2700	8000
N.B. Regarding the male juvenile workers (under 18) the above minimum are reduced by 1750 lire.					
FEMALE WORKERS.					
I cat.(head of fam)	9375	200	1050	2700	13325
Not head of fam.	9375	200	750	1950	12275
II cat.(H. of F.)	4550	200	1050	2700	8500
Not head of F.	4550	200	750	1950	7450
IIIa cat.(H. of f.)	3350	200	750	1950	6250
IIIa (18 y. old)	3250	200	600	1650	5800
IIIb cat.(H. of F.)	2550	200	1050	2700	6500
IIIb (not H. of F.)	2550	200	750	1950	5450
IIIb (18 y. old)	2550	200	600	1650	5000
IIIa (not h. of f.)	3350	200	750	1950	6250

Labourers.

Categories	Basic wage per hour.	Basic Wage 8 hours	Indemnity of presence	C. of L. I	C. of L. II.	Take Home pay p. day
Lab. specif.	23,12	185	10	35	90	320
Lab. qualif.	20,00	160	10	35	90	295
S/Skilled	17,50	140	10	35	90	275
S/Sk.(under 18)	16,75	134	6	20	55	215
Com. Lab.	14,37	115	10	35	90	250
C.Lab. under 18.	13,62	109	6	20	55	190
Female						
cat.a.(hd of f.)	9,87	79	6	35	90	210
cat.a.(not h. of f.)	9,87	79	6	25	65	175
cat.b.(hd of f.)	7,37	59	6	35	90	190
cat.b.(not h.of f.)	7,37	59	6	25	65	155
appr. 18-21	14,37	115	10	35	90	250
16-18	13,62	109	6	20	55	190
Juveniles	7,37	59	6	20	55	140

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The wages as above include the basic wages, the indemnity of presence, in the measure set by the National Collective Labour Contract, April 21, 1943, the daily cost of living bonus, set by the decree dated November 2, 1944 No. 203, the new cost of living bonus specified in the Interconfederate agreement dated 24 February 1945, integrated with the provincial agreement dated March 5, 1945. The firms can add the increases which might come from the minimum above specified to the cost of living bonus up to the amount set for each of them while eventual and further increases will be added to the wage or salary; of course for labourers who are not entitled to any increase, the previous situation about the measure of each increase of the total wages (wages plus indemnities) will remain the same.

2) The total wages set as above include, according to the system mentioned in the last but one paragraph of the previous article, all indemnities given at present by firms under any name. On the contrary the following indemnities will be considered separately:

a) Special indemnities given for certain services as indemnity for work on board of ships, indemnity for work out of dry-dock and so on.

b) The mess indemnity up to a maximum of 12 lire per day for those firms that eventually give such indemnities instead of food.

c) The three daily indemnities granted by law or collective contracts, that is the indemnity of presence, the cost of living bonus and new cost of living bonus and new cost of living bonus.

To avoid having increases of earnings for piecework already higher than minimum as by contract proceed from the above mentioned summation, the firms can introduce into the system of piece work the necessary variations, keeping the same measure for the minimum set by contract. The firms that on account of the present circumstances give the percentage for want of piece work can include part or all of this percentage in the basic wages. In exceptional cases it is established that until the second cost of living bonus (derived from the Interconfederate Agreement 24/2/45 integrated by the provincial agreement March 5, 1945, modifying what was established in the above said agreement) is effective, the indemnity will be also granted in the following cases:

National holiday;
Christmas bonus set by contract;
Notice of dismissal not given but indemnity given for it;
Continuous overtime more than 8 hours per day or 48 per week, in the measure of 1/8 for each hour of overtime.

3) To labourers who have been working at last 3 months in the firm at the date of this agreement is granted a special bonus of 500 lire for each employee. They will be considered also to be in service those labourers who have been temporarely absent for sickness, accident, leave, pregnancy, confinement, regular permits, interruption not disciplinary, and leaves not above six months. To workers that at the date of this agreement have not worked for 3 months will be granted so many [illegible] of work. The payment

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is the indemnity of presence, the cost of living bonus and now cost of living bonus and now cost of living bonus.

To avoid having increases of earnings for piecework already higher than minimum as by contract proceed from the above mentioned annotation, the firms can introduce into the system of piece work the necessary variations, keeping the same measure for the minimum set by contract. The firms that on account of the present circumstances give the percentage for want of piece work can include part or all of this percentage in the basic wages. In exceptional cases it is established that until the second cost of living bonus (derived from the Interconfederate Agreement 24/4/45 integrated by the provincial agreement March 5, 1945, modifying what was established in the above said agreement) is effective, the indemnity will be also granted in the following cases:

National holiday;
Christmas bonus set by contract;
Notice of dismissal not given but indemnity given for it;
Continuous overtime more than 8 hours per day or 48 per week, in the measure of 1/8 for each hour of overtime.

3) To labourers who have been working at last 3 months in the firm at the date of this agreement is granted a special bonus of 500 lire for each employee. They will be considered also to be in service those labourers who have been temporarely absent for sickness, accident, leave, pregnancy, confinement, regular permits, interruption not disciplinary, and leaves not above six months. To workers that at the date of this agreement have not worked for 3 months will be granted so many sixths of the above said bonus as the number of fortnights of work. The payment of the bonus must be maid by the firms not later that November 15, 1945.

4) The piece work percentage established by the present regulations at 10% of bas wage remains unchanged and it is agreed that labourers who usually work piece work and that exceptionally for technical reasons cannot work piece work will be granted an indemnity substituted for the piece work earning in the measure of 20% of basic wages, except in the case of better condition. In cases in which the tariff for piecework is wrong there will be a review of wages effective from the beginning of the piecework considered wrong. It is also agreed that labourers not working piece work whose work is directly and usually connected with the work of other piecework labourers will get in addition to the basic wages the average profit of the group they work with.

5) Labourers (time work) who don't get any premium or indemnity or benefit for the work performed will be granted a premium of 10 lire per every working day; such a premium will be granted to labourers who during the fortnight have neither unjustified absences nor punishments and did not arrive late on the job. Such indemnity will not be considered as a retribution for the work performed (example overtime, leaves, discharge indemnities etc.)

5-9

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6) The parties state that by the setting of the minimum global retribution as specified in art. 1, they don't mean to change the individual situation of better condition now under way.

7) This agreement will last six months (as a minimum) effective Oct. 1, 1945, except conventional variations of general nature for what is not regulated in the agreement reference is made to the rules of collective contracts in use for industry employees and labourers of the iron industry.

Besides the parties exceptionally agree on what follows :

a) On the request of F.I.O.M. in consideration of the peculiar difficult situation caused by the surplus of labourers the employers agree exceptionally that, for a period of three months starting from the date of this agreement, the F.I.O.M. can give the firms the names of labourers listed to be discharged - If the firm decides according to its needs to discharge labourers they will get the usual indemnities set by contract.

b) as to workers employed in non steady jobs to the purpose of favoring a greater number of labourers than the present number it is agreed that keeping unchanged the present rules every firm can consider the convenience of using eight hour turns. In any case with the new working hours the present compensation for ten hours shall not be worse.

c) The parties have the right to discuss in local offices the possibility to apply for the Winter period an extra assistance to sick labourers belonging to those firms that have not taken care of the matter.

The present document has been read, approved and signed.

Rome, October 3, 1945.

Agreement for the acknowledgement of the conventional seniority to labourers discharged in 1943 on account of war events by steel plants located in the province of Naples as it is after the establishment of the new province of Caserta.

Firms working at present.

Employees discharged in 1943 because of war events and working at the date of August 3, 1945, in the same firm to which they belonged at the time of discharge, the seniority acquired at the time of discharge will be added to the seniority acquired as a result of the new engagement.

Besides the period between the discharge and re-hiring will not effect anything.

But the above-mentioned benefit applies only to those who as a result of the new hiring have acquired a new seniority not less than one year. Such a limit does not apply to those workers discharged not for their faults.

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apply for the Winter period an extra assistance to
those firms that have not taken care of the matter.

The present document has been read, approved and signed.

Rome, October 3, 1945.

Agreement for the acknowledgement of the conventional seniority to labourers discharged in 1943 on account of war events by steel plants located in the province of Naples as it is after the establishment of the new province of Caserta.

Firms working at present.

Employees discharged in 1943 because of war events and working at the date of August 8, 1945, in the same firm to which they belonged at the time of discharge, the seniority acquired at the time of discharge will be added to the seniority acquired as a result of the new engagement.

Besides the period between the discharge and re-hiring will not effect anything.

But the above-mentioned benefit applies only to those who as a result of the new hiring have acquired a new seniority not less than one year. Such a limit does not apply to those workers discharged not for their faults.

The aforesaid conventional seniority does not grant the right for any economic and social revision already gotten for leaves, sickness, Christmas bonus, etc., during 1943 and 1944.

Firms not working at the date of August 8, 1945.

For these firms the benefit, as above specified, is granted to those who will be re-hired before December 31, 1946.

Settlement Indemnity.

The amount cashed at the time of discharge if not given back in money is considered a labourer's debt and this debt will be figured in occasion of successi settlement for the rescission of the new connection.

Veterans

For the employees who are qualified veterans and are discharged as above said, the benefits will be granted without limit of rehiring dates above fixed.

In any case, all the most favourable reasons coming by law or collective contracts already existing or to be issued, will be kept.

Naples august 13, 1945.

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EXHIBIT "B"

COST OF LIVING IN NAPLES
(According to Ufficio Regionale del Lavoro)

Month	Actual Amount of money required per week to feed a family of 5 persons 2623 calories per day for each.	Comparative index of Cost of Food as per preceding column, with January 1944 as a base equivalent to 100.
January 1944	3458.18 lire	100.00
February	- -	- -
March	3579.40 lire	103.51
April	3371.60 "	97.50
May	3483.73 "	100.73
June	3453.22 "	99.86
July	2336.78 "	67.50
August	2763.11 "	77.44
September	3431.18 "	100.67
October	3243.35 "	93.79
November	3140.01 "	90.80
December	2818.38 "	81.51
January 1945	3800.00 lire	109.88
February	4072.34 "	117.76
March	3814.04 "	110.29
April	4539.99 "	131.38
May	4361.61 "	126.12
June	3172.49 "	91.74
July	2851.21 "	82.45
August	3242.01 "	93.75
September	3236.51 "	93.59
October	4059.94 "	117.40
November	4281.24 "	123.80

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		3371.30	
April		3483.73	"	100.73
May		3453.22	"	99.86
June		2356.78	"	67.50
July		2763.11	"	77.44
August		3481.18	"	100.67
September		3245.35	"	93.79
October		3140.01	"	90.80
November		2818.83	"	81.51
December				
January 1945		3800.00	lire	109.88
February		4072.34	"	117.76
March		3814.04	"	110.29
April		4539.99	"	131.38
May		4361.61	"	126.12
June		3172.49	"	91.74
July		2851.21	"	82.45
August		5242.01	"	93.75
September		3236.51	"	93.59
October		4059.94	"	117.40
November		4281.24	"	123.80

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59

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Exhibit "D"

QUESTIONNAIRE.

1. Reason for Meeting.

There was increasing evidence of marked disparity of rates of wages, particularly in regard to skilled male manual workers.

2. Source of Information for the Italian Industry Rates as in the attached Form.

The several sources used are shown on the right hand margin of the form itself.

3. Steps taken to verify the information referred to in para. 2 above.

The rates shown were submitted by responsible officials of the private firms named; by the Director of the Public Ufficio del Lavoro, with the concurrence of the Camera del Lavoro of Naples; and by the secretary of the Camera del Lavoro of Pozzuoli. The persons named are in a position accurately to know what private rates are; and as their statements agree reasonably well, it is logical to conclude that they have accurately stated what they know.

4. Increase/Decrease agreed, with explanation of any variations of Award as between Occupations.

Increases were authorised as follows : Adult clerical workers, Adult male skilled and unskilled manual workers (inc. marine grades), Adult male Hotel, Mess and Club workers - 35 lire per day; Juvenile clerical workers (if any) - 5 lire per day; Juvenile male skilled and unskilled manual workers - 19 lire per day; Juvenile male Hotel, Mess and Club workers - 22 lire per day. These rates were the maximum allowable for all clerical workers, for all skilled male manual workers and for male juveniles (except Hotel and Mess Grades). Indeed higher rates would have been warranted by the evidence. No increases were granted to females(except clerical), as Italian industry makes a wide differentiation and hence no increase seemed necessary. No increase beyond 35 lire per day was granted to adult male labourers lest the present differentials between skilled and common labour be obscured.

5. Is the Award in the form of a Bonus or of an Augmentation of Basic Pay?

The increases above described are additions to Cost of Living Bonus.

