

ACC 10000/146/76

LSC. /407

PRIVATE EMPLOYEES - PROPOSALS

- 3 -

10 February 1945

TO: Economic Section

1. Prime Minister Bonomi wrote on 6 February to the Chief Commissioner asking that Decree No. 303, regarding cost of living bonus, etc., for workers, should be enforced in AMG territory and particularly in Naples.

2. The fact that it should have been brought into effect as from 18 December 1944 has apparently escaped the notice of his advisors and the attached draft reply for Chief Commissioner's signature puts him right on this point.

3. Draft opposite submitted for consideration.

4. After issue of letter, please return papers to enable a reminder to be sent to Naples to give effect to the Decree, as promised in the draft reply.

W. H. Braine
W. H. BRAINE
Director
Labor Sub-Commission

4

12 February 1945

TO: C.O.S.

Attached letter prepared by Labor Sub-Commission is forwarded for your signature of Chief Commissioner.

L. D. Densmore
L. D. DENSMORE
Colonel, FA
Acting Deputy Chief of Staff
Economic Section

5

So to cc

Pl See Mr. Braine's minute above.
Letter opposite is recommended for
Signature in reply to Mr's letter 7648
which is replied. 11/13/2.

6

Econ Sec

Reference Minute 4 above. Letter 14.04/ES
dated 14 Feb to PM Bonomi signed and returned for dispatch.
14 Feb 45 *J. P. Rieley, Major*

FEB 14 1945
cc. 422.

HEADQUARTERS ALLIED COMMISSION
APO 394
LEGAL SUB-COMMISSION

ART/pa.
10 Feb 45.

AC/4010/4/L.

SUBJECT : Application of Decree No. 303 to AMG Territory.
TO : Labour Sub-Commission.

1. Reference is to your memo attached dated 9 Feb 45.
2. It is confirmed that the C.O.S. special implementation order referred to by you, dated 11 Dec 44, renders DIL No. 303 applicable in the Provinces of AMG territory as from the date on which the respective prefects receive No. 94 of the Official Gazette and in accordance with the provisions of Article 8 of said decree.
3. According to the records of this Sub-Commission the Prefect of the Province of Naples received Gazzetta No. 94 for the city of Naples on 18 Dec 44.
4. File returned herewith.


A. R. THACKRAH,
Lt. Colonel,
Italian Branch,
for Chief Legal Advisor.

Incls: 1 file
1 memo.

7647

HEADQUARTERS ALLIED COMMISSION
APO 894
ECONOMIC SECTION

Rec'd by Lab. 10 FEB. 1945

ROUTING AND WORK SHEET

Each note must be numbered and each space completely filled in. THIS WORK SHEET MUST NOT BE REMOVED FROM THE CORRESPONDENCE TO WHICH ATTACHED UNTIL ACTION IS COMPLETED AND THEN FILED WITH FILE COPIES OF COMMUNICATION TO WHICH IT PERTAINS. A line will be drawn the full width of the page under each note.

SUBJECT: Proposed Legislation to Regulate Italian Trade
Unions & Industrial Relations

No	Date	To	REMARKS	From
1	1/2-45	Labor S/C	1 Re attached draft of 7.02/ES dtd 7 Feb 45 above subject - 2. See present notes on draft.	Donnan
2	14/2	Mr. Morrison	Full minute, reported as requested, with one enclosure, now attached for signature. All points covered <u>W. Manning</u>	14 E LSC
3	15/2 45	Col. Deussen	You'll remember that we have already agreed this memo in draft form. for your signature.	(R.)
	Rec'd. LSC 16 FEB. 1945		Signed _____ 7646	

(7)

To: Labon S/C.

Discussed and agreed.

W. Brains - Co. Belman.

3 Feb. 45

~~W. Brains - Co. Belman.~~
D. A.

7645

TO : Economic Section.

1. The effect of Article 2 of the decree as amended and now drafted appears to be to impose the terms of a contract made between defacto organizations upon persons who are not parties to and have never agreed to that contract.

We are advised that this is definitely contrary to existing Italian law and it appears to be clearly vicious in principle.

It is suggested that the Article should end at the word "favorevoli" in line 3.

2. We have no other comments on the proposed decree.

W. E. Behrens

W. E. BEHRENS, Colonel,
Deputy Chief Legal Advisor.

29 Jan 45.
Legal Sub-Commission

4

To: Economic Section.

1. Note is made that both Finance and Legal Sub-Commissions are not content with Article 2. Politically, it would appear expedient to draft a decree which obviously is far-reaching in its effect on such a sensitive group as is labor, fairly, in letter and spirit, so that its terms will be applicable generally and not discriminate between workers or cause future controversy.
2. The presence of an A.C. observer at the Ministry's labor meetings should permit the Commission to follow the trend of labor affairs and afford it a voice of advice which may preclude action that might lead to political controversy.

W. E. Behrens
Vice President, Political Section.

30 Jan, '45.

TO: Labor Sub-Commission

1. In view of Minutes 3 and 4 above, would suggest that you discuss further with Legal Sub-Commission; then discuss with me for final clearance.

7644

word "favorevoli" in line 3.

2. We have no other comments on the proposed decree.
- W. E. Behrens*
- W. E. BEHRENS, Colonel,
Deputy Chief Legal Advisor.

29 Jan 45.
Legal Sub-Commission

4

To: Economic Section.

1. Note is made that both Finance and Legal Sub-Commissions are not content with Article 2. Politically, it would appear expedient to draft a decree which obviously is far-reaching in its effect on such a sensitive group as is labor, fairly, in letter and spirit, so that its terms will be applicable generally and not discriminate between workers or cause future controversy.
2. The presence of an A.C. observer at the Ministry's labor meetings should permit the Commission to follow the trend of labor affairs and afford it a voice of advice which may preclude action that might lead to political controversy.

W. E. Behrens
Vice President, Political Section.

30 Jan., '45.

5.

TO: Labor Sub-Commission

1. In view of Minutes 2 and 4 above, would suggest that you discuss further with Legal Sub-Commission; then discuss with me for final clearance.

1 Feb-45

W. E. Behrens
Special Assistant to
A/DOOS ECONOMIC SECTION

- 6 -

TO: Legal Sub-Commission, Colonel Behrens.

1. I should be glad to discuss, at an early date, your minute #3 above. I presume your reference to existing Italian law applies to general legislation and not to Fascist labor legislation which has been abolished or has it? I am interested in your comments on the principle -- because in Great Britain the Wages Council Bill now before Parliament proposes to enforce wages agreements more favorable than existing practices upon persons who are not parties to the more favorable agreements.

W. E. Behrens
W. H. BRAINE
Director
LABOR SUB-COMMISSION

23 January 1945

Colonel L. D. Densmore
Economic Section

Opposite is a letter to the Italian Ministry of Industry, Commerce and Labor for your signature, notifying agreement to a proposed Decree regarding certain bonuses for Italian workers.

The proposed Italian Decree gives legal effect to an agreement already reached late in December between the Italian Labor Federation on the one side and Italian employers on the other, with the general approval of the Italian Government. This agreement was given immediate publicity and employers were requested, by interested parties, to give immediate effect to certain benefits to be in time for the Christmas season. The consideration of the draft Decree by the Labor Sub-Commission has, therefore, been mainly to insure that de-Fascistization is not prejudiced and that there is nothing otherwise objectionable in the Decree.

You will see from the first paragraph of the Italian Minister's letter of 20 January, opposite, that an assurance has been given that a representative of this Commission will be invited to future meetings on similar subjects.

This has not been cleared with the Political, Legal or Finance Sub-Commissions, so you may wish to refer it to them for further consideration.

W. H. Braine
W. H. BRAINE

Director

Labor Sub-Commission

24 January 1945

2

TO: 1. Finance Sub-Commission;
2. CA Section for Legal S/C;
3. Political Section (IN TURN) WWS

Your comments are requested on the attached proposed legislative decree concerning economic provisions in favor of workers. Last addressee, please return to Economic Section as soon as possible in order that this may go out.

L. D. Densmore 7643

L. D. DENSMORE

Colonel, FA

Acting Deputy Chief of Staff
Economic Section

VERY URGENT.Legal Sub-Commission.Application of Decree No. 303 to A.M.G. Territory.

1. Prime Minister Bonomi in his letter of 6th February, 1945, attached enquires regarding the application of Decree 303 to the town of Naples.

2. Decree No. 303 is published in the Official Gazette of 14th November, 1944, No. 81. ✓

Official Gazette No. 87 contained Brigadier General Upjohn's approval of the application in A.M.G. Territory of the Decrees in Gazette No. 81, under date 19th November, 1944, but specially excluded Decree No. 303. ✓

Gazette No. 94 dated 14th December, 1944, contained the formal approval under date 11th December, 1944, given by Brigadier Lush for the application of the provisions of Decree No. 303 in Allied Military Territory as from the date of reception of Gazette No. 94.

3. I am surprised, therefore, that writing so recently as 6th February, 1945, Prime Minister Bonomi is under the impression that Decree No. 303 is not applicable in A.M.G. Territory, and I shall be glad to have your confirmation that No. 303 is in fact applicable in A.M.G. Territory, that the necessary action should have been taken as from the date of its reception to compute and pay arrears as from 16th August, 1944, which is the effective date included in the terms of the Decree. On receipt of your confirmation an appropriate reply for the Chief Commissioner will be drafted for Labour Sub-Commission.

W. H. Braine

W. H. BRAINE

Director, Labour Sub-Commission.

9.2.45

LEGAL SUB-COMMISSION

CLO

DCLO

Chief Counsel

7649

2. Decree No. 303 is published in the Official Gazette of 14th November, 1944, No. 81. ✓

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Gazette No. 94 dated 14th December, 1944, contained the formal approval under date 11th December, 1944, given by Brigadier Lush for the application of the provisions of Decree No. 303 in Allied Military Territory as from the date of reception of Gazette No. 94.