6. Effective date and Area of the Award.

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Lavoro of Pozzuoli. The persons named are in a position accurately to know what private rates are; and as their statements agree reasonably well, it is logical to conclude that they have accurately stated what they know.

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5. Is the Award in the form of a Bonus or of an Augmentation of Basic Pay?

The increases above described are additions to Cost of Living Bonus.

6. Effective date and Area of the Award.

The increases are effective with the first pay period beginning after 15 January 1946; and apply to Southern District, P.B.S., less Rome Province and exclaves at Paestum and Castellamare, but including all enclaves and the exclave at Torre Annunziata.

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ISON TABLE: CIVILIAN LABOUR RATES: '40. Manual labour specialised

Base Pay (1)(2)	Presence Indemn'y	PLUS Wife (3)	2 Chil-dren(3)	Cost of vita	2nd Cost vita	Winter Bonus.	Summer Bonus.	PLUS Soc. Ins. (5)		TAKE HOME	
236		14	26	135				1.5	4	405.5	Treichler (Foundry)
184	10	14	26	135				1.5	3.5	364	Meccanotecnica (Mec.Sp.)
208		14	26	135				1.5	4	377.5	Bufola (Carshop)
265		14	26					1.5	4	399.5	Bambini Parodi(Mach Sp.)
185	10	14	26	35	80			1.5	3.5	355	Magnachi (Mach.Shop)
230.5	10	14	26	135				1.5	4	409.8	S. Ilva(Steel Foundry)
134.5	10	14	26	128	108.8	100	46.5	1.5	6.5	559.8	Ossigeno(Oxygen Plant)
359	10	14	26	132.6	69.2	100	142.3	1.5	9.6*	833	
320		14	26					1.5	6	352.5	Camera del Lav. Pess.

355	Silurificio	56 Area Av. 379
386	Ansaldo	
394	Naval Maccanico	
383	Ilva	
383	Breda & Naval Mac.	
389	Camera del Lavoro, Naples.	

4 Diverse Area Av. 402.

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Average for Italian Rates * Not included in average.

383
- 287
Differential 101

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ntes an 8 hr working day will be used.
and 2 dependents children will be used for comparison purposes.
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1528

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(57)

SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES: '40. Manual labour

Grade	Male or Female	Allied Force Basic Rate Basic Mkx (1)	PLUS C of L	Base Rate Mkd	Base Rate (1),(2)	Presence Indemn'y	PLUS Wife (3)	2 Children(3)	ITALIAN INDUSTRY RATES Core vita	2nd C' vita	Winter Bonus.	Co Ba
Manual Labour												
Specialized.	Male						14	26	135			
Armature Wdr		165	130		295	236						
Armourer		145	130		275	184	10	26	135			
Carpenter		120	140		260	208						
Cooper		150	130		280	265						
Cutter Patt.		195	120		315	185	10	26	135			
Cutter Gear		165	130		295	230.5	10	26	128	108.8	100	
Insp. Precan.		175	125		300	134.5	10	26	132.6	69.2	100	
Linotype Op.		145	130		275	350	10	26				
Litho Engraver		165	130		295	320						
Mech. Asro.(dies)		145	130		275							
Pier Supervisor		140	130		270							
Process Engraver		165	130		295							
Repairer Watch		165	130		295							
Stereotyper		145	130		275							

Average for A.F. Basic Rate
287.

Average f

Differential

(1) The date of the collective agreement to be given.
(2) For the purpose of comparison of rates an 8 hr working day will be used.
(3) The National family of man, wife, and 2 dependent children will be used for compar
(4) Details of any other indemnities to be inserted.
(5) Details of any other deductions to be inserted.

1529

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ISON TABLE: CITTÀ LABOUR Rates: '40. Manual labour specialised

Base Pay (1)(2)	Presence Indemn'y	PLUS ITALIAN INDUSTRY RATES Wife (3)	2 Children(3)	Cost of vita	2nd Cost vita	Winter Bonus.	Contor Bonus.	PLUS Soc. Ins.	(5)	TAKE HOME	
236		14	26	135				1.5	4	405.5	Treichler (Foundry)
184	10	14	26	135				1.5	3.5	364	Meccanotecnica (Mac.Sp.)
208		14	26	135				1.5	4	377.5	Bufola (Carshop)
265		14	26					1.5	4	399.5	Bombini Parodi(Mach Sp.)
185	10	14	26	35	90			1.5	3.5	355	Magnachi (Mach.Shop)
230.5	10	14	26	135				1.5	4	409.8	S. Ilva(Steel Foundry)
134.5	10	14	26	128	108.8	100	46.5	1.5	6.5	559.8	Ossigeno(Oxygen Plant)
350	10	14	26	132.6	69.2	100	142.3	1.5	9.6	x833	
320		14	26					1.5	6	352.5	Camera del Lav. Pess.

355	Silurificio	56 Firm Av.	379
386	Ansaldo		
394	Naval Meccanico		
383	Ilva		
383	Breda & Naval Mac.		
389	Camera del Lavoro, Naples.		

Average for Italian Rates 388

Differential 101

x Not included in average.

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rates an 8 hr working day will be used.
and 2 dependent children will be used for comparison purposes.
to be inserted.
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1530

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SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES '46.

Grade	Male or Female	Male Allied Force Basic Rate PLUS	TAKE HOME	Base Pay (1)(2)	Presence Indemnity	PLUS Wife (3)	2 Children(3)	ITALIAN INDUSTRY RATES Cost-of-vita	2nd Cost-of-vita	
Clerical 3rd Class	(Male or female for some jobs.)									
Cashier		3600	3380	6980	9250					
Clerk, office		3600	3380	6980	7467			4125		
Interpreter General		3600	3380	6980	4575	375		1050	2700	
Typist		3600	3380	6980	3700					
Tel. Opr.(no Eng.)		2500	3640	6140	2094	240		750	1950	3
Tel. Opr.(Eng.)		3600	3380	6980	3700					
		Average A.F. Rates 6840								Average
										Differential

(1) The date of the collective contract to be given.
(2) For the purpose of comparison of rates an 8 hr working day will be used.
(3) The notional family of man, wife, and 2 dependent children will be used for comparison purposes
(4) Details of any other indemnities to be inserted.
(5) Details of any other deductions to be inserted.

1531

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MPARISON TABLE: CIVILIAN LABOUR RATES '46.

sc. y (2)	Presence Indemnity	PLUS Wife (3)	2 Children (3)	Cura-vita	ITALIAN INDUSTRY RATES 2nd Cura-vita	(4)	(4)	MINUS. Soc. Ins.	(5)	T.K. HOME
						203	1.80			8867 Bombini Parodi
250						203	131			11258 Ilva
467		4125				203	166			8331 Magnachi
575	375	1050	2700			203	174			8323 Meccanotecnica
700						203	180			8853 Ossigeno
994	240	750	1950	3000	1200	203	174			9701 Camera del Lavoro Pozzuoli
700										8840 Silurificio
										11030 Ansaldo
										12775 Ilva
										11022 Breda & Naval
										10471 Camera del Lavoro of Naples

Average Italian Rates 10483
- 6840
Differential 3643 (140 per day)

working day will be used.
nt children will be used for comparison purposes.

1532

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(65)

52-1-23

See attached sheet for juvenile labour.

SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES 1945 Manu

Grade	Male or Female	Allied Force Basic Rate: Basic Max (2)	PLUS C of L	TAKE HOME	Base Pay (1)(2)	PLUS Presence Indmn'y	Wife (3)	2 Chil-dren(3)	ITALIAN INDUSTRY RATES: Carro vita	2nd C' vita	Winter Bonus.	Contcy Bonus.	M F
Manual Labour Common	Male	85	110	195	122	10	14	26	125				
					263		14	26					
					115	10	14	26	35	90			
					182		14	26	85				
					86.4	10	14	26	40.3	103.8	100	57.6	
					215		14	26					

Average A.F. Rates
195

Average Italian Rates
277
- 195
Differential 82

(1) The date of the collective agreement to be given.
(2) For the purpose of comparison of rates an 8 hour working day will be used.
(3) The National Family of man, wife, and two dependent children will be used for com
(4) Details of any other indemnities to be inserted.
(5) Details of any other deductions to be inserted.

1533

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See attached sheet for juvenile labour.

COMPARISON TABLE: CIVILIAN LABOUR RATES 1945 Manual Labour Common

	PLUS				ITALIAN INDUSTRY RATES		MINUS				
2)	Presence Indmn'y	Wife (3)	2 Children(3)	C'ro vita	2nd C' vita	Winter Bonus.	Contcy Bonus.	Soc. Ins.	(5)		TAKE HOME
2	10	14	26	125				1.5	3	292.5	
		14	26					1.5	3	298.5	
5	10	14	26	35	90			1.5	2.5	286	
		14	26	35				1.5	2.5	205	
0.4	10	14	26	40.3	103.8	100	57.6	1.5	3.5	433.1	Ossigeno(Oxygen Pt.)
5		14	26					1.5	3.5	250	Camera del Lavoro Pozzuoli
										299	Silurificio
										308	Ansaldo
										292	Naval Meccanica
										300	Ilva
										251	Breda & Naval Mecc.
										290	Camera del Lavoro of Naples

PRS Average 266

96 area Av. 300

Average Italian Rates 277
- 195
Differential 82

rcement to be given.
of rates an 8 hour working day will be used.
ife, and two dependent children will be used for comparison purposes.
es to be inserted.
s to be inserted.

1534

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SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES '46 Manua

Grade	Male or Female	Allied Force Basic Rate Base Basic Max (2)	PLUS C of L	TAKE HOME Pay (1)(2)	Presence Indemn'y	PLUS Wife (3)	2 Children(3)	ITALIAN INDUSTRY RATES Caro-vita.	2nd Caro-vita.	Winter Bonus.	Xmas Bonus.
Manual Labour											
Unskilled	Male	105	110	215	171.6	10		135			
Artisans Mate		105	140	245	140		14	135			
Chauffer		95	140	235	140	10	14	125			
Checker		105	140	245	160		14	135			
Greaser		105	140	245	291		14				
Hammerman		105	110	215	140	10	14	35	90		
Lithographers Asst.		105	110	215	172.7	10	14	135			
Mechanics Asst		105	110	215	97.7	10	14	40.2	103.8	100	69.2
Printing Mach. Mate		105	140	245							
Rivet Heater		95	140	235							
Road Worker		110	140	250							
Stevedore		90	140	230							
Watchman		90	110	200							
Machine Minder Asst.											

Average A.F. Rates
230

Average for Ita
318
- 230
88

Differential

(1) The date of the collective agreement to be given.
(2) For the purpose of comparison of rates an 8 hour working day will be used.
(3) The National Family of man, wife, and two dependent children will be used
(4) Details of any other indemnities to be inserted.
(5) Details of any other deductions to be inserted.

1533

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ARISON TABLE: CIVILIAN LABOUR RATES '46 Manual Labour Unskilled

	PLUS	ITALIAN INDUSTRY RATES				MINUS							
gence / mm'y	Wife (3)	2 Children(3)	Cero-vita.	2nd Cero-vita.	Winter Bonus.	Cost of Living Bonus.	Soc. Ins.	(5)	TAKE HOME				
							1.5	6.0	309.1	S. Ilva(Foundry)			321
			135				1.5	3.0	310.5	Treichler "			
			135				1.5	3.0	310.5	Meccanotecnica(Mach.Sp)			
10	14	26	125				1.5	3.5	330.0	Bufola (Car Shop)			
10	14	26	135				1.5	3.5	326.0	Bombini Parodi(Mach.Sp)			
	14	26					1.5	3.5	310.5	Magnachi(Mach.Shop)			
	14	26	35	90			1.5	3.5	352.7	S. Ilva (Foundry)			
10	14	26	135				1.5	3.0	458.	Ossigeno(Oxygen Plant)			PBS Average
10	14	26	40.2	103.8	100	69.2							
10	14	26							326	Silurificio			
									345	Ansaldo			
									322	Naval Meccanica			
									331	Ilva			
									313	Breda & Naval Mecc			56 area Av. 331
									309	Camera del Lavoro Naples			

Average for Italian Rates 318

Differential - 230 = 88

tive agreement to be given.
parison of rates on 8 hour working day will be used.
man, wife, and two dependent children will be used for comparison purposes.
indemnities to be inserted.
deductions to be inserted.

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(2)

5/2

SPECIAL COMPARISON TABLE : CIVILIAN RATES '45.