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W.H. Braine

W.H. BRAINE

Director, Labour Sub-Commission.

LEGAL SUB-COMMISSION
CLO
DCLO
Chief Counsel
CJO
Legal Section
CL RKS
10 FEB 1945

9245

7642

HEADQUARTERS ALLIED COMMISSION
APO 394
LEGAL SUB-COMMISSION

LS407

WEB/lc.
7 May 1945

AG/4039/5/L.

SUBJECT : Wage Policy in Private Industry

TO : Labour Sub-Commission

1. We have no comments to make on the proposed draft letter.
2. However it is considered that as it involves questions of policy it should be signed by the V.P. Economic Section.

W. E. Beirens. 7641

W. E. BEIRENS,
Colonel,
Deputy Chief Legal Advisor.

LABOR SUB-COMMISSION
A.C.
Routing Slip

	Initials	Date
Mr. W.H. BRAINE		
Mr. SACHS	<i>W.S.</i>	
Mr. DI FEDE	<i>J.D.</i>	12/5
Mr. AIREY	<i>M.C.</i>	12/5
Mr. SCOTT	<i>R.I.</i>	14/5
Mr. PROCTOR	<i>E.</i>	14/5
Miss STEVENSON	<i>v</i>	14/5
Chief Clerk		
Is there a copy of the draft available please?		

this is signed by [unclear] [unclear]
for A.M.G.

7640

FILE

HEADQUARTERS ALLIED COMMISSION
APO 894
LABOR SUB-COMMISSION

RHS/rmv

TEL : Ext. 804

22 February 1945

REF : LSC/407

SUBJECT: 1 - Wage Adjustments in Private Industry in
AMC/Army Territory.2 - Communications to and from Army-controlled
Territory.

TO : Col. L. D. Densmore, CSO, Economic Section

1. I have already submitted that, subject to genuine military considerations, communications between trade unions, workers and Camera del Lavoro in AMC/Military-controlled territory, should be encouraged rather than suppressed, in order that moderating voices may have a chance of being heard. While this policy is under consideration I should like to give the following examples of the importance of adequate communications.

2. Wage rates in private industry, existing at the time of liberation, are in many cases based on expired collective agreements and are out of step with existing living conditions and wage conditions in other parts of liberated Italy. AMC Labor Officers should, of course, see that effect is given to various legal Decrees establishing the cost of living bonuses and they do this (although the question of retroactive payment is a matter now under active consideration). Nevertheless, in many cases the basic rates to which indemnities, etc., provided by these recent Decrees, should be added are out of date and insufficient; and the relative position is brought into sharp relief by the application of Armed Forces wage scales to directly employed labor and to Allied contractors' labor. The normal procedure as regards private industry would be for the representatives of labor and the representatives of the industry concerned to meet and to agree to some revised scales. Recent discussions, at a high level, between the Italian Government, employers' representatives and CGIL, agreed in principle that such local discussions, or discussions by industry, should take place and the attitude adopted on each side was that there should be restraint in presenting demands and sympathetic consideration in receiving demands so that industry is not destroyed while at the same time workers get some relief.

7639

- 2 -

3. Labor Sub-Commission would therefore be inclined to suggest to AEG Labor Officers and CAO's that if approach is made to them by representatives of private industry (employers or workers), on the subject of the inadequacy of private industry wage scales, they should encourage direct negotiation between both sides concerned. The next step would be to advise them to forward their provisional agreements to their central representatives, e.g., CGIL for workers and Confederation of Industry for employers, both situated in Rome. These bodies would be able to advise as to the possibility of agreeing to the provisional terms from both points of view.

The difficulty is that such communication is either forbidden or severely restricted. It is obvious that in the absence of guidance and advice there may be inadequate negotiation leading to unrest or extravagant decisions upsetting the balance in other parts of Italy.

4. I bring this example to light in order to strengthen the submission that I have already made.

W. H. BRAINE

W. H. BRAINE
Director
Labor Sub-Commission

cc: Mr. Marlan Cleveland
Executive Director
Economic Section

7638

Translation Latorraca

156/407

MINISTRY OF INDUSTRY, COMMERCE
AND LABOUR

.....
Labour General Direction

.....

Rome, 16 Febr. 45

SUBJECT: Salary adjustments for directors
of industrial plants in Naples.

1. The Regional Labour Office of Campania has submitted to this Ministry copy of the agreement made on 14 Dec. 1944 between industrial union of Naples and industrial plant Association concerning salary increases (effective 1 July 1944) for directors and employees of industrial plants in Naples.

2. I herewith submit copy of the minutes of the aforementioned agreement and at the same time communicate that this Ministry gives its approval.

3. I beg you to examine the text of the agreement and to inform us of your decisions in regards to the question.

THE MINISTER
Signed Gronchi

7637



Ministero dell'Industria del Commercio e del Lavoro

Direzione Gen. del Lavoro

Divisione III* N. di prot. 1239/I 50

Risposta a nota _____

Allegati due

Roma 16. 2. 1945
LSE/407
Alla Commissione Alleata
Sottocommissione del Lavoro

= ROMA =

OGGETTO: Napoli - Adeguamento stipendi dirigenti aziende industriali.

1. L'Ufficio Regionale del Lavoro della Campania ha trasmesso a questo Ministero copia dell'accordo stipulato il 14 dicembre 1944 fra l'Unione industriale di Napoli e l'Associazione di aziende industriali, con il quale vengono appor-tati, a partire dal 1° luglio 1944, degli aumenti agli sti-pendi dei dirigenti delle aziende industriali napoletane allo-acopo si adeguarli agli impiegati delle aziende stesse.

2. Si rimette a codesta On. Commissione Alleata copia dell'accordo in parola e si fa presente che questo Ministero, riconoscendo esatte le ragioni che hanno portato alla stipula-zione dell'accordo, esprime parere favorevole.

3. Si prega di voler esaminare il testo dell'accordo e di voler poi comunicare a questa Amministrazione le proprie determinazioni al riguardo.

IL MINISTRO

PS/cl

7636

14/12/1944

Divisione IREALE SINDACALE

prot.n.11777.145/3411 I.S.I.1

L'anno millenovecentoquarantquattro, il giorno 14 dicembre in Napoli nei locali dell'Ufficio Regionale del Lavoro, rappresentato dal Segretario Generale Avv.Leopoldo Rubinacci, dal capo dell'Ufficio vertenze, Avv.Uc de Gennaro e dal Dr.Pietro Picari funzionario addetto al reparto stesso, sono convenuti l'In.Nicola Rivelli Presidente dell'Unione Industriale della Provincia di Napoli e l'Ing.Simone Pierro, in rappresentanza dell'Associazione Dirigenti Industriali.

Scopo della riunione è di prendere in esame le richieste avanzate dalla Associazione Dirigenti all'Unione Industriale in data 17 luglio 1944.

Dopo ampie discussione fra le parti costituite considerato che:

- a) la categoria dei dirigenti di aziende in una situazione che in alcuni casi ha creato riflessi morali che possono ripercuotersi dannosamente sull'ordine interno delle imprese e sul prestigio di questa categoria;
- b) gli aumenti apportati direttamente o indirettamente ai salari e agli stipendi degli operai e degli altri dipendenti delle aziende industriali ha rotto il rapporto di differenziazione economica esistente fra le varie categorie di lavoratori, tanto da essere superato, in alcuni casi, la retribuzione dei dirigenti da quella di lavoratori con qualifiche e attribuzioni anche molto modeste;
- c) l'unico aumento legalmente concesso ai dirigenti è stato quello disposto dall'Ord.Reg.n.2 dell'A.M.G. che al massimo raggiunge le L.1900, mentre altre categorie di lavoratori hanno beneficiato; oltre a tale aumento, a quello di molto più considerevole determinato dalla perequazione delle loro paghe a quelle corrisposte ai dipendenti dal Governo Militare Alleato percependo attualmente stipendi o salari quattro o cinque volte superiori a quelli goduti nel dicembre 1943;

quanto segue:

Segretario Generale avv. Leopoldo Rubinacci, dal capo dell'Ufficio vertenze, avv. Ugo de Cennaro e dal Dr. Pietro Picari funzionario addetto al reparto stesso, sono convenuti l'In. Nicola Rivelli Presidente dell'Unione Industriale della Provincia di Napoli e l'In. Simone Pierro, in rappresentanza dell'Associazione Dirigenti Industriali.

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b) gli aumenti apportati direttamente o indirettamente ai salari e agli stipendi degli operai e degli altri dipendenti delle aziende industriali ha rotto il rapporto di differenziazione economica esistente fra le varie categorie di lavoratori, tanto da essere superato, in alcuni casi, la retribuzione dei dirigenti da quella dei lavoratori con qualifiche e attribuzioni anche molto modeste;

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si è convenuto quanto segue:

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L'Unione Industriale della provincia di Napoli, prese in esame le richieste presentate dall'Associazione dirigenti aziende industriali della provincia di Napoli riconosce che dette richieste sono contenute in limiti equi e per tanto allo scopo di perequare le retribuzioni di questa categoria di lavoratori a quelle godute attualmente dalle altre categorie, accetta di far applicare dalle ditte e società ad essa associate le seguenti condizioni di miglioramenti economici;

- 1) applicazione di un aumento nella misura del 70 % sulle competenze annue sino alla concorrenza di lire 120 mila e nella misura del 40 % sulla eventuale quota parte delle competenze eccedenti le lire 120.000 annue - Resta inteso che nessun aumento sarà applicato sulla quota delle competenze annue eventualmente eccedenti le lire 120.000.
 - 2) Per competenze annue, come è indicato al n.1, si intendono le 13^{me} mensilità di stipendio annuo più le eventuali gratifiche a carattere continuativo siano esse di ammontare fisso o variabile;
 - 3) Gli aumenti previsti al precedente n.1 avranno decorrenza dal 1° luglio 1944 e saranno applicati sulle competenze esistenti alla data dal 1° gennaio 1944 - Per quanto si riferisce alle quote di aumento da applicare sulle gratifiche annue, sarà fatto riferimento a quelle corrisposte per l'anno 1943;
 - 4) Gli eventuali aumenti di stipendio, con esclusione di ogni altra ~~esenzionalità~~ carattere contingente (carovita, ecc.) comunque concessi a favore dei dirigenti successivamente alla data del 1° gennaio 1944, s'intendono assorbiti dall'aumento stabilito dal presente accordo;
 - 5) resta convenuto e s'intendono validi ed applicabili le norme contenute negli accordi interconfederali in data 21 aprile 1943; 19 gennaio 1944 con cui:
- I limiti massimi stabiliti dall'articolo 2 del contratto coll.naz. dei dirigenti in data 28/10/1937, sono stati elevati rispettivamente a 155.000 e 195.000 con decorrenza 1°/12/1943;
- il limite massimo della retribuzione utile agli effetti delle quote per tassa di previdenza di cui all'art.6 del sopracitato contratto, viene elevato a L. 120.000 annue, con decorrenza 1° gennaio 1944;
- 6) il pagamento degli arretrati per gli aumenti di cui al n.1 sarà effettuato entro il 31 gennaio 1945.
- Il presente verbale sarà sottoposto all'approvazione dell'autorità competente.