Grade	Male or Female	Allied Force Basic Rate: Basic Pay(2)	PLUS C of L	TAKE HOME	Base Pay (1)(2)	PLUS: Presence Indem'ty	Wife (3)	2 Ch'n (3)	ITALIAN INDUSTRY RATES MI: Carovita	2nd Carovita	(4)	(4)	Soc. Ins.
Manual Labour Qualified	Female (Head of Family)	(See male rates for manual labour qualified less 15% of basic)			155.7 79	10 6		26	131 35	90			1.5 1.5
		Average for A.F. Rates 244							Average Italian Rates			238 244	
												Differential	6
Manual Labour	Female (Head of family)	(See male rates for manual labour common, less 15% of basic)			59	6		26	35	90			1.5
		Average for A.F. Rates 182							Average Italian Rates			202 182	
												Differential	20

(1) The date of the collective agreement to be given.
(2) For the purpose of comparison of rates an 8 hour working day will be used.
(3) The National Family of man, wife, and two dependent children will be used for
(4) Details of any other indemnities to be inserted.
(5) Details of any other deductions to be inserted.

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: CIVILIAN RATES '45.

PLUS							ITALIAN INDUSTRY RATES MINUS				
sence em'ty	Wife (3)	2 Ch'n (3)	Caro vita	2nd Caro vita	(4)	(4)	Soc. Ins.	(5)	TAKE HOME		
10			131				1.5	2	293.2 Ilva	PBS Av. 263	
6		26	35	90			1.5	2	232.5 Magnachi		
									228 Ansaldo	Av. 56 Area Av. 249	
									237 Naval Meccanica		
									284 Ilva		
									202 Breda & Naval		
		Average Italian Rates				238					
						- 244					
		Differential				6					
6		26	35	90			1.5	2	212.5 Magnachi	PBS Av. 212	
									x 94.85 S. Pietro		
									228 Ansaldo	Av. 56 Area Av. 233	
									215 Naval Meccanica		
									256 Ilva		
									183 Breda & Naval		
									180 Camera del Lavoro		
		Average Italian Rates				202					
						- 182					
		Differential				20					

x Not included in average.

ent to be given.
rates on 8 hour working day will be used.
and two dependent children will be used for comparison purposes.
to be inserted.
o be inserted.

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SPECIAL COMPARISON TABLE: CIVILIAN RATES OF PAY '45

Grade	Male or Female	Allied Force Basic Rate: Basic Max	PLUS C of L	TAKE HOME	Base Pay (1)(2)	PLUS: Presence Indem'ty	Wife (3)	2 Ch'dn (3)	Cost of Living Allowance	2	(4)	(4)	Soc. Ins.
Juvenile Labourers	Male				109	6			20	55			1.5
Qualified					80	6			75				1.5
Apprentices					196								1.5
Messengers		90	50	140	198								1.5
		65	50	115									
		Average 127								Average 211			
										211			
										- 127			
									Differential	84			
Juvenile Labourers Common or Very Young		45	50	95	91								.5
					166								.5
		Average 95										Average 1	
									Differential				

(1) The date of the collective agreement to be given.
(2) For the purpose of comparison of rates an 8 hr working day will be used.
(3) The national family of man, wife and 2 dependent children will be used for comparison purp
(4) Details of any other indemnities to be inserted.
(5) Details of any other deductions to be inserted.

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COMPARISON TABLE: CIVILIAN RATES OF PAY '45

PLUS							Italian Industry Rates		MINUS		
Presence Indem'ty	Wife (3)	2 Ch'dn (3)	Caro Vita	2 C' vita	(4)	(4)	Soc. Ins.	(5)	TAKE HOME		
6			20	55			1.5	2.	186.5	Magnachi	
6			75				1.5	1.5	159	Meccanotecnica	P.B.S.
							1.5	2.5	192.	S.Pietro	Av.182
							1.5	2.5	192	Bombini Parodi	
									219	Ansaldo	56 Area
									218	Naval Meccanica	Av. 222
									229	Ilva	
									214	Breda & Naval Mecc.	
									195	Camera del Lavoro	
			Average 211								
			211								
			- 127								
			Differential 84								
							.5	1.5	88	Bugola	P.B.S.
							.5	2.0	163.5	Bombini Parodi	Av. 125
									162	Ansaldo	
									170	Naval Mecc.	56 Area
									206	Breda & Naval Mec.	Av. 166
									160	Camera del Lavoro	
				Average 164							
				- 95							
				Differential 69							

be given.
an 8 hr working day will be used.
dependent children will be used for comparison purposes.
inserted.
nserted.

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SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES 1945. Clerical 1st

Grade	Male or Female	Allied Force Basic Rate: Basic Max	PLUS C of L	TAKE HOME	Base Pay. (1)(2)	PLUS ITALIAN INDUSTRY RATES: Presence Indem'ty	Wife (3)	2 Ch'dn (3)	Caro Vita	2nd C' vita	Winter Bonus	Cont' Bonus
Clerical 1st Class	Male											
Asst. Pub. A.		6300	3120	9420	14500							
Executive		11100	3120	14120	9375	375						
Pro. Service		11100	3120	14120	9660				4125			
					6418.20		3078	6172				
Supt.of Lab.		10000	3120	13120	13500				1050	2700		
Dup.Supt.of Lab.		8500	3120	11620	6000	450			1050	2700	3000	1200
					13500		459	919				
		Average A.F. Rates 12480									Average Itnlian 14713	
											- 12480	
											Differential 2233	

(1) The d te of the collective agreement to be given.
(2) For the purposes of comparison of rates an 8 hr working day will be used.
(3) The national family of men, wife, and 2 dependent children will be used for comparison purpos
(4) Details of any other indemnities to be inserted.
(5) Details of any other deductions to be inserted.

F 5 4 1

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TABLE: CIVILIAN LABOUR RATES 1945. Clerical 1st Class.

PLUS							MINUS			
	ITALIAN INDUSTRY RATES								TAKE HOME	
Presence Indem'ty	Wife (3)	2 Ch'dn (3)	Caro Vita	2nd C' vita	Winter Bonus	Cont'y Bonus	Soc. Ins.	(5)		
							203	290	8700	Bombini Parodi.
							203	187	9360	Magnachi
375			4125				203	175	13407	S. Ilva.
							203	213	15258	S. Pietro
0	3078	6178					203	270	16777	Meccanotecnica
			1050	2700			203	21[illegible]	14786	Ossigeno
450			1050	2700	3000	1200	203	260	14615	Camera del Lavoro Pozzuoli.
	459	919								
									13900	Silurificio
									17060	Ansaldo
									14475	Ilva.
									15510	Breda & Naval.
									15070	Camera del Lavoro of Naples.

PBS Av 13129

56 Area Av. 15145

Average Italian Rates
14713
- 12480
2233 (86 per day)

Differential

given.
hr working day will be used.
ndent children will be used for comparison purposes.
ted.
ted.

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SPECIAL COMPARISON BASE: CIVILIAN LABOUR RATES

Grade	Male or Female	Allied Force Basic Rate Basic Max	Plus C of L.	Base Pay 1/(2)	PLUS Presence Indem'ty	Wife (3)	2 Ch'dn (3)	Cost of Living	2nd C' vita	Winter Bonus.
Clerical 2nd Class	Male									
Accountant		5400	3160	12000						
Shop Supt		5800	3160	8161				4125		
Teach(Lang)		4900	3380	6875	375					
Whse Super.		5000	3380	11000				1050	2700	
				3485	450			1050	2700	3000
				11000		459	919			
									-	
									-	
		Average A.F. Rates 8535					Differential		Average	Italian 12803 - 8535 = 4268

(1) The date of the collective agreement to be given.
(2) For the purpose of comparison of rates an 8 hr working day will be used.
(3) The National Family of man, wife, and two dependent children will be used for comparison
(4) Details of any other indemnities to be inserted.
(5) Details of any other deductions to be inserted.

I S A 3

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SPECIAL COMPARISON BASE: CIVILIAN LABOUR RATES '45. Clerical 2nd Class.

Base Pay (2)	PLUS ITALIAN ENTRY RATES: Presence Indem'ty	Wife (3)	2 Ch'dn (3)	Caro vita	2nd C' vita	Winter Bonus.	Contcy. Bonus	DEDUCTS Soc. Ins.	(5)	TAKE HOME		
2000								203	240	11557	Bombini Perodi	) PBS Av.
8161				4125				203	245	11838	S. Ilva	) 11860
6875	375							203	137	9910	Magnachi	
1000				1050	2700			203	2.95	14252	Meccanotecnica	
3485	450			1050	2700	3000	1200	203	2.28	11657	Ossigeno	
1000		459	919					203	2.20	11955	Camera del Lavoro Pozzuoli	
										12100	Silurificio	(56 Area
										13070	Ansaldo	(Av.
										13575	Ilva	(12915
										13184	Breda & Naval	
										13253	Camera del Lavoro of Naples	
			Differential		Average Italian Rates 12803 - 8535 = 4268		(164 per day					

be given.
an 8 hr working day will be used.
wo dependent children will be used for comparison purpose.
inserted.
nserted.

ANNEXURE II

Rear HQ 13 Corps
22 Jan 4'

ALLIED FORCE LABOUR AND WAGES COMMITTEE

13 CORPS LOCAL SUB-COMMITTEE

The FIFTH Meeting of the 13 Corps Local Sub-Committee of the Allied Force Labour and Wages Committee was held at Rear HQ 13 Corps on 21 Jan 46.

PRESENT

CHAIRMAN Lieut.Col.C.ESSELY -ADL 13 Corps

REPRESENTATIVES OF

88 (US) Division - 1st Lieut.S.L. CUMMINGS
HQ D.A.F. - W/Cdr. E.BOWMAN
N.O.I.C. Trieste - Comdr (S) R. HARPER-SMITH
'Q' Rear 13 Corps- Major B.A.E. FITZGERALD
RE (Wks) Rear 13 Corps - Major W.R. CATHROW
ST Rear 13 Corps - Major J.O.PENROSE
2901 Civil Labour Unit - Major D.G.H. NUGENT
2920 Civil Labour Unit - Major J.D.MITCHELL

IN ATTENDANCE

ALG LO ex Region XII - Capt.P.L.YOUNG
ORD Rear 13 Corps - Capt.L.COLBRIDGE
HQ 201 Sub-Area - Capt. D.H.WARNER

SECRETARY

Major I.M.PATASCHNICK - DADL 13 Corps

1. The Minutes of the FOURTH Meeting held on 29 Nov.45 were approved.

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HQ D.A.F. - W/Cdr. E.BOWMAN
N.O.I.C. Trieste - Comdr (S) R. HARPER-SMITH
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IN ATTENDANCE

ALG LO ex Region XII - Capt.P.L.YOUNG
ORD Rear 13 Corps - Capt.L.COLBRIDGE
HQ 201 Sub-Area - Capt. D.H.WARNER

SECRETARY

Major I.M.PATASCHNICK - DADL 13 Corps

1. The Minutes of the FOURTH Meeting held on 29 Nov.45 were approved.

2. MATTERS ARISING OUT OF THE MINUTES OF THE FOURTH MEETING

5239 (a) At the request of the RE representative it was agreed to drop the question of rations for Government-employed roadworkers.

(b) Compensating Indemnity, National Holidays and Leave

The Chairman informed the Committee of the recommendations made by the Allied Force Labour and Wages Committee regarding:-

(i) Paid National Holidays
(ii) Compensating indemnity to cover Christmas bonus, paid annual leave and dismissal indemnity.

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(c) Cost of Living Bonus

The Chairman informed the Committee

(i) That the increase of Cost of Living Bonus for VENEZIA GIULIA, awarded at the last meeting, had been authorised by the Allied Force Labour and Wages Committee and had been promulgated by a Corps Routine Order with effect from the 1 Nov 45.

(ii) That the recommendation of the Local Sub-Committee at its last meeting, asking AFHQ to grant the Sub-Committee authority for an additional Cost of Living Bonus up to 100 lire for adults and 40 lire for juveniles, had been approved.