2) Per competenze annue, come è indicato al n.1, si intendono le mensilità di stipendio annuo più le eventuali gratifiche a carattere continuativo siano esse di ammontare fisso o variabile;

3) Gli aumenti previsti al precedente n.1 avranno decorrenza dal 1° luglio 1944 e saranno applicati sulle competenze esistenti alla data dal 1° gennaio 1944 - Per quanto si riferisce alle quote di aumento da applicare sulle gratifiche annue, sarà fatto riferimento a quelle corrisposte per l'anno 1943;

4) Gli eventuali aumenti di stipendio, con esclusione di ogni altra eventuale caratteristica contingente (carovita, ecc.) comunque concessi a favore dei dirigenti successivamente alla data del 1° gennaio 1944, s'intendono assorbiti dall'aumento stabilito dal presente accordo;

5) resta convenuto e s'intendono validi ed applicabili le norme contenute negli accordi interconfederali in data 21 aprile 1943; 19 gennaio 1944 con cui:

I limiti massimi stabiliti dall'articolo 2 del contratto coll.naz. dei dirigenti in data 28/10/1937, sono stati elevati rispettivamente a 156.000 e 195.000 con decorrenza 1°/12/1943;

il limite massimo della retribuzione utile agli effetti delle quote per tassa di previdenza di cui all'art.6 del sopracitato contratto, viene elevato a L.120.000 annue, con decorrenza 1° gennaio 1944;

6) il pagamento degli arretrati per gli aumenti di cui al n.1 sarà effettuato entro il 31 gennaio 1945.

Il presente verbale sarà sottoposto all'approvazione dell'autorità competente.

Del che, il presente verbale letto, confermato e sottoscritto.

F.to

Leopoldo Rubinacci

Ugo de Gennaro

Ing. Nicola Rivelli

Simone Pietro

Piegari Pietro

UFFICIO REGIONALE DEL LAVORO

DI NAPOLI

7634

	I M P I E G A T I			D I R I	
	10.000	18.000	24.000	50.000	8
Stipendio al 1° 1.37 (A)	22.590	39.620	49.906	82.781	11
Stipendio al 1° 1.1944 (+)	8.287	8.287	8.287	8.287	
Indennità di presenza	18.043	21.247	12.681	19.256	2
Perequazione (++)	13.650	12.543	9.750	5.850	
Carovita					
	62.370	81.697	80.624	116.174	1
Assegni familiari e carovita per moglie e tre figli	14.040	14.040	14.040	14.040	
Totali attuali competenze (B)	76.610	95.737	94.664	130.214	
Aumenti dirigenti del 70% sulla prime 120.000 lire di stipendio del 1943 e del 40% da 120.000 a 200.000 lire (C)	7.66	5.32	3.94	38.691	
				168.905	
				2.60	
$\frac{B}{A}$	-	-	-	3.38	
$\frac{C}{A}$					

(+) Lo stipendio ebbe i seguenti aumenti di legge:	11.000	19.800	25.950	51.950
Nel 1937 10% fino a 1.500 lire mens.	11.880	21.384	28.026	54.030
" 1939 8% " " 2.000 " "	13.306	23.950	31.389	58.710
" 1940 12% " " 3.000 " "				
Maggiorazioni del 70% sulle prime lire mille, del 60% sulle seconde, del 30% sulle terze, del 20% sulle quarte e del 10% sulle quinte.	22.590	39.620	49.906	82.781
(++) Stipendio al 1°/1/1944	22.590	39.620	49.906	82.781
Indennità di presenza	8.287	8.287	8.287	8.287
Assegni familiari all'1.1.44	5.210	5.210	5.210	5.210
Stipendio soggetto a perequazione	36.087	53.117	63.403	96.278
Perequazione percentuale	50%	40%	20%	20%
Perequazione	18.043	21.247	12.681	19.256

N.B. Nei su esposti conteggi si è tenuto conto della perequazione accordata nel 1944 dalla
ziende ed in particolare da quelle dei Servizi Pubblici.-

	I M P I E G A T I			D I R I G E N T I		
	10.000	18.000	24.000	50.000	80.000	100.000
moglie	22.590	39.620	49.906	82.781	114.710	134.710
	8.287	8.287	8.287	8.287	8.287	8.287
	18.043	21.247	12.681	19.256	25.641	29.641
	13.650	12.543	9.750	5.850	5.850	5.850
	62.370	81.697	80.624	116.174	154.488	178.488
prime 43 e e	14.040	14.040	14.040	14.040	14.040	14.040
	76.610	95.737	94.664	130.214	168.528	192.528
	7.66	5.32	3.94	38.691	54.656	60.243
	-	-	-	168.905 2.60	223.184 2.11	252.771 1.93
	-	-	-	3.38	2.79	2.53

aumenti lire mens. " " ne lire del 30% te e del	11.000	19.800	25.950	51.950	81.950	101.950
	11.880	21.384	28.026	54.030	84.030	104.030
	13.306	23.950	31.389	58.710	88.710	108.710
	22.590	39.620	49.906	82.781	114.710	134.710
44 quazione	22.590	39.620	49.906	82.781	114.710	134.710
	8.287	8.287	8.287	8.287	8.287	8.287
	5.210	5.210	5.210	5.210	5.210	5.210
	36.087	53.117	63.403	96.278	128.207	148.208
	50%	40%	20%	20%	20%	20%
	18.043	21.247	12.681	19.256	25.641	29.641

è tenuto conto della perequazione accordata nel 1944 dalla quasi totalità delle A-
elle dei Servizi Pubblici.-

LABOR SUB-COMMISSION
A.C.C.
Routing Slip

From	To
Colonel BAIN	
Colonel SMITH	
Major BABCOCK	
Major ALBRIGHT	
Major SCICLUNA	
Capt. DORF	
→ Capt. TOPLISS	
Capt. GIAMMARCO	
Capt. SOLENBERGER	
Mr. CROSETTO	
Mr. SACHS	
Mr. DI FEDE	
Mr. CERRITO	
Chief Clerk	

REMARKS:

please handle
of it

7633

FILE

HEADQUARTERS ALLIED COMMISSION
APO 394
LABOR SUB-COMMISSION

407-809

THE : Ext. 204

WHB/raw

REF : LSC/407

16 February 1945

SUBJECT: Application of Decree 303.

TO : Regional Commissioner
Southern Region

1. Since an inquiry was made by Prime Minister Bonomi asking that the terms of Decree 303 might be applied in Naples, it appears that there is a misunderstanding on the part of the Prefect of Naples, and other functionaries, as to the force of this Decree. The Regional Commissioner is therefore reminded that by the terms of Cassette No. 94, dated 14 December 1944, Decree No. 293 was brought into effect in territory under the administration of the Allied authorities, including Naples. Prime Minister Bonomi has been informed to this effect and we have undertaken to remind the Naples authorities similarly.

2. Allied Commission would accordingly be glad if the Regional Commissioner would insure that Naples Prefect and other functionaries concerned with the administration of wages and conditions of workers are aware that Decree No. 303 applies in their territories and that this Decree provided for retro-active effect to 16 August 1944.

W. H. BRAINE
Director
Labor Sub-Commission

cc: Capt. D. L. Botham
Southern Region

7632

FILE COPY LABOR S/C ✓

REF: 14.04/ES

14 February 1945

My Dear Mr. Prime Minister:

May I refer to your letter of 6 February (a. 83875/18845/18-5), regarding the exclusion of the application of Decree No. 503 in territory still under the administration of the Allied authorities, particularly in Naples.

Although as you say, Official Gazette No. 67 indicated that the Decree would not come into force in Allied Military Territory as at 19 November 1944, the Gazette No. 94, dated 16 December 1944, indicated formal approval for the application of the provisions of that Decree as from the date of receipt of Gazette No. 94.

The result is that the Decree, which contains provisions for the improvement of the conditions of workers, is applicable in the Provinces of all territory as from the date on which the respective Prefects receive Official Gazette No. 94 and in accordance with the provisions of Article VIII of that Decree. In the case of Naples, I am informed that the Prefect of the Province of Naples received Gazette No. 94 on 18 December 1944. I will, however, take the necessary steps to remind him of its effect.

Yours very truly,

/s/ Henry W. Stone

HENRY W. STONE
Rear Admiral, USNR
Chief Commissioner

His Excellency Ivanoe Bonomi
The President of the Council of Ministers
Italian Government
Rome

7631

CSC/4071210

HEADQUARTERS ALLIED COMMISSION
APO 394
ECONOMIC SECTION

7 February 1945

Tel. : Ext. 550

REF. : 7.02/BS (Your Ref: G-5:091.4-1 of 22 Nov and
9 Dec 44)

SUBJECT : Proposed Legislation to Regulate Italian Trade
Unions and Industrial Relations.

TO : Allied Forces Headquarters
G-5 Section.

1. Reference is made to Brigadier General Spofford's request of 22 November 1944 for observations on a memorandum regarding proposed legislation to regulate Italian trade unions and industrial relations.

2. The following observations furnish a report on certain specific issues raised in the memorandum under reply:

(a) - It is confirmed that the draft Decree of May 1944, to which reference was made, has been abandoned by the Italian Government and that alternative legislation is in the course of preparation.

(b) - It is expected that draft decrees comprising the alternative legislation referred to will be received from the Italian Government at the end of this month (February). Copies will be forwarded immediately on receipt. This answers para. 5 of the memorandum under reply.

(c) - The decree, to which reference was made as having been signed on or about 7 November 1944, is undoubtedly Decree No. 303 of 2nd November 1944 regarding the payment of a Cost of Living bonus to workers. A translation of this decree is attached. The Italian version was published in the Gazzetta Ufficiale dated 14 November 1944, No. 81.

- 2 -

3. It is agreed that there should be no attempt to impose upon the Italian Government or the Italian Nation any particular form of legislation in the field of labor and industrial relations; and that while advice when requested by the Italian Government will be freely offered, no pressure of any nature, direct or indirect, should be brought to bear upon Italian interests on this subject. It is regretted if any impression to the contrary has been gained by Government, labor, or industrial interests in Italy; or by visiting representatives from the Allied Nations. It is pleasing to be able to report that as at this date the relationship, both official and personal, between senior, responsible officers of this Allied Commission and representatives of all interests involved on the Italian side, are of the most cordial and that effective and efficient progress by the Italian Government in the framing of labor legislation is expected to be made.

4. The abolition of the Fascist system of labor regulation, which is one of the first results of Allied Military Government administering newly liberated Italian territory, leaves a gap in the legislative structure of the country. The gap was a subject of concern to the Allied Commission and it necessarily has its effect upon labor relations. For this reason the Italian Government was urged to approach this problem actively. Some progress has been made by a Decree formally abolishing Fascist syndical institutions, providing for the liquidation of their assets and arranging for the transfer of available balances to properly recognized successor trade unions and institutions. The General Confederation of Italian Labor has been invited by the Italian Government to cooperate in this liquidation. The Decree is No. 369 dated 23rd November 1944 and appears in Gazzetta Ufficiale dated 16 December 1944, No. 95.

5. In view of the clear assurances which can now be given in the foregoing sense, various points made in the memorandum under reply have not been answered in detail.

For the Chief Commissioner

Approved
W. H. Hume
14/2/45

L. D. DENMORE
Col F A
Acting Deputy Chief of Staff
Economic Section

HEADQUARTERS ALLIED COMMISSION

APO 394

LABOR SUB-COMMISSION

MEMORANDUM

4 November 1944

SUBJECT : English Text of Wage Increase Decree for Private Workers,
as approved by Council of Ministers 20 October 1944 and
signed 31 October 1944.

LEGISLATIVE DECREE CONCERNING ECONOMIC IMPROVEMENTS FOR
WORKERS WHOSE LABOR CONDITIONS ARE GOVERNED BY COLLECTIVE
CONTRACTS

UMBERTO DI SAVOIA

Prince of Piedmont

Lieutenant General of the Realm

By virtue of authority delegated to us;
Of

Having seen the Royal Decree Law of 7 December 1943, No. 23/B
concerning the increase of pay of continuative character in favor of
workers subject to provisions of collective labor agreements;

Having seen the Decree of 25 June 1944, No. 151, concerning the
Assembly for the new State constitution, the oath of the Government mem-
bers and the power of the Government to enact laws;

Considering that, owing to the state of war and to the absence
of a legal trade-union system, it is necessary by means of a legislative
Act to make valid, on behalf of all members of the interested categories,
the agreements stipulated in Rome on 15 October, 1944, between the "de
facto" existing associations of employers and employees concerning the
granting of a high-cost-of-living indemnity to the workers, whose work-
ing conditions are already governed by collective contract;

Having seen the decision of the Council of Ministers;

On proposal of the Minister of Industry, Commerce and Labor, in
agreement with the Ministers of Justice, of Finance and of the Treasury;

WE HAVE SANCTIONED AND WE PROMULGATE AS FOLLOWS :

LEGISLATIVE DECREE CONCERNING ECONOMIC IMPROVEMENTS FOR
WORKERS WHOSE LABOR CONDITIONS ARE GOVERNED BY COLLECTIVE
CONTRACTS

U M B E R T O D I S A V O I A
Prince of Piedmont

Lieutenant General of the Realm

By virtue of authority delegated to us;

Having seen the Royal Decree Law of 7 December 1943, No. 23/B concerning the increase of pay of continuative character in favor of workers subject to provisions of collective labor agreements;

Having seen the Decree of 25 June 1944, No. 151, concerning the Assembly for the new State constitution, the oath of the Government members and the power of the Government to enact laws;

Considering that, owing to the state of war and to the absence of a legal trade-union system, it is necessary by means of a legislative Act to make valid, on behalf of all members of the interested categories, the agreements stipulated in Rome on 15 October, 1944, between the "de facto" existing associations of employers and employees concerning the granting of a high-cost-of-living indemnity to the workers, whose working conditions are already governed by collective contract;

Having seen the decision of the Council of Ministers;

On proposal of the Minister of Industry, Commerce and Labor, in agreement with the Ministers of Justice, of Finance and of the Treasury:

WE HAVE SANCTIONED AND WE PROMULGATE AS FOLLOWS :

Art. 1

Starting from 1 August, 1944, the employers must pay to their employees, in cases where the working conditions are disciplinable by means of a collective contract, in the sense of the law of 3 April, 1926, No. 563 and to its further changes and additions, a high-cost-of-living indemnity for each working day, to the extent of:

1. thirty lire for men and for women family-heads, whenever their gross monthly pay, all deductions included, is not above three thousand six hundred lire;
2. twenty lire for men and for women family-heads, whenever their gross monthly pay, all deductions included, is above three

thousand six hundred lire, but not above five thousand;

3. ten lire for men and for women family-heads, whenever their gross monthly pay, all deductions included, is above five thousand lire;

4. twenty lire for women not family-heads, whenever their gross monthly pay, all deductions included, is not above three thousand six hundred lire;

5. fifteen lire for women not family-heads, whenever their gross monthly pay, all deductions included, is above three thousand six hundred lire;

6. fifteen lire for boys and girls of age not above 18 years.

The indemnity in question is increased by five lire for workers employed in the communes of Rome, Naples and Palermo, as well as in such other communes as shall be specified by decree of the Minister of Industry, Commerce and Labor, on the basis of respective index numbers of the cost of living.

For the workers who have the qualification of office employees (impiegati) in the sense of the Royal Decree Law of 13 November, 1924, No. 1825, converted into the law of 18 March, 1926, No. 562, the high-cost-of-living indemnity is due to the extent of a monthly sum equal to thirty times the daily indemnity specified, for the different cases, in the preceding paragraphs.

Art. 2

To workers entitled to family allowances, there is due in addition, from 16 August 1944, a supplementary high-cost-of-living allowance in the amount of 5 lire for each working day and for each dependent, which shall be paid by the Unified Fund for family allowances, according to rules which will be established in another decree.

However, as far as the agricultural sector is concerned, until such time as the services for the compilation of lists of workers and for unified contributions may be re-organized, the employers must pay, directly and at their own expense, to their permanent and casual workers who are entitled to family allowances, a supplementary fixed allowance of ten lire for each working day.

Art. 3

Where salaries or wages are paid wholly or partly in kind, the high-cost-of-living indemnity may be fixed in a measure inferior to that contemplated in Art. 1 of this decree, by agreement to be stipulated between the representatives of the interested "de facto" associations. Depending on the sphere of application of the agreement, the stipulation will be made at the office of the Ministry of Industry, Commerce and Labor, or at the Regional or Provincial Labor Office, or at the

The indemnity in question is increased by five lire for each worker employed in the communes of Rome, Naples and Palermo, as well as in such other communes as shall be specified by decree of the Minister of Industry, Commerce and Labor, on the basis of respective index numbers of the cost of living.

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Art. 3

Where salaries or wages are paid wholly or partly in kind, the high-cost-of-living indemnity may be fixed in a measure inferior to that contemplated in Art. 1 of this decree, by agreement to be stipulated between the representatives of the interested "de facto" associations. Depending on the sphere of application of the agreement, the stipulation will be made at the office of the Ministry of Industry, Commerce and Labor, or at the Regional or Provincial Labor Office, or at the Inspectorate of Industry and Labor, in provinces where labor offices have not yet been established. The above-mentioned agreements are compulsory for all members of the category in question.

If, in connection with situations contingent on work of a seasonal character, the worker received a wage notably above the average wage paid to workers of similar categories, the total or partial absorption of the high-cost-of-living indemnity as per Art. 1 of the present decree

may be established in accordance with the provisions specified in the preceding paragraph.

Art. 4

The total compensation due to the workers as specified in paragraphs 2, 3 and 5 of Art. 1 of this decree may not be lower than the maximum compensation to which, as a consequence of the granting of the high-cost-of-living indemnity, the workers respectively mentioned in paragraphs 1, 2 and 4 of the same Article are entitled.

The workers employed less than four hours per day are entitled to cost-of-living indemnity in a measure equal to as many eighths of the indemnity contemplated in the preceding Art. 1 as the number of hours actually worked.

Art. 5

The indemnity contemplated in this decree is to absorb, within the limits of its amounts (as set forth in Art. 1), the increases in compensation granted by employers after 15 July, 1944, as a consequence of individual or collective agreements, whenever the latter have been agreed to in anticipation of or with reference to future legislative provisions concerning wage increases, excepting the pay adjustments ratified or enacted by the Ministry of Industry, Commerce and Labor.