3. (a) The Sub-Committee then proceded to exmine Appendices 'A' to 'J' to these minutes. (+)

(b) The Chairman pointed out that the Allied Force Labour and Wages Committee had suggested to the Sub-Committee that, while the proposals of the latter regarding the increased Cost of Living Bonus in Venetia Giulia were approved, consideration be given to the fact that there was still a disparity in wages of common labourers after the recommended increase had been granted. In view of this observation, rates of pay for VENETIA GIULIA were reviewed (Appendices 'G' to 'I' to these Minutes). (+)

(c) The Chairman informed the Committee that in Civilian Industry, rates of pay for the whole of Italy were now graded according to three geographical zones with various sub gradings. It was considered impractical to adhere to this zoning in 13 Corps and it was agreed to consider the all-round position for all provinces within 13 Corps (Appendix "J" to these minutes) (+)

(d) It was agreed that the differential shown between Allied

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to 'E' to these minutes. (+)

(b) The Chairman pointed out that the Allied Force Labour and Wages Committee had suggested to the Sub-Committee that, while the proposals of the latter regarding the increased Cost of Living Bonus in Venetia Giulia were approved, consideration be given to the fact that there was still a disparity in wages of common labourers after the recommended increase had been granted. In view of this observation, rates of pay for VENETIA GIULIA were reviewed (Appendices 'G' to 'I' to these Minutes). (+)

(c) The Chairman informed the Committee that in Civilian Industry, rates of pay for the whole of Italy were now graded according to three geographical zones with various sub gradings. It was considered impractical to adhere to this zoning in 13 Corps and it was agreed to consider the all-round position for all provinces within 13 Corps (Appendix "J" to these minutes) (+)

(d) It was agreed that the differential shown between Allied Force Wages and those applicable to Civilian Industry in 13 Corps called for an increased Cost of Living Bonus, and the following increases were approved with effect from 1 Nov 45 under authority of AFHQ Admin Memo N° 25, dated 18 April 45, in addition to the increases for VENETIA GIULIA awarded by Minute 8 (para. seven (a)) of the Minutes of the Meeting held on 29 Nov 45.

Daily Paid Workers	Venetia Giulia	Outside Venetia Giulia
Male	20	120 lire per day
Female	-	80 lire per day
Juvenile	-	40 lire per day

Monthly Paid Workers (Admin, Office and Clerical Grades	o/o

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	Venetia Giulia	Outside Venetia Giuli
Monthly Paid Workers (Adm., Office and Clerical Grades)		
Male	1040	3.640 lire per month
Female	-	2.080 lire per month
Juvenile	520	1.560 lire per month
Monthly Paid Workers (Mess, Club and Hotel Grades)		
Male	1200	4.200 lire per month
Female	-	2.400 lire per month
Juvenile	-	1.200 lire per month

The above increases will have the effect of standardizing rates of pay for the whole of 13 Corps.

Retrospective adjustments of Christmas Bonus will not be permitted.

4. A statement appears at Appendix 'K' showing the progressive increases in Cost of Living Bonus in 13 Corps since 16 July 45 and the balance of AFHQ grants in hand after each award.

5. SLCO 2901 Civil Labour Unit (Venice) pointed out that the above increases would still leave him below the new rates in PADUA (which is only 15 miles from VENICE) resulting from the recent increases introduced by HQ 2 District. This would seem an anomalous position, since 2 District's and the above increases are based on a comparison with the same Italian rates, i.e. those contained in the Milan agreement. Variations occur in matching A.F. and Italian grades and categories. However, the Committee could only base its award on the evidence before it (Appendices 'B', 'D' and 'F'). SLCO 2901 Civil Labour Unit will report on the position after the above increases have been implemented. (+)

(sgd) (I.M.PATASCHNICK) Major
D.A.D.L
Secretary.

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Retrospective adjustments of Christmas Bonus will not be permitted.

4. A statement appears at Appendix 'K' showing the progressive increases in Cost of Living Bonus in 13 Corps since 26 July 45 and the balance of AFHQ grants in hand after each award.

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(sgd) (I.M.PATASCHNICK) Major
D.A.D.L
Secretary.

N.B. In agreement with the Chairman, Local Labour and Wage Sub-Committee, XIII Corps the Appendices A to J have not been reproduced. Information contained in Appendices to the Minutes of the f urth meeting of the Sub-Committee (Annex II to Agenda of 1st Meeting of Labour & Wages Committee refers) and attached Appendix K (i) (ii) (iii) being considered sufficient.

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WILLIAM E.DAVY, Major
Secretary (Br)
for Joint Secretariat

(5-9)

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CIVILIAN LABOUR - COST OF LIVING BONUS - IN 13 CORPS

(a) DAILY WAGE GROUP	VENETIA GIULIA											
(1) Adult Group	w.e.f. 16 July 45		w.e.f. 1 Oct.45		w.e.f. 1 Nov.45		w.e.f.		w.e.f.		w.e.f. 16 July 45	
	M	F	M	F	M	F	M	F	M	F	M	F
Up to and incl.120 lire	75	75	100	95	220	175					75	75
From 121 to 125 lire	72	72	97	92	217	172					72	72
From 126 to 130 lire	70	70	95	90	215	170					70	70
From 131 to 135 lire	67	67	92	87	212	167					67	67
From 136 to 165 lire	65	65	90	85	210	165					65	65
From 166 to 170 lire	62	62	87	82	207	162					62	62
From 171 to 175 lire	60	60	85	80	205	160					60	60
From 176 to 180 lire	57	57	82	77	202	157					57	57
From 181 lire and above	55	55	80	75	200	155					56	55
BALANCE IN HAND AFTER INCREASE	100	100	75	80	55	100					100	100
(ii) Juveniles	29		39		79						29	
BALANCE IN HAND AFTER INCREASE	40		30		30						40	

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A P E N D I X I

Sheet n° 1

COST OF LIVING BONUS - IN 13 CORPS

VENETIA GIULIA								OUTSIDE VENETIA GIULIA							
w.e.f. Oct.45		w.e.f. 1 Nov.45		w.e.f.		w.e.f.		w.e.f. 16 July 45		w.e.f. 1 Oct.45		w.e.f. 1 Nov.45		w.e.f.		w.e.f.	
M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
100	95	220	175					75	75	100	95	220	175				
97	92	217	172					72	72	97	92	217	172				
95	90	215	170					70	70	95	90	215	170				
92	87	212	167					67	67	92	87	212	167				
90	85	210	165					65	65	90	85	210	165				
87	82	207	162					62	62	87	82	207	162				
85	80	205	160					60	60	85	80	205	160				
82	77	202	157					57	57	82	77	202	157				
80	75	200	155					55	55	80	75	200	155				
75	80	55	100					100	100	175	180	55	100				
39		79						29		39		79					
30		30						40		70		30					

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(b) MONTHLY WAGE GROUP (Admin, Office and Clerical Grades)

(i) Adult Group

	VENETIA GIULIA											
	w.e.f. 16 July 45		w.e.f. 1 Oct.45		w.e.f. 1 Nov.45		w.e.f.		w.e.f.		w.e.f. 16 July 45	
	M	F	M	F	M	F	M	F	M	F	M	F
Up to and incl.3.000 lire	1.950	1.950	2.600	2.470	6.240	4.550					1.950	1.950
From 3.001 to 3.100 lire	1.920	1.920	2.570	2.440	6.210	4.520					1.920	1.920
From 3.101 to 3.200 lire	1.870	1.870	2.520	2.390	6.160	4.470					1.870	1.870
From 3.201 to 3.300 lire	1.820	1.820	2.470	2.340	6.110	4.420					1.820	1.820
From 3.301 to 3.400 lire	1.770	1.770	2.420	2.290	6.060	4.370					1.770	1.770
From 3.401 to 3.500 lire	1.720	1.720	2.370	2.240	6.010	4.320					1.720	1.720
From 3.501 to 5.000 lire	1.690	1.690	2.340	2.210	5.980	4.290					1.690	1.690
From 3.501 to 5.000 lire	1.690	1.690	2.340	2.210	5.980	4.290					1.690	1.690
From 5.001 to 5.100 lire	1.620	1.620	2.270	2.140	5.910	4.220					1.620	1.620
From 5.101 to 5.200 lire	1.570	1.570	2.220	2.090	5.860	4.170					1.570	1.570
From 5.201 to 5.300 lire	1.520	1.520	2.170	2.040	5.810	4.120					1.520	1.520
From 5.301 to 5.400 lire	1.470	1.470	2.120	1.990	5.760	4.070					1.470	1.470
From 5.401 and above	1.430	1.430	2.080	1.950	5.720	4.030					1.430	1.430
BALANCE IN HAND AFTER INCREASE	100	100	75	80	35	100					100	100
(ii) Juveniles	754		1.014		2.574						754	
BALANCE IN HAND AFTER INCREASE	40		30		10						40	

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APPENDIX "K"

Sheet n 2

VENETIA GIULIA						OUTSIDE VENETIA GIULIA					
	w.e.f. 1 Nov.45		w.e.f.		w.e.f.	w.e.f. 16 July 45		w.e.f. 1 Oct. 45		w.e.f. 1 Nov.45	
F	M	F	M	F	M F	M	F	M	F	M	F
2.475	6.240	4.550				1.950	1.950	2.470	2.470	6.240	4.550
2.440	6.210	4.520				1.920	1.920	2.570	2.440	6.210	4.520
2.390	6.160	4.470				1.870	1.870	2.520	2.390	6.160	4.470
2.340	6.110	4.420				1.820	1.820	2.470	2.340	6.110	4.420
2.290	6.060	4.370				1.770	1.770	2.420	2.290	6.060	4.370
2.240	6.010	4.320				1.720	1.720	2.370	2.240	6.010	4.320
2.210	5.980	4.290				1.690	1.690	2.340	2.210	5.980	4.290
2.210	5.980	4.290				1.690	1.690	2.340	2.210	5.980	4.290
2.140	5.910	4.220				1.620	1.620	2.270	2.140	5.910	4.220
2.090	5.860	4.170				1.570	1.570	2.220	2.090	5.860	4.170
2.040	5.810	4.120				1.520	1.520	2.170	2.040	5.810	4.120
1.990	5.760	4.070				1.470	1.470	2.120	1.990	5.760	4.070
1.950	5.720	4.030				1.430	1.430	2.080	1.950	5.720	4.030
80	35	100				100	100	175	180	35	100
2.014	2.574					754		1.914		2.574	
30	10					40		70		10	

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(c) EMPLOYEES IN ALLIED HOTELS, CLUBS AND MESSES AND OTHER EMPLOYEES WHOSE WAGES ARE PAID PARTLY IN KIND

(i) Adult Group

	VENEZIA GIULIA											
	w.e.f. 16 Jul 45		w.e.f. 1 Oct 45		w.e.f. 1 Nov 45		w.e.f.		w.e.f.		w.e.f. 16 Jul 45	
	M	F	M	F	M	F	M	F	M	F	M	F
Up to and incl. 3600 lire	1325	1325	1975	1845	6175	4245					1325	1325
From 3601 to 3700 lire	1275	1275	1925	1795	6125	4195					1275	1275
From 3701 to 3800 lire	1225	1225	1875	1715	6075	4145					1225	1225
From 3801 to 4900 lire	1175	1175	1825	1695	6025	4095					1175	1175
From 4901 to 5000 lire	1125	1125	1775	1645	5975	4045					1125	1125
From 5001 to 5100 lire	1075	1075	1725	1595	5925	3995					1075	1075
From 5101 to 5200 lire	1025	1025	1675	1545	5875	3945					1025	1025
From 5201 lire and above	955	955	1605	1475	5805	3875					955	955
BALANCE IN HAND AFTER INCREASE	100	100	75	80	35	100					100	100
(ii) Juveniles	130		390		1590						130	
BALANCE IN HAND AFTER INCREASE	40		30		30						40	

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APPENDIX "K"

MESSES
ID PARTLY IN KIND

VENEZIA GIULIA								OUTSIDE VENEZIA GIULIA							
w.e.f. Oct 45		w.e.f. 1 Nov 45		w.e.f.		w.e.f.		w.e.f. 16 Jul 45		w.e.f. 1 Oct 45		w.e.f. 1 Nov 45		w.e.f.		w.e.f.	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
5	1845	6175	4245					1325	1325	1975	1845	6175	4245				
5	1795	6125	4195					1275	1275	1925	1795	6125	4195				
5	1715	6075	4145					1225	1225	1875	1745	6075	4145				
5	1695	6025	4095					1175	1175	1825	1695	6025	4095				
75	1645	5975	4045					1125	1125	1775	1645	5975	4045				
25	1595	5925	3995					1075	1075	1725	1595	5925	3995				
75	1545	5875	3945					1025	1025	1675	1545	5875	3945				
05	1475	5805	3875					955	955	1605	1475	5805	3875				
75	80	35	100					100	100	175	180	35	100				
390		1590						130		390		1590					
30		30						40		70		30					

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Appendix 'L'

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 :

UIL(Uil Del Lavoro, TRIESTE, UDINE, MESTRE

3. STEPS TAKEN TO VERIFY THE INFORMATION REFERRED TO IN PARA.2 ABOVE

CLCOS interviews with civilian firms and an examination of "The Wage Agreement for Industry in Northern Italy" concluded at the Rome Joint Conference 19 to 24 Nov 45.