Art. 6

For the purpose of application of Art. 1 of the present decree the monthly amount of the wage shall be computed by multiplying by twenty-five or two hundred respectively, the daily or hourly pay, increased, in the case of piece-workers, by the minimum piece-work percentage actually paid to them.

In order to determine the worker's monthly compensation account shall be taken of salary or wage, indemnities, gratuities and bonuses of a continuing character, for whatever reason granted, including the presence indemnity and excluding overtime pay.

For workers paid wholly or partly on a commission basis, the monthly salary or wage will be determined on the basis of the earnings received during the last three months of actual activity of the firm, prior to the date when this decree takes effect.

For the application of Art. 1, the right to review every three months the amount of the commissions earned remains in force.

Art. 7

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For the application of Art. 1, the right to review every three months the amount of the commissions earned remains in force.

Art. 7

The high-cost-of-living indemnity due in accordance with the present decree is not subject to deductions or contributions of a social and insurance character, nor is it computed, for any other purpose, as an integral part of the salary or wage.

Art. 8

Effective from 16 August 1944, employers who have not granted

the increase in wages, salaries and gratuities of a continuing character, as provided by Royal Decree Law of 7 December, 1943, No. 23/B, or who have granted it in a lower amount than that indicated in Art. 2 of the aforementioned Decree, must grant the increase in the maximum amount fixed by Art. 2 of the same decree.

Art. 9

The amount of the high-cost-living-indemnity contemplated by Art. 1 of this decree may be modified, in relation to changes in the economic situation, by decree, on the proposal of the Minister of Industry, Commerce and Labor.

Art. 10

Individual and collective controversies concerning only a single province, which arise in the application of the present decree, with exception of those involving matters dealt with in Art. 2, whenever they have not been settled by the representatives of the "de facto" associations having an interest, will be referred for decision to an arbitration board. This board will be composed of two members appointed, respectively, by each of the parties, and of a third member, with the capacity of president, appointed by agreement of the same parties. If, for whatever reason, the arbitrators should not be appointed, the appointment will be made by the Labor Offices or by the Inspectorates of Industry and Labor in provinces in which Labor Offices have not been established.

If the collective controversy concerns more than one province, the appointment of arbitrators, whenever it is not made by the parties, will be made either by the Regional Labor Office for the provinces comprised in its jurisdiction, or by the Minister of Industry, Commerce and Labor in all other cases.

Art. 11

The arbitration boards mentioned in the preceding article, will pass judgments without observing any special procedural forms and in accordance with equity.

Decisions on individual and collective disputes concerning a single province will be deposited at the Labor Office and at the Inspectorate of Industry and Labor competent for the territory. Decisions on collective disputes concerning more than one province will be deposited either at the Regional Labor Office or at the Ministry of Industry, Commerce and Labor, according to the second paragraph of the preceding

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The aforementioned agencies will inform the parties of the decision taken, which is not subject to appeal.

The decisions on individual disputes establish immediate legal right (título ejecutivo). Those on collective controversies are valid for all members of the respective category.

All actions relative to judgment by arbitration are exempt from

stamp and registration taxes.

Art. 12

The present decree becomes effective on the day following that of its publication in the "Gazzetta Ufficiale".

We order, to whom it may concern, to observe the present decree and to have it observed as a law of the State.

Translation: W.E.S.
L.R.S.

7626

DRAFTDRAFT

HEADQUARTERS ALLIED COMMISSION
APO 394
ECONOMIC SECTION

7 February 1945

TEL : Ext. 550

REF : 7.02/ES (Your Ref: G-5:091.4-1) *22 Nov + 9 Dec 44*

SUBJECT: Proposed Legislation to Regulate Italian Trade Unions and Industrial Relations

TO : Allied Forces Headquarters
G-5 Section

1. Reference is made to Brig. General Spofford's request of 22 November 1944 for observations in a memorandum regarding proposed legislation to regulate Italian trade unions and industrial relations.

2. (X)

(a) It is confirmed that the draft Decree of May 1944, to which reference was made, has been abandoned by the Italian Government and that alternative legislation is in the course of preparation.

3. It is agreed that there should be no attempt to impose upon the Italian Government or the Italian Nation any particular form of legislation in the field of labor and industrial relations; and that while advice and guidance should be freely offered, no pressure of any nature, direct or indirect, should be brought to bear upon Italian interests on this subject. It is regretted if any impression to the contrary has been gained by Government, labor, or industrial interests in Italy; or by visiting representatives from the Allied Nations. It is pleasing to be able to report that as at this date the relationship, both official and personal, between senior, responsible officers of this Allied Commission and representatives of all interests involved on the Italian side, are of the most cordial and that effective and efficient progress in the framing of labor legislation is expected to be made.

by the Italian Government.

4. The abolition of the Fascist system of labor regulation, which is one of the first results of Allied Military Government administering newly liberated Italian territory, leaves a gap in the legislative structure of the country. The gap is a subject of concern to this Allied Commission and it necessarily has its effect upon labor relations. For this reason the Italian Government are being urged to approach this problem actively. Some progress has been made by a Decree formally abolishing Fascist syndical institutions, providing for the liquidation of their assets and arranging for the transfer of available balances to properly recognized successor trade unions and institutions. The General Confederation of Italian Labor has been invited by the Italian Government to cooperate in this liquidation. The Decree is no. 369 dated 23rd November 1944 and appears in

Gazzetta Ufficiale dated 16 December 1944, no. 95. The

when requested by the Italian Government

- 2 -

5. In view of the clear assurances which can now be given in the foregoing sense, various points made in the memorandum under reply have not been answered in detail.

For the Chief Commissioner

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

1. Was there a decree signed or or about 7 Nov 44? ☒
so, should a copy be sent AFHQ - see TP 4 of ref letter.
2. Should copy of decree referred to in para 5 of ref letter ☒
be sent AFHQ?
3. If yes on 1 & 2 above, suggest TP 6 be added to ☒
this letter & copies of decrees enclosed.
4. Pencil changes submitted for your consideration -
otherwise I feel your letter OK. Thanks

Densmore

7/2-45

7624

HEADQUARTERS ALLIED COMMISSION
APO 394
LABOR SUB-COMMISSION

Cross Reference Sheet

File: LSC/407
Subject: Wage adjustments to meet proposed revision of the
price of bread.
Date: 7 Feb. 1945
To: Economic Sect.
From: Labour &c
Documents Filed: LSC/1204

Translation 0

The President of the Council of Ministers
n. 23575/16542/18-5

Rome, 6 February 1945

My dear Admiral,

from the communique of the Allied Military Government published in the Gazzetta Ufficiale n. 87 of November 28th, 1944, it seems that the legislative decree of the Lieutenant, 2 November 1944, n. 303, about economic improvements in favour of the workers, cannot be enforced in territories which are still under the Administration of the Allied Authorities, and can therefore not be enforced in the town of Naples.

This would cause great misery - with deep social, economic and financial consequences - to the working classes of this city; their buying power is very much reduced because of the increase of the cost of life, for the salaries haven't been gradually adapted to the constant increase of the prices.

I shall therefore be most grateful to you, my dear Admiral, if you will kindly take this in consideration and re-examine the regulation, so that it might be possible to enforce it also in the town of Naples.

I remain,

Yours very Truly,

S. I. Eonomi

Admiral Ellery W. Stone
Chief Commissioner of the Allied Commission
R o m e

e.c.

COS DIST - 7 FEB 45

ACTION: ECON SEC

INFO: CHIEF 7623 R

COS

CA SEC

876
12

5/16542/18-5



Roma,

- 6 FEB. 1945

LSC/407

*Il Presidente
del Consiglio dei Ministri*

Mio caro Ammiraglio,

dal comunicato del Governo Militare Alleato pubblicato nella Gazzetta Ufficiale n.87 del 28 novembre 1944 risulta che il decreto legislativo luogotenenziale 2 novembre 1944, n.303 relativo a miglioramenti economici a favore dei lavoratori, non è applicabile in territorio ancora soggetto all'Amministrazione dell'autorità alleata e pertanto non applicabile neppure alla città di Napoli.

Ciò comporterebbe un particolare stato di disagio - con profondi riflessi di carattere sociale, economico e monetario - nelle classi lavoratrici di quella città, la cui capacità di acquisto è notevolmente ridotta per effetto dell'aumento del costo della vita derivante dal mancato graduale adeguamento dei redditi di lavoro all'aumento ascendente dei prezzi.

Le sarò, pertanto, grato, caro Ammiraglio, se vorrà riprendere in esame la disposizione sulla base di tali considerazioni in modo che il provvedimento su accennato possa essere applicato anche alla città di Napoli.

Molto cordialmente

Baron 7622

All' Ammiraglio Ellery W. STONE
Commissario Capo della Commissione Alleata
R O M A

FILE

HEADQUARTERS ALLIED COMMISS:
AND 394
LABOUR SUB COMMISSION

WHE/ac

REF : 133/407/1002

5 February 1945

SUBJECT: Procedure for Wage Adjustments.

TO : Mr. Sachs.

1. Will you please consider the subject-matter in the attached letter from Minister Gronchi dated 29 January 1945.

2. The suggestion appears to be reasonable in principle for, as I understand, the Minister is anxious to obtain uniformity of practice in AMG territory and in Italian administered territory; and is also anxious to arrange that the announcements and the application be made simultaneously in both territories.

3. I should be glad if, in framing your observations, you would state whether it is a fact that wage adjustment agreements must be forwarded by the Regional Labour Offices to higher authority for approval. Does this mean that if agreement is reached between properly accredited representatives of both sides of industry, the agreements cannot take effect until higher authority has approved them; and if so, who is the higher authority and in what form is the approval given.

4. Please also comment on the wage adjustment in Naples to which reference is made.

5. Does the proposal mean that Regional Labour Offices in AMG territory should be requested to seek approval of the Italian Ministry of Labour to local wage adjustments.

W.H.
W. H. BRAINE
Director,
Labour Sub-Commission.

7621

translation Latorraca

MINISTRY OF INDUSTRY
COMMERCE AND LABOUR

Rome, 29 January 1945

SUBJECT: Procedure for wage adjustments

TO : Labour Sub-Commission, A.C.

1. As it is well known, there are actually two procedures to be followed in proposing wage adjustments according to whether such adjustments must be applied in A.M.G. Territory or in Italian administered territory.

2. Sometimes it may happen that Regional Labour Offices must forward to the competent authorities, for approval, wage adjustment agreements which must be applied contemporaneously in A.M.G. territory and in Italian administered territory.

This is the case of the wage adjustment agreements that are to be effective in Naples and province.

3. In cases such as mentioned in the above paragraph No. 2, it is believed opportune that the approval be given prior agreements between this Ministry and the A.M.G. If the Allied Commission agrees with such point of view, it could be established that the aforementioned wage agreements be forwarded by the Labour Offices to this Ministry in order to reach the mentioned agreements.

THE MINISTER

Signed Gronchi

fg/

7620

HEADQUARTERS ALLIED COMMISSION

APO 394

LABOR SUB-COMMISSION

Cross Reference Sheet

File: LSC/407

Subject: Wages rates of C. I. A.

Date: 31 Jan. 45

To: Director of Labor A. F. H. Q

From: Mr. D. C. Sachs Labor d/c

Documents Filed: LSC/404

HEADQUARTERS ALLIED COMMISSION

APO 394

LABOUR SUB COMMISSION

FILE

WHS/ao

REF : LSO/407

25 January 1945

SUBJECT: Workers share in management

TO : Col. Denmore.

1. You will be interested in the attached note regarding proposals to give workers an interest in management in certain industrial establishments controlled by I.R.I. (Istituto Ricostruzione Industriale).

2. In Italy the state acquired the controlling interest in various industrial undertakings by investing public money to an extent which gave them a majority of shares. After the fall of the Fascist Regime, I.R.I. was established to look after public interest in these concerns, and the Controller General is Dr. Piccardi, duly appointed by the Italian Government. Piccardi is an interesting personality because he was the first Minister of Labour under Badoglio after the downfall of Fascism and during the period 25 July - 8 September 1943. He is a progressive and well informed individual.

3. In these steps to give the workers a voice first in a consultative capacity and later in the actual management, can be seen a move to counter attempts on the part of extreme Communist elements to seize control of the management either through Internal Commissions or by direct action, and the result of these experiments in liberated Italy should be watched with interest as they will offer a ~~lesson~~ ^{guide to} the possibility of counter-ing subversive action when the North is liberated.

4. Piccardi is also showing his progressive spirit by instituting courses of instruction in the problems of management, marketing of goods and general production, for the better education of the workers in establishments controlled by I.R.I.

I will keep you informed of developments in these two directions.

W. H. BRAINE

W. H. BRAINE
Director,
Labour Sub-Commission

7619

HEADQUARTERS ALLIED COMMISSION
APO 394
LONDON SUB COMMISSION

WHB/aa

SUBJECT: Workers share in Management

26 January 1945

The Terni Company has its legal seat at Genoa, it owns various industrial establishments in and around Terni, such as electricity undertakings, steel works, cement works and chemical works. It comes within the control of I.R.I. which has a majority of shares.

An agreement was concluded on 15 January 1945 between Dr. Piccardi representing I.R.I., the Terni Association and the CGIL, by which a Consultative Committee is established to cover all the establishments of the Company. This Committee will be composed of 5 members elected by direct secret vote from the personnel of the Company as follows:

- 1 representative of supervisory staff (excluding the direct re-
general)
- 1 representative of employees
- 3 representatives of workers

The scope of the consultative Committee will be to attend all meetings of the Directing Committee of the Company, taking part in the examination of all technical and administrative problems concerning the operations of the Company, and expressing on these an opinion which will be duly recorded in writing. The Consultative Committee will come into operation as soon as delegates are elected.

At a later date, when the North is liberated, and free contact can be obtained with Genoa, the Headquarters of the Company, it is proposed to consider the extent to which this Consultative Committee can participate in the management.

With the knowledge and agreement of the Prime Minister, the Minister of the Treasury, and the Minister of Industry, Commerce and Labour, Dr. Piccardi is arranging for representatives of the employees and workers to occupy seats on the management Committees of other industrial undertakings in which I.R.I. has a majority interest. The first example will be the Siderificio Italiano at Naples, and the agreement will be formally ratified at the Shareholders' Meeting at Naples on 31 January 1945. The proposal is that the Management Committee should comprise 7 members freely elected by shareholders, and 4 members elected by employees and workers.

7618

VERBALE DI ACCORDO

INTERVENUTA FRA:

- L'ISTITUTO RICOSTRUZIONE INDUSTRIALE (I.R.I.) rappresentato dal suo Commissario Dr. Leopoldo Piccardi;
- LA SOCIETA' ANONIMA "TERNI" rappresentata dal suo Vice Presidente e Presidente del Comitato Direttivo Prof. Girolamo Ippolito;
- LA CONFEDERAZIONE GENERALE ITALIANA DEL LAVORO rappresentata dai suoi segretari generali On. Achille Grandi, On. Giuseppe Di Vittorio, Dr. Oreste Lizzadri

Premesso che gli intervenuti sono d'accordo perchè i lavoratori abbiano una propria rappresentanza nel Consiglio di Amministrazione dell'Azienda ma che nel momento attuale non è ancora possibile, per motivi d'ordine giuridico, la costituzione di un nuovo Consiglio di Amministrazione della Società stessa, non potendosi convocare legalmente l'assemblea degli azionisti;

Al fine di dare attuazione agli accordi stipulati a Terni alla presenza del rappresentante del Governo, il 3 novembre 1944;

Si conviene quando segue:

- 1 - verrà costituita una Commissione di Azienda composta di 5 membri eletti delle rispettive categorie del personale dipendente, con voto segreto e diretto; e cioè: 1 delegato dei dirigenti esclusi i direttori generali; 1 delegato degli impiegati, e 3 delegati degli operai;
- 2 - compito della Commissione di Azienda sarà quello di intervenire a tutte le riunioni del Comitato Direttivo della Società "Terni", partecipando all'esame di tutti i problemi tecnici e amministrativi concernenti la gestione dell'Azienda, ed emettendo su di essi il proprio voto consultivo che sarà messo a verbale;
- 3 - il presente accordo andrà in vigore appena le categorie interessate avranno proceduto all'elezione dei rispettivi delegati.

P. l'I.R.I. - Il Commissario
(L. Piccardi)
P. la S.A. "TERNI" Il Vice Presidente
(G. Ippolito)

P. la C.G.I.L. - La Segreteria
(A. Grandi)
(G. Di Vittorio)
(O. Lizzadri)

Roma, 11.11.1945

7617

VERBALE DI ACCORDO

INTERVENUTA FRA:

- L'ISTITUTO RICOSTRUZIONE INDUSTRIALE (I.R.I.) rappresentato dal suo Commissario Dr. Leopoldo Piccardi;
- LA SOCIETA' ANONIMA "TERNI" rappresentata dal suo Vice Presidente e Presidente del Comitato Direttivo Prof. Girolamo Ippolito;
- LA CONFEDERAZIONE GENERALE ITALIANA DEL LAVORO rappresentata dai suoi segretari generali On. Achille Grandi, On. Giuseppe Di Vittorio, Dr. Oreste Lizzadri

Premesso che gli intervenuti sono d'accordo perchè i lavoratori abbiano una propria rappresentanza nel Consiglio di Amministrazione dell'Azienda ma che nel momento attuale non è ancora possibile, per motivi d'ordine giuridico, la costituzione di un nuovo Consiglio di Amministrazione della Società stessa, non potendosi convocare legalmente l'assemblea degli azionisti;

Al fine di dare attuazione agli accordi stipulati a Terni alla presenza del rappresentante del Governo, il 3 novembre 1944;

Si conviene quando segue:

- 1 - verrà costituita una Commissione di Azienda composta di 5 membri eletti dalle rispettive categorie del personale dipendente, con voto segreto e diretto; e cioè: 1 delegato dei dirigenti esclusi i direttori generali; 1 delegato degli impiegati, e 3 delegati degli operai;
- 2 - compito della Commissione di Azienda sarà quello di intervenire a tutte le riunioni del Comitato Direttivo della Società "Terni", partecipando all'esame di tutti i problemi tecnici e amministrativi concernenti la gestione dell'Azienda, ed emettendo su di essi il proprio voto consultivo che sarà messo a verbale;
- 3 - il presente accordo andrà in vigore appena le categorie interessate avranno proceduto all'elezione dei rispettivi delegati.

P. l'I.R.I. - Il Commissario
(L. Piccardi)

P. la S.A. "TERNI" Il Vice Presidente
(G. Ippolito)

P. la C.G.I.L. - La Segreteria
(A. Grandi)
(G. Di Vittorio)
(O. Lizzadri)

Roma, 11.1.1945

7617

HEADQUARTERS ALLIED COMMISSION
AFO 394.
FINANCE SUB-COMMISSION

25 January 1945.

13035/F.

SUBJECT: Year-end Bonus Decree for Private Employees.

TO : Economic Section,
(Attn: Col. L. D. Densmore).

1. Reference is made to the attached draft decree concerning economic provisions in favour of workers, and to the suggested letter regarding this draft decree addressed to the Minister of Industry, Commerce and Labour.

2. Finance Sub-Commission is agreed that, at this stage, no objection to the draft decree may usefully be made. The Minister has acted loyally in the terms of his agreement with our representatives on 2 January. The resulting changes have made the bill a better decree.

3. The change in Article 2 leaves a considerable discrimination as between southern and central workers. At this stage this can only be eliminated by pressing the southern principals to agree to concede the same payments which have already been paid in central Italy, a course which they have manifestly been unwilling to take. Accordingly it appears politic only to urge that the discrimination remaining in Article 2 shall not be regarded as a precedent to be embodied in future such enactments.