4. INCREASE/DECREASE AGREED, WITH EXPLANATION OF ANY VARIATIONS IN PROPORTIONS OF THE AWARD AS BETWEEN OCCUPATIONS

As in para.3(d) of these Minutes

5. IS THE AWARD IN THE FORM OF A BONUS OR OF AN AUGMENTATION OF THE BASIC RATE

Cost of living Bonus

6. EFFECTIVE DATE AND PERIOD OF AWARD

As in para.3(d) of these Minutes.

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Ufficio Del Lavoro, TRIESTE, UDINE, MESTRE

3. STEPS TAKEN TO VERIFY THE INFORMATION REFERRED TO IN PARA. 2 ABOVE

Union interviews with civilian firms and an examination of "The Wage Agreement for Industry in Northern Italy" concluded at the Rome Joint Conference 15 to 24 Nov 45.

4. INCREASE/DECREASE AGREED, WITH EXPLANATION OF ANY VARIATIONS IN PROPORTIONS OF THE AWARD AS BETWEEN OCCUPATIONS

As in para. 3(d) of these Minutes

5. IS THE AWARD IN THE FORM OF A RISE OR OF AN AUGMENTATION OF THE BASIC RATE

Cost of living bonus

6. EFFECTIVE DATE AND DATE OF AWARD

As in para. 3(d) of these Minutes.

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ANNEXURE III.

HQ 61 Area,
164/3/Q.
19 Jan 46.

ALLIED FORCES LABOUR AND WAGES COMMITTEE.

61 AREA LOCAL SUB-COMMITTEE.

1. The SECOND meeting of the 61 Area Local Sub-Committee of the Allied Force Labour and Wages Committee was held at HQ 61 Area on 18 Jan 46.

2. PRESENT.
CHAIRMAN. Lt. Col. H.P. WHITEFOORD, RA. AA & QMG 61 Area.

REPRESENTATIVES OF :-

DADL 2911 CLU	-	Major C.S. BOSWELL.
DCRE 374 Works Sec RE.		Capt. A. DAYKIN.
DADOS 61 Area	-	Major G.N. HOLDAWAY.
CRASC 29 Gt. Col. RASC.		Capt. A.G. ORRELL.
Mov. 61 Area	-	Capt. W.E. BRIDGES.

IN ATTENDANCE - representatives of :-
2 Polish Corps
3 Coy 16 L of C. Signals
DADWS 61 Area
13 CRASC Supply Units
ADMS 61 Area
2906 CLU.

SECRETARY A/DADL 2906 CLU. - Capt. F.K. WALKER.

3. The Chairman explained that the purpose of the meeting was to reconsider the recommendations of the first Committee Meeting held 28th November 45 regarding bonus adjustments for civilian employees of the Allied Forces within 61 Area, since they had not been approved by the main Committee.

4. PROVINCE OF ASCOLI PICENO.
Comparison tables and details of civilians employed in the province by Allied Units were submitted by 2906 CLU.
It was explained that no monthly grades were employed and that the total of employees in the daily wage group was only 215. Comparison tables shewed an average discrepancy of 20 lire between military and civilian rates for male labourers and male artisans. It was agreed that an adjustment of the wage scales was desirable in order to avoid discontent amongst W.D. employees.

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IN ATTENDANCE: 2 Polish Corps
3 Coy 16 L of C. Signals
DADWS 61 Area
13 CRASC Supply Units
ADMS 61 Area
2906 CLU.

SECRETARY A/DADL 2906 CLU. - Capt. F.K. WALKER.

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It was explained that no monthly grades were employed and that the total of employees in the daily wage group was only 215. Comparison tables showed an average discrepancy of 20 lire between military and civilian rates for male labourers and male artisans. It was agreed that an adjustment of the wage scales was desirable in order to avoid discontent amongst W.D. employees.
The Sub-Committee accordingly recommended :-
That the Cost of Living Bonus for all adult male employees in the daily wage group within the province be increased by 20 lire per day.

5. PROVINCE OF FLORENCE.
DADL 2911 CLU submitted comparison tables and details for this Province. He explained that reliable figures had been obtained from Italian industry, except in the case of Hotel, Mess and Club grades and he asked that when the necessary figures were available the Committee would consider an increase in these grades. The representative of the ADMS raised a query to the comparison tables enquiring if in Allied Force rates a man was paid as if maintaining 2 children and as to why a female in Italian industry was credited with maintaining wife in assessing her pay. DADL 2911 CLU assured the Committee that Allied Force rates assumed a man had to support some family and that for the purposes of comparison this procedure was correct in both cases. It was agreed that an adjustment of the Wage Scales was desirable in respect of the monthly wage groups, male and female, and daily wage groups, male, female and juvenile.

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The Sub-Committee accordingly recommended the following increases in the Cost of Living Bonus :-

Classification	Monthly Wage Group less Hotel, Mess and Club Grades. Lire per month.	Daily Wage Group Lire per day
Adult Male	1170	50
Adult Female	650	30
Juvenile	-	19

6. PROVINCE OF SIENA.

DADL 2911 CLU submitted that in view of the decreasing military commitments in this Province, the discrepancy between military and civilian rates did not warrant any changes. This was agreed by the Sub-Committee.

7. PROVINCE OF AREZZO.

DADL 2911 CLU submitted comparison tables and details. He explained that Labour commitments in the Province were small but that the discrepancy between rates paid by WD and those paid by civilian industry was great. He suggested that in the case of juveniles (Hotel, Mess and Club grades and daily wage group) it would be necessary to request extra powers from the Main Committee so that an increase of 1,500 lire and 50 lire respectively could be authorised. A/DADL 2966 CLU asked how many juveniles would be affected. As only 3 juveniles were employed in the province, the Sub-Committee decided that 1,200 lire and 40 lire respectively would be adequate.

The Sub-Committee accordingly recommended the following increases in the Cost of Living Bonus :-

Classification	Monthly Group (Lire per month)		Daily Wage Group (Lire per day)
	Monthly Group less Hotel, Mess & Club Grades.	Hotel, Mess & Club Grades.	
Adult Male	2,600	3,000	100
Adult Female	1,170	2,100	80

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not warrant any changes. [illegible]

7. PROVINCE OF AREZZO.

DADL 2911 CLU submitted comparison tables and details. He explained that Labour commitments in the Province were small but that the discrepancy between rates paid by WD and those paid by civilian industry was great. He suggested that in the case of juveniles (Hotel, Mess and Club grades and daily wage group) it would be necessary to request extra powers from the Main Committee so that an increase of 1,500 lire and 50 lire respectively could be authorised. A/DADL 2966 CLU asked how many juveniles would be affected. As only 3 juveniles were employed in the province, the Sub-Committee decided that 1,200 lire and 40 lire respectively would be adequate.

The Sub-Committee accordingly recommended the following increases in the Cost of Living Bonus :-

Classification	Monthly Group (Lire per month)		Daily Wage Group (Lire per day)
	Monthly Group less Hotel, Mess & Club Grades.	Hotel, Mess & Club Grades.	
Adult Male	2,600	3,000	100
Adult Female	1,170	2,100	80
Juveniles	-	1,200	40

8. PROVINCE OF PERUGIA.

Comparison figures and details were submitted by DADL 2911 CLU. The Chairman remarked that there had been some discontent amongst the employees of 13 Vehicle Park RAOC at FOLIGNO. DADL 2911 CLU explained that in order to arrive at a fair rate of pay for WD employees it would be necessary for the Sub-Committee to apply for powers additional to those authorised under para. 6(a) to Memorandum No. 25 of 18 April, 1945.

It was agreed that an adjustment of the Wage Scales for all grades was desirable in view of the importance of FOLIGNO as a link in the main L. of C.

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The Sub-Committee accordingly recommended the following increases in the Cost of Living Bonus :-

Classification	Monthly Wage Group (Lire per month)		Daily Wage Group (Lire per day)
	Monthly group less Hotel, Mess & Club grades.	Hotel, Mess and Club Grades	
Adult Male	2,210	2,400	120 x
Adult Female	312	1.650	100
Juveniles	-	1,200	70 x

x These increases are in excess of the powers granted by para. 6(a) to Admin. Memorandum No. 25 of 18 April, 45. Authority is requested from the Main Committee under para. 6(b) of the a/quoted memorandum, to grant a further 20 lire per day in the case of Adult Males, and 30 lire per day in the case of Juveniles.

9. EFFECTIVE DATE OF INCREASES.
Subject to the approval of the above proposals by the Allied Force Labour and Wages Committee, the Sub-Committee agreed that the increases recommended should be effective in the case of the monthly wage group 1 Feb 46, and in the case of the daily wage group 30 Jan 46.

10. After consideration, the Sub-Committee requested that powers additional to those given under para. 6(a) to Admin. Memorandum No. 25 of 18 April 45 be granted by the Main Committee in order that future applications for adjustments in the Allied Force Wage Scale might be considered.

11. There being no other business, the Sub-Committee adjourned sine die.

(sgd) F.K. WALKER,
Capt., for Major,
DADL 2906 CLU.
(Secretary).

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9. EFFECTIVE DATE OF INCREASES.

Subject to the approval of the above proposals by the Allied Force Labour and Wages Committee, the Sub-Committee agreed that the increases recommended should be effective in the case of the monthly wage group 1 Feb 46, and in the case of the daily wage group 30 Jan 46.

10. After consideration, the Sub-Committee requested that powers additional to those given under para. 6(a) to Admin. Memorandum No. 25 of 18 April 45 be granted by the Main Committee in order that future applications for adjustments in the Allied Force Wage Scale might be considered.

11. There being no other business, the Sub-Committee adjourned sine die.

(sgd) F.K. WALKER,
Capt., for Major,
DADL 2906 CLU.
(Secretary).

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QUESTIONNAIRE.

APPENDIX "A"

1. REASON FOR MEETING:
To reconsider the recommendations of the first meeting of the 61 Area Local Sub-Committee held on 25 November 1945 regarding the provinces of ASCOLI PICENO, FLORENCE, SIENA, AREZZO and PERUGIA.

2. SOURCE OF INFORMATION FOR ALL TRADE INDUSTRY RATES AS IN THE ATTACHED PROFORMAE. — Ufficio del Lavoro. Camera del Lavoro.

3. STEPS TAKEN TO VERIFY THE INFORMATION REFERRED TO IN PAR. 2 ABOVE. — By interview with Civilian industrial firms by Officers of 2906 & 2911 CLU.

4. INCREASE/DECREASE AGREED, WITH EXPLANATION OF ANY VARIATIONS IN PROPORTION OF THE AWARD AS BETWEEN OCCUPATIONS. — Increases as detailed in App. 'B' to this report.

5. IS THE AWARD IN THE FORM OF A BONUS OR AN AUGMENTATION OF THE BASIC PAY? — Cost of Living Bonus.

6. EFFECTIVE DATE AND AREA OF THE AWARD.

1.(a) Monthly Wage Group: 1 Feb 46.

(b) Daily Wage Group 30 Jan 46.

2. Provinces of ASCOLI PICENO, FLORENCE, AREZZO, PERUGIA.

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Appendix "B".

PROVINCE	Male, Female or Juvenile	MONTHLY WAGE GROUPS (Lire per month) All monthly grades less Hotel, Mess & Club Grades	MONTHLY WAGE GROUPS (Lire per month) Hotel, Mess & Club Grades	Daily Wage Group (Lire per day)
ASCOLI PICENO	M	NIL	NIL	20
	F	NIL	NIL	NIL
	J	NIL	NIL	NIL
FLORENCE	M	1170	NIL	50
	F	650	NIL	30
	J	NIL	NIL	19
AREZZO	M	2600	3000	100
	F	1170	2100	80
	J	NIL	1200	40
PERUGIA	M	2210	2400	120 *
	F	312	1650	100
	J	NIL	1200	70 *

* Extra powers applied for under para. 6(b) of Admin. Memorandum No. 25 of 18 April 45.

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x Extra powers applied for under para. 6(b) of Reg. ... April 45.

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PROVINCE OF ASCOLI PICENO (within territory 2906 C.L

BUFF BOOK GRADE UNDER CONSIDERATION	BUFF BOOK RATES			TALLUST equivalent of Buff Book Grade	BASIC MAX	ITALIAN INDUST			
	Basic Max	C. of L. Plus	Take Home			Wife	2 Chil-dren Plus	Caro-vita	I c
DAILY BASIS.				DAILY BASIS.					
Labourer (M)	85	75	160	Labourer (M)	85	14	26	30	
Labourer (F)	72	75	147	Labourer (F)	72	14	26	30	
Labourer (J)	45	29	74	Labourer (J)	72	-	-	15	
Carpenter (M)	120	75	195	Carpenter (M)	98	14	26	30	
Dvr Truck (M)	115	75	190	Dvr Truck (M)	93	14	26	30	
Fitter MT (M)	135	67	202	Fitter MT (M)	105	14	26	30	
MONTHLY BASIS.				MONTHLY BASIS					
Cook (M)	4000	1175	5175	Cook (M)	273	304	676	780	1
Clerk Off. (M)	3600	1290	5290	Clerk Off. (M)	136	304	676	900	3
Typist (M)	3600	1290	5290	Typist (M)	236	304	676	900	2

NOTES: 1. Particulars were obtained by an officer of 2906 C.L.U. by interview with Ascoli Piceno and have been verified by the Camera del Lavoro.

2. Approx. numbers employed by WD in the Province : 220.

3. Chief employers : 2 Polish Corps.

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APPENDIX "C"

CE OF ASCOLI PICENO (within territory 2906 C.L.U.)

TALLUST equivalent of Buff Book Grade	BASIC RATE	ITALIAN INDUSTRY (TALLUST) RATES							
		Wife	2 Children	Caro-vita	Ind. conza.	Ass. Soc. Obbl.	1st Ass. Malat.	Ricch. Mob.	Take Home
		Plus					Minus		
DAILY BASIS.									
Labourer (M)	85	14	26	30	42	1.21	2.35	6.33	189.81
Labourer (F)	72	14	26	30	13	1.51	2.35	6.30	149.84
Labourer (J)	72	-	-	15	13	1.51	2.35	5.90	95.24
Carpenter (M)	98	14	26	30	52	1.51	2.35	6.44	209.70
Dvr Truck (M)	98	14	26	30	52	1.51	2.35	6.44	209.70
Fitter IT (M)	105	14	26	30	70	1.51	2.35	6.68	234.48
MONTHLY BASIS									
Cook (M)	2130	304	676	780	1600	36.40	70.50	210.70	5832.40
Clerk Cl. (M)	4130	304	676	900	3510+ 375	71.45	70.50	314.55	9504.50
Typist (F)	2390	304	676	900	2720+ 375	71.45	70.50	217.35	7325.70

y an officer of 2906 C.L.U. by interview with the Director, Provincial Labour Office, verified by the Camera del Lavoro.

WD in the Province : 220.

h Corps.

Notes on Appendices "E" "F" "G"

1. Source of information and steps taken to verify same:-

Information as to all industrial rates was obtained by C.L.U. Officers from Provincial Officers of the UFFICIO DEL LAVORO. These rates were checked with records kept by the UFFICIO DEL LAVORO and by interviews with local industrialists.

2. Numbers employed in the Provinces under discussion:-

PROVINCE	Clerical & Supervisory	Hotel & Mess	Arts	U/S Lab.	TOTAL
FLORENCE	205	1101	365	1023	2694
AREZZO	4	3	24	80	111
PERUGIA	72	189	430	610	1301
SIENA	1	15	1	35	52

3. Main grades employed:-

Comparison rates are given for the main grades employed in the different provinces.

4. Comparison of rates:-

In all cases the maximum Allied Force rates are compared with the minimum Italian industrial rates. From interviews with Italian Provincial Labour Directors it would appear that there is no ceiling on what an employee can earn in excess of the minimum rate.

5. Hotel, Mess and Club employees

Information was obtained to the effect that all such grades in Italian Industry receive food free from their employers. In order, therefore, to arrive at a comparison figure the lower Allied Force C.O.L.B. has been quoted in the attached Comparison Tables, and 900 lire deducted for food provided to such employees.

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PERUGIA	72	189	430	610	1301
SIENA	1	15	1	35	52

3. Main grades employed:-

Comparison rates are given for the main grades employed in the different Provinces.

4. Comparison of rates:-

In all cases the maximum Allied Force rates are compared with the minimum Italian industrial rates. From interviews with Italian Provincial Labour Directors it would appear that there is no ceiling on what an employee can earn in excess of the minimum rate.

5. Hotel, Mess and Club employees

Information was obtained to the effect that all such grades in Italian Industry receive food free from their employers. In order, therefore, to arrive at a comparison figure the lower Allied Force C.O.L.B. has been quoted in the attached Comparison Tables, and 900 lire deducted for food provided to such employees.

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AREA: FLORENCE. (FLORENCE PROVINCE.)

SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES. JANUA

Serial	Grade	M F or J	M or D	ALLIED FORCE RATES					ITALI		
				Basic Wage	PLUS		MINUS	Take Home Wage	Basic Wage	PLUS	
					CLB	Extra CLB	Total Deductions			Presence Indemnity.	Wife. Ch
1	Clerk Office	M	M	3600	1690	1040	-	6330	1437	442	416
2	" "	F	M	3060	1920	1040	-	6020	977	234	416
3	Typist	F	M	3600	1690	1040	-	6330	1212	442	416
4	"	F	M	3600	1690	1040	-	6330	782	234	416
5											
6											
7											
8											
9											
10											
11											
12											
13											
14											
15	Carpenter	M	D	120	75	40	-	235	56	17	14
16	Driver Truck	M	D	115	75	40	-	230	50	17	14
17	Fitter MT	M	D	135	67	40	-	242	57	17	14
18	U/S Labourer	M	D	85	75	40	-	200	30	17	14
19	" "	F	D	72	75	40	-	187	21	9	14
20	" "	J	D	45	29	21	-	95	21	9	-

REMARKS:- See Appendix "D"

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ANNEX "B"

...ISON TABLE: CIVILIAN LABOUR RATES. JANUARY 1946.

...FORCES RATES		ITALIAN INDUSTRY RATES.								Amount Allied Force Behind Industrial Wage
			PLUS				MINUS			
...MINUS Total ...eductions	Take Home Wage	Basic Wage	Presence Indemnity.	Wife.	Two Children	Caro-vita	Total Deductions	Take Home Wage		
-	6330	1437	442	416	780	5350	892	7533		1203
-	6020	977	234	416	780	5050	775	6682		562
-	6330	1212	442	416	780	5350	878	7322		992
-	6330	782	234	416	780	5050	757	6505		175
-	235	56	17	14	26	209	31	291		56
-	230	50	17	14	26	197	30	274		44
-	242	57	17	14	26	201	30	285		43
-	200	30	17	14	26	201	28	260		60
-	197	21	9	14	26	170	19	221		34
-	95	21	9	-	-	102	17	115		20

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AREA- AREZZO (AREZZO PROVINCE.)

SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES.

Serial	Grade	M F or J	M or D	ALLIED FORCE RATES					ITA		
				Basic Max	PLUS CLB	PLUS Extra CLB	MINUS Total Deductions	Take Home Wage	Basic Max	Presence Indemnity	
1	Clerk office	M	M	3600	1690	-	-	5290	1114	450	
2	" "	F	M	3060	1920	-	-	4980	665	250	
3	Typist	M	M	3600	1690	-	-	5290	1114	450	
4	"	F	M	3600	1690	-	-	5290	665	250	
5	Cook (Mess)	M	M	4000	1175	-	900	4275	838	450	
6	" (")	F	M	3400	1325	-	900	3825	473	250	
7	Waiter (Mess)	M	M	3700	1275	-	900	4075	867	450	
8	Waitress(Mess)	F	M	3100	1325	-	900	3525	867	250	
9	Juvenile (Mess)	J	M	1500	130	-	900	730	254	250	
10	Dvr truck	M	D	115	75	-	-	190	47	18	
11	Electrician	M	D	135	67	-	-	202	50	18	
12	Fitter MT.	M	D	135	67	-	-	202	57	18	
13	U/S Labourers	M	D	85	75	-	-	160	35	18	
14	" "	F	D	72	75	-	-	147	30	15	
15	" "	J	D	45	29	-	-	74	25	10	

Remarks: See appendix "D"

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ANNEXURE "B"

PARISON TABLE : CIVILIAN LABOUR RATES.

ED FORCE RATES				ITALIAN INDUSTRY RATES						Amount Allied Force behind Italian Industrial Wage
LUS	MINUS			PLUS				MINUS	Take Home Wage	
Extra CLB	Total Deductions	Take Home Wage	Basic Max	Presence Indemnity	Wife	Two Children	Caro-Vita	Total Deductions		
-	-	5290	1114	450	416	780	5995	720	8035	2745
-	-	4980	665	250	416	780	4695	576	6230	1250
-	-	5290	1114	450	416	780	5995	720	8035	2745
-	-	5290	665	250	416	780	4695	576	6230	940
-	900	4275	808	450	416	780	5573	756	7351	3076
-	900	3825	473	250	416	780	4137	477	5629	1803
-	900	4275	867	450	416	780	5573	751	7335	3260
-	900	3825	367	250	416	780	4137	751	5749	2224
-	900	730	234	250	-	-	2114	339	2279	1549
-	-	190	47	18	14	26	203	17	291	101
-	-	202	50	18	14	26	210	17	301	99
-	-	202	57	18	14	26	210	18	307	105
-	-	160	35	18	14	26	183	14	262	102
-	-	147	30	15	14	26	156	11	230	83
-	-	74	25	10	-	-	97	9	123	49

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AREA : PERUGIA and FOLIGNO
(PERUGIA PROVINCE)

SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES. JANUARY

Serial	Grade	Sex F or J	Sex M or D	ALLIED FORCE RATES: Basic Max	PLUS: CLB	PLUS: Extra CLB	MINUS: Total Deductions	Take Home Wage	Basic Max	PLUS: Presence Indemnity	PLUS: Wife	PLUS: Two Children	C v
1	Clerk Office	F	M	3600	1690	-	-	5290	2325	540	364	676	
2	" "	F	M	3060	1920	-	-	4980	1606	300	364	676	
3	Typist	F	M	3600	1690	-	-	5290	2325	540	364	676	
4	"	F	M	3600	1690	-	-	5290	1606	300	364	676	
5	Cook (Hotel)	M	M	4400	1175	-	900	4675	1100	240	371	718	
6	" "	F	M	3740	1225	-	900	4065	990	150	371	718	
7	Waiter (Hotel)	M	M	4400	1175	-	900	4675	1112	240	371	718	
8	Waitress(")	F	M	3100	1325	-	900	3525	900	150	371	718	
9	Juvenile(")	J	M	1500	130	-	900	730	150	150	-	-	
10	Cook (Mess)	M	M	4000	1175	-	900	4275	1100	240	371	718	
11	Cook (")	F	M	3400	1325	-	900	3825	990	150	371	718	
12	Orderly(Mess)	M	M	3000	1325	-	900	3425	537	240	371	718	
13	Bricklayer	M	D	120	75	-	-	195	135	18	14	126	
14	Carpenter	M	D	120	75	-	-	195	148	18	14	26	
15	Dvr Truck	M	D	115	75	-	-	190	135	18	14	26	
16	Fitter MT	M	D	135	67	-	-	202	157	18	14	26	
17	U/S Labourer	M	D	85	75	-	-	160	108	18	14	26	
18	" "	F	D	72	75	-	-	147	92	15	14	26	
19	" "	J	D	45	29	-	-	74	53	10	-	-	

REMARKS : See Appendix "D".

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APPENDIX "G"

RRISON TABLE: CIVILIAN LABOUR RATES. JANUARY 1946.

RATES MINUS Total Deductions	Take Home Wage	PLUS Basic Max	Presence Indemnity	Wife	Two Children	Caro-vita	MINUS Total Deductions	Take Home Wage	Amount Allied Force behind Industrial wage
-	5290	2325	540	364	676	3900	322	7483	2193
-	4980	1606	300	364	676	2570	219	5297	317
-	5290	2325	540	364	676	3900	322	7483	2193
-	5290	1606	300	364	676	2570	219	5297	
0	4675	1100	240	371	718	4800	309	6920	221
0	4065	990	150	371	718	3490	237	5482	141
0	4675	1112	240	371	718	4800	271	6970	229
0	3525	900	150	371	718	3490	205	5424	1899
0	730	150	150	-	-	1750	150	1900	117
0	4275	1100	240	371	718	4800	309	6920	264
0	3825	990	150	371	718	3490	237	5482	1657
0	3425	537	240	371	718	4800	238	6428	3003
-	195	135	18	14	126	130	15	308	113
-	195	148	18	14	26	130	15	321	126
-	190	135	18	14	26	130	15	308	118
-	202	157	18	14	26	130	15	330	128
-	160	108	18	14	26	130	13	283	123
-	147	92	15	14	26	110	10	247	100
-	74	53	10	-	-	90	7	146	72

ANNEXURE IV

ALLIED FORCE LABOUR AND WAGES COMMITTEE
A.F.H.Q.