4. The change in Article 10 eliminates all specific reference to holidays established by the Fascists to commemorate great Fascist occasions. This is perhaps all that may usefully be asked in a decree of this character.

5. Regarding the Minister's willingness to admit an AC observer to future meetings of C.G.I.L. and C.I. at the Ministry when concerned with labour legislation, Finance Sub-Commission considers this essential. It is futile for AC to express opinions regarding such legislation only after the principals have reached an agreement and released it for publication.

7616

for B.E. J. J. J.
Joint Director,
FINANCE SUB-COMMISSION

HEADQUARTERS ALLIED COMMISSION
APO 394
ECONOMIC SECTION

*Laborsk
fio*

REF : LSC/407 (LSC/207)

4 February 1945

SUBJECT: Draft Legislative Decree
concerning Economic Provisions
in favour of workers.

TO : The Minister of Industry, Commerce and Labor.

1. This is in reply to your letter of 20 January 1945
enclosing a revised draft of decree concerning above subject.

2. This will advise that the Allied Commission has no
objection to the decree as submitted.

For the Chief Commissioner:

APPROVED:

W. H. Braine

W. H. BRAINE
Director,
Labour Sub-Commission

LDD

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

7615

Translation
W.H.S.-L.R.S.

MINISTRY OF INDUSTRY, COMMERCE
AND LABOR

Rome, January 20, 1945

SUBJECT: Draft Legislative Decree concerning
Extraordinary Economic Provisions
in favor of workers.

TO : Allied Commission

This replies to your letter No. LSC/207⁴²⁷ of 2 January, 1945

1. In conformity with the desire expressed by the Commission, assurance is given that at future meetings which will be held at this Ministry, for the examination of questions of a general character with respect to economic provisions which may be proposed by syndical organizations, a representative of the Commission will be invited.

2. Article 2 has been modified by adding to the first paragraph the following disposition: "The validity is recognised of the most favorable agreements concluded (prior to the date of publication of the present decree) between de facto syndical organizations, and the efficacy of such agreements is extended to all those belonging to the category within the territorial limits to which the agreements apply".

With this regulation it is intended to recognize as having full force the agreements already made in Rome on 18 January 1945, between the interested syndical associations, according to which the following has been agreed:

(a) For manual workers (operai) in Naples Province, who would be entitled, on the basis of the provision, to a bonus equal to two weeks (96 hours) pay, the amount of the bonus is increased to 16 days (128 hours) pay.

7614

This more favorable treatment is justified by the particular situation of economic disadvantage of Neapolitan workers in comparison with workers of other southern provinces.

(b) With this exception (which can be extended to employees in Salerno Province, of textile industries connected with firms of the same industry in Naples), the representatives of employers and workers have jointly affirmed the intention of not bringing about any further modifications in the agreement previously reached on the amount of the Christmas bonus for workers, approving the formula in Article 2 which follows exactly the terms of the aforesaid agreement.

3. Article 10 has been modified in a manner to eliminate every reference, even indirect, to law No. 331 of 11 April, 1938, which established the four dates on which employers were required to pay compensation to their employees.

This Ministry, finally, is in a position to assure the Allied Commission that the Government already has under examination the forming of the new calendar of national holidays for the year 1945.

A copy of the pending draft decree, modified as above, is transmitted.

THE MINISTER

S. GRONCHI

7613

Translation - 5 copies
 Roma. 23 gennaio 1945
 URGENT
 Lsc/207 cars 407 & 1002
 ALL. COMMISSIONE ALLEATA

OGGETTO: Schema di decreto legislativo recante provvedimenti economici straordinari a favore dei lavoratori. =

Si risponde alla nota n. L.S.C. (1002) del 2 gennaio u.s. -
 I) In adesione al desiderio espresso da codesta Commissione si assicura che alle future riunioni che avranno luogo presso questo Ministero, per l'esame di questioni di carattere generale concernenti provvedimenti economici eventualmente proposti dalle organizzazioni sindacali, sarà invitato un rappresentante della Commissione stessa.

II) L'articolo 2 è stato modificato, con l'aggiunta al primo comma della seguente disposizione "Sono salvi gli accordi più favorevoli conclusi anteriormente alla data di pubblicazione del presente decreto, fra le associazioni sindacali di fatto, la cui efficacia è estesa a tutti gli appartenenti alla categoria, entro l'ambito di applicazione territoriale degli accordi stessi."

Con questa norma si intende riconoscere pieno vigore agli accordi già intervenuti a Roma il 18 gennaio c.a. fra le associazioni sindacali interessate, con i quali si è convenuto quanto segue :

a) per gli operai della provincia di Napoli, ai quali, sarebbe dovuta, in base al provvedimento una gratifica ⁷⁶¹² di due settimane (96 ore) di salario, la misura della gratifica stessa, è elevata a 16 giorni (128 ore) di salario.

Questo trattamento più favorevole è giustificato dalla particolare situazione di disagio economico dei lavoratori napoletani rispetto agli operai delle altre provincie meridionali.

./.

b) Salva questa eccezione (che potrà essere estesa ai ditta delle industrie tessili della provincia di Salerno, facenti alle aziende di Napoli dello stesso ramo) è stata affermata concordemente dai rappresentanti dei datori di lavoro e da quelli dei lavoratori, l'intenzione di non apportare altre modifiche all'accordo precedentemente raggiunto sulla misura della gratifica natalizia a favore degli operai, approvando la formula dell'art. 2 la quale riporta integralmente i termini di detto accordo.

III) L'articolo 10 è stato modificato in modo da eliminare ogni riferimento, sia pure indiretto, alla legge 1938 n. 391, che stabiliva le quattro ricorrenze nelle quali i datori di lavoro erano tenuti a corrispondere la retribuzione ai dipendenti.

Questo Ministero è infine in grado di assicurare la Commissione Alleata che è già all'esame del Governo la formazione del nuovo calendario delle festività nazionali per l'anno 1945.

Si trasmette copia dello schema del Decreto in esame, modificato come sopra.

IL MINISTRO

Pinelli

~~DRAFT OF~~ LEGISLATIVE DECREE
CONCERNING ECONOMIC PROVISIONS
IN FAVOR OF WORKERS.

= = =

UMBERTO DI SAVOIA
Prince of Piedmonte
Lieutenant General of the Realm

By virtue of the authority delegated to us;

Having seen D.L.L. No 151 of 25 June 1944, concerning the assembly for the new constitution of the State, as well as the oath of the members of the Government and the power of the Government to enact legal provisions;

Having seen R.D.L. No. 2 B of 30 October 1943, modified by R.D.L. No. 141 of 29 May 1944, regulating the enactment, promulgation, registration and publication of royal decrees and other provisions;

Having seen the agreement concluded 22 December, 1944, between certain de facto, currently existing associations of workers and employers, relative to extraordinary economic provisions for workers;

Having seen the deliberation of the Council of Ministers;

7611

On the proposal of the Minister of Industry, Commerce and Labor of Justice.

CAPO DI BAYONA

Prince of Piedmonte

Lieutenant General of the Realm

By virtue of the authority delegated to us;

Having seen D.L.L. No 151 of 25 June 1944, concerning the assembly for the new constitution of the State, as well as the oath of the members of the Government and the power of the Government to enact legal provisions;

Having seen R.D.L. No. 2 B of 30 October 1943, modified by R.D.L. No. 141 of 29 May 1944, regulating the enactment, promulgation, registration and publication of royal decrees and other provisions;

Having seen the agreement concluded 22 December, 1944, between certain de facto, currently existing associations of workers and employers, relative to extraordinary economic provisions for workers;

Having seen the deliberation of the Council of Ministers; 7611

On the proposal of the Minister of Industry, Commerce and Labor, in accord with the Ministers of Justice, Navy and Treasury;

We have sanctioned and promulgate as follows:

ART. 1

Employers must pay to their employees having the classification of office workers (in the sense of R.D.I. No. 1825 of 13 November, 1924, converted into law No. 562 of 18 March, 1926), in addition to the 13th Month's pay in the amount due on the basis of legal provisions, conventions or usages, an extraordinary bonus for the year 1944, equal to the monthly amount of the carovita and presence indemnities and of the mess indemnity, when the latter is provided for or, in fact, paid.

ART. 2

For the workers in industry, commerce, credit and insurance, not having the qualification of office workers, the Christmas Bonus of 1944 must be paid in the amount of 200 hours or of two weeks' wages, depending on whether, in 1943, it was provided for or in fact paid in the amount, respectively, of 192 hours or of one week's wage. The validity is recognized of the most favorable agreements concluded (prior to the date of publication of the present decree) between de facto syndical organizations, and the efficacy of such agreements is extended to all those belonging to the category within the territorial limits to which the agreements apply.

In addition the above-mentioned workers must be **7610** paid, for the year 1944, an extraordinary bonus equal to the monthly amount of the carovita and presence indemnities and of the mess indemnity, when provided for or, in fact, paid.

conventions or usages, an extraordinary bonus for the year 1944, equal to the monthly amount of the carovita and presence indemnities and of the mess indemnity, when the latter is provided for or, in fact, paid.

ART. 2

For the workers in industry, commerce, credit and insurance, not having the qualification of office workers, the Christmas Bonus of 1944 must be paid in the amount of 200 hours or of two weeks' wages, depending on whether, in 1943, it was provided for or in fact paid in the amount, respectively, of 192 hours or of one week's wage. The validity is recognized of the most favorable agreements concluded (prior to the date of publication of the present decree) between de facto syndical organizations, and the efficacy of such agreements is extended to all those belonging to the category within the territorial limits to which the agreements apply.

In addition the above-mentioned workers must be 7610 paid, for the year 1944, an extraordinary bonus equal to the monthly amount of the carovita and presence indemnities and of the mess indemnity, when provided for or, in fact, paid.