Tel. : 489081 (Ext.493)

REF. : AFLWC/SCM/1

15 January 1946

Postal Address:
Temporary Postal Address:
c/o Labour Sub-Commission
H.Q. Allied Commission

R O M E

ALLIED FORCE LABOUR AND WAGES COMMITTEE (SPECIAL SUB-COMMITTEE) - MINUTES

The first meeting of the Labour and Wages Committee, (Special Sub-Committee), appointed by minute 9 (a) of the minutes of the first meeting of the Labour and Wages Committee was held at 09,30 hours on the 15th January 1946 in Room 31, HQ. Allied Commission, ROME.

PRESENT:

Chairman - Mr.W.H.BRAINE - Labour Sub-Commission - ALCOM

Representatives of:

Labour Directorate, G.H.Q., C.M.F.
C.G. P.B.S. (South)
C.G. H.Q., Rome Area Allied Command
H.Q. Allied Commission

In Attendance Representatives of:

No. 8 Base Command Pay master
U.N.R.R.A.

1. The Chairman opened the meeting by referring to the terms of reference, as contained in para 9 (a) of the first meeting of the Labour and Wages Committee, and then proceeded to item one on the Agenda.

2. Simplification of Allied

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Chairman - Mr.V.H.BRAINE - Labour Sub-Commission - ALCOM

Representatives of:

Labour Directorate, G.H.Q., C.M.F.
C.G. P.B.S. (South)
C.G. H.Q., Rome Area Allied Command
H.Q. Allied Commission

In Attendance Representatives of:

No. 8 Base Command Pay master
U.N.R.R.A.

1. The Chairman opened the meeting by referring to the terms of reference, as contained in para 9 (a) of the first meeting of the Labour and Wages Committee, and then proceeded to item one on the Agenda.

2. Simplification of Allied Forces Wage Scale

(a) Representative H.Q. ALCOM referred to the Italian Wage Agreement in respect of Industrial Workers in Northern Italy (App. 'A' to No 2 District Local Labour and Wages Sub-Committee - Minutes, ref. 1214/8/91 dated 19th Dec.45 refers).

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(b) Representative H.Q. ALCOM then submitted a comparative table (Annexure I refers) which he explained gave information which would permit of the Committee considering whether Armed Forces occupations and wage scales could be grouped and operated in the manner recently adopted by Italian Industry. The basis on which this comparative table had been prepared was as follows:

A. SECTION I (Italian Industry)

1. RATES (BASIC) are new minimum rates for daily paid workers in Northern Italy in Iron, Mechanical, Building and Woodworking Industries effective as from 1st Oct.1945.

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2. There are proportionate differentials for other industries, but except in the case of quarries for which a reduction of 9.8% on these rates is provided, Allied Forces would not be concerned with the lower wage groups of industries.

3. The BASIC RATES established are MINIMUM RATES for certain specified categories of workers. Average MAXIMUM BASIC RATES would be up to 4.00 lire per hour higher though in exceptional cases, i.e., seasonal workers, they may increase as much as 50% on the minimum basic rates.

4. The MINIMUM BASIC RATES are established for three ZONES, viz:
ZONE 1. Towns with population exceeding 500,000
ZONE 2. Capital town of Provinces and other big towns.
ZONE 3. Small towns,
where proportionately lower rates have been stipulated for districts, a reduction of up to 5% can be negotiated for such districts. This proviso has been ignored in preparing schedule as it is considered most unlikely that any such reductions would be agreed.

5. FAMILY ALLOWANCE. To permit of comparison between Italian and Allied Force gross wages the former include family allowances on the basis of three dependents for all men over 20 years.

6. CONTINGENCY BONUS (COST OF LIVING). The CONTINGENCY BONUS is an integral part of the wage and is to be varied at intervals of 3 months according to changes in the cost of living. The first adjustment was to have been made 1st January but information is that new cost of living index has not yet been established and that contingency bonuses under existing Agreements are being paid. In any case it is most unlikely that a reduced bonus will be introduced for any district.

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ed for districts, a reduction of up to 5% can be negotiated for such districts. This proviso has been ignored in preparing schedule as it is considered most unlikely that any such reductions would be agreed.

5. FAMILY ALLOWANCE. To permit of comparison between Italian and Allied Force gross wages the former include family allowances on the basis of three dependents for all men over 20 years.

6. CONTINGENCY BONUS (COST OF LIVING). The CONTINGENCY BONUS is an integral part of the wage and is to be varied at intervals of 3 months according to changes in the cost of living. The first adjustment was to have been made 1st January but information is that new cost of living index has not yet been established and that contingency bonuses under existing Agreements are being paid. In any case it is most unlikely that a reduced bonus will be introduced for any district.

In the case of ZONE 1 the bonus for Milan is given which is appropriate as Milan is in ZONE 1. In ZONES 2 and 3 "notional" bonuses have had to be shown but figures given can be taken as typical of amounts payable in these zones.

It is important to note that for men over 20 years the contingency bonus is calculated on the basis of "head of family" with three dependents. With the family allowance mentioned earlier this makes the adult mens gross wage 80 or 90 lire above that of the single man.

7. General

Having regard to the foregoing the gross wages can be taken as truly representative of the amounts paid to categories of workers with which the Armed Forces would be concerned in the three zones.

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B. SECTION 2. (Armed Force Employees)

1. ALLIED FORCE BASIC RATES - Occupations have been grouped according to SKILL to correspond to the categories on which the Italian wage agreement is based.

2. To the lowest and to the highest of these maximums are added cost of living bonuses, giving gross wages District by District.

(c) The Committee proceeded to discuss the aforementioned information, and made comparison between the Italian and Allied Force Schedules. It was finally agreed that:

(i) The system of "zoning" should not be adopted, as it was considered too cumbersome, especially due to the fact that Allied Force Districts and Areas do not conform to the Italian Zones. Furthermore, upon investigation it was determined that the possible disparity between Italian and Allied Force rates of pay caused by disregarding the zoning system, would not be appreciable as far as zones II and III were concerned. It was decided to recommend to the Labour and Wages Committee that there should be one scale with the minimum rates analogous to Zone II in the Italian Agreement, covering all military areas in Italy, as far as the Allied Forces were concerned, and that certain specified large industrial cities, should receive an increase similar to that at present applicable to Rome Area, (for example, an additional 10 lire or more per day over and above the rate of pay applicable in the general zone).

(ii) Representative H.Q. ALCOM undertook to revise the proposed schedule of grouping of trades into the various categories.

(iii) It was further agreed that the basic rate should include family allowance for wife and two children and that a Cost of Living Bonus should be added, to vary according to the cost of living index, which will be

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determined that the possible disparity between Italian and Allied Force rates of pay caused by disregarding the zoning system, would not be appreciable as far as zones II and III were concerned. It was decided to recommend to the Labour and Wages Committee that there should be one scale with the minimum rates analogous to Zone II in the Italian Agreement, covering all military areas in Italy, as far as the Allied Forces were concerned, and that certain specified large industrial cities, should receive an increase similar to that at present applicable to Rome Area, (for example, an additional 10 lire or more per day over and above the rate of pay applicable in the general zone).

(ii) Representative H.Q. ALCOM undertook to revise the proposed schedule of grouping of trades into the various categories.

(iii) It was further agreed that the basic rate should include family allowance for wife and two children and that a Cost of Living Bonus should be added, to vary according to the cost of living index, which will be published quarterly by the Italian Government in agreement with industry and organized labour.

(iv) The minimum and maximum basic rates as indicated on
5229 the chart (Annexure I refers) in respect of Allied Force employees, were provisionally agreed, and it was decided to confirm the figures shown by reference to the respective Commands and to the Italian Government.

(v) All the above deliberations would be subject to amendment at the next Sub-Committee meeting upon obtaining the views and agreement of the Italian Government representatives.

(d)

It was also agreed that separate consideration should be given to a revision of the scales of Hotel and Mess Employees, but that it might be possible to include Administrative, Executive and Clerical Employees in the

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categories to be prepared.

3. Travel Allowances for Italian Employees of the Allied Armed Forces.

In connection with this question, referred from the Labour and Wages Committee, the Secretariat produced a schedule, (Annexure II refers) of "Subsistance Indemnities for Italian State Employees", and it was explained that Italian State employees had the option of presenting individual expenses sheets, based upon receipted hotel bills, etc., or of claiming a flat rate as shown in the schedule. It was evident that, as far as the Allied Forces were concerned it would not be feasible to allow actual expenses to be claimed. The only alternative was a scale similar to that shown in the schedule, which was also used by the Italian State to assess allowances.

It was reported that the F.A., G.H.Q., C.C.F., Fiscal Director MTOUSA, and A/F.A. H.Q. R.A.F., Italy had been asked to comment upon a proposal for the following rates:

(a) Lowest grade (including bookkeepers, drivers, labourers, etc.) -
350 lire per day

(b) Secretaries, senior supervisory grades - 450 lire per day

(c) Senior executives, professionals, senior administrative officers - 600 lire per day.

It was agreed that members of the Sub-Committee would be prepared to comment on these rates, or to offer alternative proposals based on experience of civilian employees, at the next meeting.

4. Date of Next Meeting

The next meeting

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shown in the schedule, which was also used by the Italian State to assess allowances.

It was reported that the F.A., G.H.Q., C.M.F., Fiscal Director MTOUSA, and A/F.A. H.Q. R.A.F., Italy had been asked to comment upon a proposal for the following rates:

(a) Lowest grade (including bookkeepers, drivers, labourers, etc.) -
350 lire per day

(b) Secretaries, senior supervisory grades - 450 lire per day

(c) Senior executives, professionals, senior administrative officers - 600 lire per day.

It was agreed that members of the Sub-Committee would be prepared to comment on these rates, or to offer alternative proposals based on experience of civilian employees, at the next meeting.

4. Date of Next Meeting

The next meeting is to be called by the Secretariat as soon as practicable.

William E. Davy

WILLIAM E. DAVY, Major
Secretary (Br)
for Joint Secretariat,
A.F. Labour & Wages Committee

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D I S T R I B U T I O N
==========

Flag Officer, Italy & Liaison (Rome)	1
Labour Directorate, GHQ, CMF	2
C.G., PBS	1
C.G. Southern District P.B.S.	1
HQ 2 District	2
HQ 3 District	2
C.G. Rome Area Allied Command	2
D.L.R Italy (Rome)	2
H.Q. Allied Commission (Labour S/C)	2
F.A., GHQ, CMF.	1
FA. AIR H.Q. R.A.F. , Italy	1
Nº 8 Base Command Pay Office, Rome	1
H.Q. U.N.R.R.A., Rome	1
H.Q. Naples Air Force General Depot.	2

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HQ 3 District	2
C.G. Rome Area Allied Command	2
D.M.R Italy (Rome)	2
H.Q. Allied Commission (Labour S/C)	2
F.A., GHQ, CMF.	2
FA. AIR H.Q. R.A.F. , Italy	1
N° 8 Base Command Pay Office, Rome	1
H.Q. U.N.R.R.A., Rome	1
H.Q. Naples Air Force General Depot.	1
	2

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MINIMUM W[illegible]E RATES FOR NORTHERN [illegible] IRON, MECHANICAL, BUILDING AND WOODWORKING IN

(Calculated on basis of

CATEGORY		HOURLY BASIC RATES ZONE 1. MIN.	MAX.	ZONE 2. MIN.	MAX.	ZONE 3. MIN.	MAX.	FAMILY ALL. (THREE DEPENDENTS)	ZONE 1. ACTUAL COST OF LIVING BONUS	DAILY WAGE (GROSS FOR 8 HOUR DAY) MIN.	MAX.	ZONE 1. "NOTIONAL" COST OF LIVING BONUS
MEN												
1	SPECIALISED	21.00		19.75		18.70		40.0	150	358		138
2	QUALIFIED 1st GRADE	19.00		17.85		16.90		40.0	150	342		138
3	" 2nd GRADE	18.50		17.40		16.45		40.0	150	338		138
4	APPRENTICES (QUALIFIED 18-20 YRS)	19.50		17.40		16.45			90	238		92
	" 16-18 YRS	13.00		12.20		11.55			75	179		66
5	SEMI-SKILLED (OVER 20 YRS)	17.90		16.85		15.95		40.0	150	333		138
	" " (18-20 YRS)	16.10		15.15		14.35			90	219		82
	" " (16-18 YRS)	12.50		11.80		11.15			75	175		66
6	UNSKILLED (OVER 20 YRS)	16.50		15.50		14.70		40.0	150	322		138
	" (18-20 YRS)	14.85		13.95		13.23			90	209		82
	" (16-18 YRS)	11.50		10.85		10.25			75	167		66
	WOMEN - BASIC RATES AS FOR MEN IF EMPLOYED ON MEN'S WORK WITH EQUAL EFFICIENCY - OTHERWISE ACCORDING TO FOLL											
	" - COST OF LIVING BONUS AND FAMILY ALLOWANCE RATES GIVEN APPLY TO WOMEN NOT HEADS OF FAMILIES. WOME FAMILIES RECEIVE RATES APPLICABLE TO MALE HEADS OF FAM											
2	QUALIFIED 1st GRADE	13.30		12.50		11.83			87	193		80
3	" 2nd GRADE	12.95		12.18		11.5			87	191		80
4	APPRENTICES (QUALIFIED 18-20 YRS)	12.95		12.18		11.5			70	174		64
	" (16-18 YRS)	9.10		8.54		8.1			63	136		58
5	SEMI-SKILLED (OVER 20 YRS)	12.53		11.8		11.16			87	187		80
	" " (18-20 YRS)	11.27		10.6		10.05			70	160		64
	" " (16-18 YRS)	8.75		8.26		7.8			63	133		58
6	UNSKILLED (OVER 20 YRS)	11.55		10.85		10.30			87	179		80
	" (18-20 YRS)	10.40		9.76		9.26			70	153		64
	" (16-18 YRS)	8.0		7.6		7.17			63	127		58

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ANNEXURE T

...ES FOR NORTHERN ... IRON, MECHANICAL, BUILDING AND WOODWORKING INDUSTRIES

(Calculated on basis of adult rate with three dependents)

RATES ZONE 3. MIN.	RATES ZONE 3. MAX.	FAMILY ALLOWANCE (THREE DEPENDENTS)	ZONE 1. ACTUAL COST OF LIVING BONUS	ZONE 1. DAILY WAGE (GROSS FOR 8 HOUR DAY) MIN.	ZONE 1. DAILY WAGE (GROSS FOR 8 HOUR DAY) MAX.	ZONE 2. "NOTIONAL" COST OF LIVING BONUS	ZONE 2. DAILY WAGE (GROSS - FOR 8 HOUR DAY) MIN.	ZONE 2. DAILY WAGE (GROSS - FOR 8 HOUR DAY) MAX.	ZONE 3. "NOTIONAL" COST OF LIVING BONUS	ZONE 3. DAILY WAGE (GR... - FOR 8 HOUR DAY) MIN.	ZONE 3. DAILY WAGE (GR... - FOR 8 HOUR DAY) MAX.
18.70		40.0	150	358		138	336		123	313	
16.90		40.0	150	342		138	321		123	298	
16.45		40.0	150	338		138	317		123	295	
16.45			90	238		82	221		82	214	
11.55			75	179		66	163		66	158	
15.95		40.0	150	333		138	313		123	291	
14.35			90	219		82	203		82	197	
11.15			75	175		66	160		66	155	
14.70		40.0	150	322		138	302		123	281	
13.23			90	209		82	194		82	188	
10.25			75	167		66	153		66	118	

...LOYED ON MEN'S WORK WITH EQUAL EFFICIENCY - OTHERWISE ACCORDING TO FOLLOWING SCHEDULE

...ALLOWANCE — RATES GIVEN APPLY TO WOMEN NOT HEADS OF FAMILIES. WOMEN WHO ARE HEADS OF FAMILIES RECEIVE RATES APPLICABLE TO MALE HEADS OF FAMILIES.

11.83			87	193		80	180		80	175	
11.6			87	191		80	177		80	172	
11.5			70	171		64	161		64	156	
8.1			63	136		58	126		58	123	
11.16			87	187		80	174		80	169	
10.05			70	160		64	118		64	144	
7.8			63	133		58	124		58	120	
10.30			87	179		80	166		80	162	
9.26			70	153		64	142		64	138	
7.17			63	127		58	119		58	115	

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ALLIED FORCE GROSS WAGES FOR EQUIVALENT CATEGORIES ACCORDING TO BONUS PAYABLE IN VARIOUS DISTRICT

(CALCULATED ON BASIS OF A

CATEGORY		DAILY BASIC RATE		GROSS DAILY RATE (INCL. C of L BONUS AS APPLIED BY DISTRICT COMMITTEES								
		MAX. OF CATEGORIES AS GROUPED		NO. 2 DISTRICT SUB-COMMITTEE			13TH CORPS AREA SUB-COMMITTEE			ROME- NAPLES SUB-C'tee ROME PROVINCE (ADD 10 LIRE NO. 4 AFHQ PRINTING PRESS NAPLES.		
	MEN	LOWEST	HIGHEST	C OF L BONUS	LOWEST	HIGHEST	C OF L BONUS	LOWEST	HIGHEST	C OF L BONUS	LOWEST	HIGHEST
1	SPECIALISED	135.0	195.0	207/195	342	390	192/180	327	375	167/155	302	350
2	QUALIFIED 1ST GRADE	105.0	165.0	215/205	320	370	200/190	305	325	175/165	280	330
3	" 2ND GRADE	100.0	150.0	215/205	315	355	200/190	300	340	175/165	275	315
4	APPRENTICES (QUALIFIED 18-20 YRS)	65.0	90.0	215/215	300	305	200/200	285	290	175/175	260	265
	" (16-18 YEARS)	40.0	90.0	104/104	144	194	79/79	119	169	69/69	109	159
5	SEMI-SKILLED (OVER 20 YRS)	85.0	125.0	215/212	300	337	200/197	285	322	175/172	260	297
	" " (18-20 YEARS)	85.0	125.0	215/212	300	337	200/197	285	322	175/172	260	297
	" " (16-18 YEARS)											
6	UNSKILLED (OVER 20 YRS)	85.0	115.0	215/215	300	330	200/200	285	315	175/175	260	290
	" (18-20 YEARS)	85.0	85.0	215/215	300	300	200/200	285	285	175/175	260	260
	" (16-18 YEARS)	45.0	45.0	104/104	149	149	79/79	124	124	69/69	114	114
	WOMEN											
1	SPECIALISED	115.0	166.0	170/157	285	323	175/162	290	328	150/137	265	303
2	QUALIFIED 1ST GRADE	89.0	140.0	170/160	259	300	175/165	264	305	150/140	239	280
3	" 2ND GRADE	85.0	128.0	170/165	255	293	175/170	260	298	150/145	235	273
4	APPRENTICES (QUALIFIED 18-20 YRS)	72.0	77.0	170/170	242	249	175/175	247	252	150/150	222	227
	" (16-18 YEARS)	34.0	77.0	104/104	138	181	79/79	113	156	69/69	103	146
5	SEMI-SKILLED (OVER 20 YRS)	72.0	106.0	170/170	242	276	175/175	247	281	150/150	222	256
	" " (18-20 YEARS)	72.0	106.0	170/170	242	276	175/175	247	281	150/150	222	256
	" " (16-18 YEARS)											
6	UNSKILLED (OVER 20 YRS)	72.0	98.0	170/170	242	268	175/175	247	273	150/150	222	248
	" (18-20 YEARS)	72.0	72.0	170/170	242	242	175/175	247	247	150/150	222	222
	" (16-18 YEARS)	45.0	45.0	104/104	149	149	79/79	124	124	69/69	114	114

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ANNEXURE I

EQUIVALENT CATEGORIES ACCORDING TO BONUS PAYABLE IN VARIOUS DISTRICTS

(CALCULATED ON BASIS OF ADULT MALE WITH THREE DEPENDENTS)

S DAILY RATE (INCL. C of L BONUS AS APPLIED BY DISTRICT COMMITTEES

T SUB-		13TH CORPS AREA SUB-COMMITTEE			ROME- NAPLES SUB-C'e ROME PROVINCE (ADD 10 LIRE NO. 4 AFHQ PRINTING PRESS NAPLES.			NAPLES SUB-COMMITTEE SOUTHERN DISTRICT (LESS CERTAIN AREAS)			LEGHORN SUB-COMMITTEE PBS (LESS SOUTHERN DISTRICT AND 52 AREA)		
ST	HIGHEST	C OF L BONUS	LOWEST	HIGHEST	C OF L BONUS	LOWEST	HIGHEST	C OF L BONUS	LOWEST	HIGHEST	C OF L BONUS	LOWEST	HIGHEST
	350	192/180	327	375	167/155	302	350	132/120	265	315	107/95	242	290
	370	200/190	305	325	175/165	280	330	140/130	215	295	115/105	220	270
	355	200/190	300	340	175/165	275	315	140/130	240	280	115/105	215	255
	305	200/200	285	290	175/175	260	265	140/140	225	230	115/115	200	205
	194	79/79	119	169	69/69	109	159	50/50	90	140	50/50	90	140
	337	200/197	285	322	175/172	260	297	110/107	195	232	115/112	200	237
	337	200/197	285	322	175/172	260	297	110/107	195	232	115/112	200	237
	330	200/200	285	315	175/175	260	290	110/110	195	225	115/115	200	230
	300	200/200	285	285	175/175	260	260	110/110	195	195	115/115	200	200
	149	79/79	124	124	69/69	114	114	50/50	95	95	50/50	95	95
	323	175/162	290	328	150/127	265	303	140/127	255	293	115/102	230	268
	300	175/165	264	305	150/140	239	280	140/130	229	270	115/105	207	245
	283	175/170	260	298	150/145	235	273	140/135	225	263	115/110	200	238
	249	175/175	247	252	150/150	222	227	140/140	212	217	115/115	187	192
	181	79/79	113	156	69/69	103	146	50/50	84	127	50/50	84	127
	276	175/175	247	281	150/150	222	256	110/110	182	216	115/115	187	221
	276	175/175	247	281	150/150	222	256	110/110	182	216	115/115	187	221
	268	175/175	247	273	150/150	222	248	110/110	182	200	115/115	187	213
	24[illegible]	175/175	247	247	150/150	222	222	110/110	182	182	115/115	187	187
	149	79/79	124	124	69/69	114	114	50/50	95	95	50/50	95	95

ANNEXURE II

SUBSISTANCE INDEMNITY FOR STATE EMPLOYEES

	1	2	3	4
G R A D E	D.L.N°76 27.2.42	D.L.n°131 MAY 44 (70% increase)	Actual daily rate DLT n.320 of 7.6.45	
			Towns with less than 500.000 inhabitants	Towns with more than 500.000 inhabit.s
1°	160	272	816	1088
2°	150	255	765	1020
3°	130	221	663	884
4° Senior executive	120	204	612	816
5° Executive	100	170	510	680
6° Professional	90	153	459	512
7° (Chief accountant)	80	136	408	544
8° Senior Supervisory	70	119	357	476
9° Secretary	60	102	306	408
10° Book-keeper	55	93,50	280,50	374,50

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			500.000 inhabitants	500.000 inhabit.s
1°	160	272	816	1088
2°	150	255	765	1020
3°	130	221	663	884
4° Senior executive	120	204	612	816
5° Executive	100	170	510	680
6° Professional	90	153	459	512
7° (Chief accountant)	80	136	408	544
8° Senior Supervisory	70	119	357	476
9° Secretary	60	102	306	408
10° Book-keeper	55	93,50	280.50	374,50
11° Steno-typist	55	93,50	280.50	374,50
12° Typist	50	85	255	340
13° Clerk	45	76,50	229,50	306

N.B. Column 1 - Old Basis Rate
Column 2 - Column 1 including 70% increase
Column 3 - Column 2 multiplied by three
Column 4 - Column 2 multiplied by four

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Q. M. C. Form 353 (Old No. 490)
Revised July 26, 1918

LIST OF PAPERS

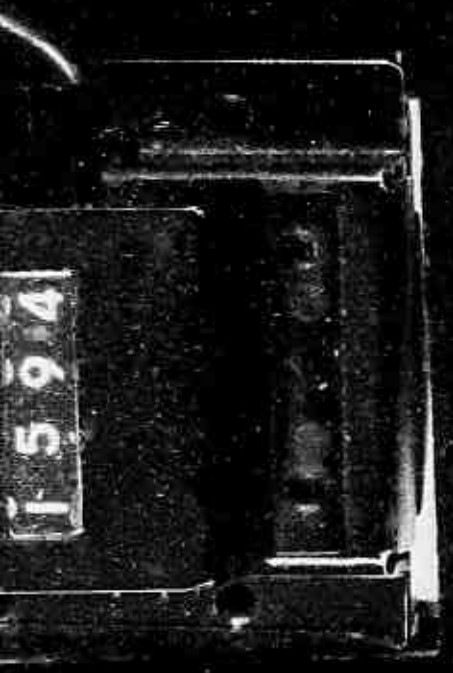
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8—6788

SERIAL NUMBER	FROM—	DATE	TO—	SYNOPSIS

5226

INSTRUCTIONS.—When papers on a subject become numerous they will be numbered serially and brief entries made on this form.


1504