ART. 3

For purposes of determining the amount of the extraordinary bonus provided by preceding articles, the carovita indemnity will be calculated, for office workers, on the basis of 30 days and, for other workers, on the

- 3 -

basis of 25 days; the presence and mess indemnities will be calculated for all workers on the basis of 25 days.

ART. 4

Employers in agriculture must pay for the year

1944:

(1) To casual workers (braccianti), who, although not bound to the employer by steady work, have however worked habitually for him, an extraordinary bonus equal to two weeks' cash pay, to be calculated on the actual pay for the second half of December 1944.

(2) To regular wage workers (salariati fissi) an extraordinary bonus equal to half of the monthly cash pay, to be calculated on the actual pay for the month of December 1944.

ART. 5

The amount and the method of payment of the extraordinary bonus for 1944 to the sea-going personnel of the free merchant marine (either freight or passenger, and whether propelled mechanically or by sail) and of mechanized fisheries will be established by ^{a Decree of the Minister of Industry, Commerce and Labor, in the sense of art. 100} ~~the Minister of Industry, Commerce and Labor~~ on the proposal of ^{No. 3 of the Law 31 January 1926, art. 100} ~~the Minister of Industry, Commerce and Labor~~ the personnel of navigation companies exercising services of preminent national interest and for sea-going and administrative personnel of subsidized companies exercising local services provision will be made (relative to the amount and method of payment of bonus), in accordance with the special laws regulating the aforesaid agencies.

The personnel referred to in the preceding paragraphs

not bound to the employer by steady work, have however worked habitually for him, an extraordinary bonus equal to two weeks' cash pay, to be calculated on the actual pay for the second half of December 1944.

(2) To regular wage workers (salariati fissi) an extraordinary bonus equal to half of the monthly cash pay, to be calculated on the actual pay for the month of December 1944.

ART. 5

The amount and the method of payment of the extraordinary bonus for 1944 to the sea-going personnel of the free merchant marine (either freight or passenger, and whether propelled mechanically or by sail) and of mechanized fisheries will be established by ^{a Decree} ~~decree~~ on the proposal of the Minister of Industry, Commerce and Labor, ^{in the sense of Art. 100} ~~N. 3 of the Law 31 January 1926, Art. 100~~ For the personnel of navigation companies exercising services of preeminent national interest and for sea-going and administrative personnel of subsidized companies exercising local services provision will be made (relative to the amount and method of payment of bonus), in accordance with the special laws regulating the aforesaid agencies.

The personnel referred to in the preceding paragraphs will meanwhile receive from their employers, in addition to the Christmas bonus provided for or in fact paid, an advance payment on the extraordinary bonus in the amount of L. 500 for captains, of L. 800 for the other officer personnel, and L. 1000 for the subordinate personnel. The

subsidized companies referred to in the second paragraph (of this article) will pay also L. 500 to office heads, L. 800 to sub-office heads and other office workers, and L. 1000 to drivers and messengers.

ART. 6

The extraordinary bonus will be paid for as many twelfths as the number of months served by the worker in 1944, with a minimum of four twelfths. The fractions of months will be computed proportionately.

ART. 7

The extraordinary bonus and the increase in Christmas bonus will absorb, within the limits of their amount, anything which may have previously been paid by the employer under the same title.

ART. 8

The extraordinary bonus and the increase in Christmas bonus are not subject to deductions or to contributions of a social and insurance character and will not be computed, for any purpose, as forming part of the salary or wage.

ART. 9

The preceding dispositions will be applied to the workers entitled to the carovita indemnity provided by D.L.L. No. 303 of 2 November, 1944, and who on 22 December 1944 had been in paid employment for at least a week or who, on the same date, were absent for vacation, sickness,

twelfths as the number of months served by the worker in 1944, with a minimum of four twelfths. The fractions of months will be computed proportionately.

ART. 7

The extraordinary bonus and the increase in Christmas bonus will absorb, within the limits of their amount, anything which may have previously been paid by the employer under the same title.

ART. 8

The extraordinary bonus and the increase in Christmas bonus are not subject to deductions or to contributions of a social and insurance character and will not be computed, for any purpose, as forming part of the salary or wage.

7609

ART. 9

The preceding dispositions will be applied to the workers entitled to the carovita indemnity provided by D.L.L. No. 303 of 2 November, 1944, and who on 22 December 1944 had been in paid employment for at least a week or who, on the same date, were absent for vacation, sickness, injury, pregnancy or childbirth.

The dispositions of the above paragraph do not apply to porters of residential buildings and to employees of professional offices. For artisan workers the same dispositions will be applied in the cases, in the amount

- 5 -

and in the manner which will be established by the de facto

syndical associations by means of special agreements, *to be stipulated according to the respective spheres of application, either at the Ministry of Industry, Commerce & Labor, or at the Regional or Provincial Labor Offices, or at the Prefectures of Industry & Commerce. The aforesaid agreements are compulsory for all workers belonging to the respective category.*

The employers must pay to their employees who were in service on the four days in 1944 on which wage or salary payment was due even if no work was performed, or who were in service on any other days substituted for these, the compensation relative to those of the aforesaid days that have not yet been paid.

In the calculation of such compensation there will be computed also the indemnities which on the basis of normal rules, conventions or uses are not considered as forming part of the salary or wage.

No computation will be made, however, of the augmentation for holiday work which may be provided by normal rules, conventions or uses.

ART. 11

The extraordinary bonus, the increase in the Christmas bonus, and the compensation referred to in the preceding article must be paid within 20 days from the effective date of the present decree.

7608

ART. 12

For the conciliation and decision regarding controversies which may possibly arise as a result of the present decree, there will be observed the dispositions which regulate the conciliation and decision regarding controversies

governed by the application of D.L.N. No. 301 of 2 No-

payment was due even if no work was performed, or who were in service on any other days substituted for these, the compensation relative to those of the aforesaid days that have not yet been paid.

In the calculation of such compensation there will be computed also the indemnities which on the basis of normal rules, conventions or uses are not considered as forming part of the salary or wage.

No computation will be made, however, of the augmentation for holiday work which may be provided by normal rules, conventions or uses.

ART. 11

The extraordinary bonus, the increase in the Christmas bonus, and the compensation referred to in the preceding article must be paid within 20 days from the effective date of the present decree.

7608

ART. 12

For the conciliation and decision regarding controversies which may possibly arise as a result of the present decree, there will be observed the dispositions which regulate the conciliation and decision regarding controversies deriving from the application of D.L.L. No. 303 of 2 November, 1944.

ART. 13

The penalties provided for the non observance of obligations deriving from collective contracts will be applied to violations of the provisions of the present decree.

ART. 14

The present decree becomes effective the day after its publication in the "Gazzetta Ufficiale del Regno".

We order, to whom it may concern, to observe the present decree and to have it observed as a law of the State.

Rome, 25 January 1945

Umberto di Savoia

Bonomi - Gronchi - Togliatti
- De Gasperi - Salvi

Seen, the Minister warden of the State seals: Tapini
Registered at the "Corte dei Conti", 7 February 1945
Acts of the Government, Register vol. 2, sheet 1659 - Pavia

7607

Labour Branch (Br),
Headquarters,
Rome Area Allied Command,
C.M.F.

LSC/407 cross 401

Subject: Pay - Civilian Labour.

Ref. CBR/6/281
CONFIDENTIAL.

DADL (Civil),
2902 Civil Labour Unit.

21 Jan 1945.

Christmas bonuses and holidays.

Receipt of your ADL/15/31 dated 19 Jan 45 with attached correspondence from Camera Confederale del Lavoro di Roma e Provincia on the subject of Christmas grants and the recognition of four national holidays is acknowledged.

1. Various press notices on the subject have been noted by this office and it is also known the matter of the draft decree has been the subject of discussion between the Italian Ministry and Allied Commission.
2. It is noted from press reports the proposals are intended to refer to employees having more than 13 months' service, so that in any case very few, if any, of the local employees of the Allied Forces would be affected.
3. Whilst the matter remains the subject of discussion, the information available to this office discloses no indication of the proposals being adopted by the Allied Forces, and no intention to vary the policy with regard to national holidays.

C.M.F.

JJE/FF.

Sperry
Lt. Colonel,
Assistant Director of Labour (Br),
M.C. Rome Area.

COPY: Directorate of Labour, AFHQ.
Labour Sub-Commission, HQ., A.C. —
Labor Supply Officer, AMG., Lazio-Umbria Region.

7606

LABOR SUB-COMMISSION
A.C.
Routing Slip

	Initials	Date
Mr. BRAINE		
Colonel SMITH		
Lt.Col.BABCOCK		
Major SCICLUNA		
Capt.DORF		
Capt.TOPLISS		
Capt.SOLENBERGER		
Mr. SACHS		
Mr. DI FEDE		
Mr. CERRITO		
Dr. LA LOGGIA		
Chief Clerk		7605 WHS

*As soon as the dates of the
national holidays are fixed.
In 1945 we must tell Service
Laborers something to something.*

HEADQUARTERS ALLIED COMMISSION

APC 394

ECONOMIC SECTION

HC/mrh

/ES

3 January 1945

MEMORANDUM FOR THE RECORD

SUBJECT: Meeting with Minister Gronchi, 2 January 1945, on the Decree involving Year-End bonuses for workers.

1. The following paragraphs are a summary of the meeting held with Minister Gronchi which included Colonel Smith and other members of the Labor Sub-Commission and Mr. Cleveland.
2. As a result of the late date on which we had received the draft Decree on the Christmas, Extra and Holiday bonuses to workers, we raised the general question of the procedure by which changes in the scale of compensation for workers were made. It developed that the Ministry now contemplates a more or less standard procedure, whereby the confederation of employers and of workers get together, bargaining collectively at the regional level in the Ministry of Industry, Commerce and Labor, generally with a representative of the Ministry acting as impartial chairman. As a result of agreement in such a meeting, the employers and employees take steps to inform their members of what has been agreed to; in the present case of the Year-End bonuses, many employers have already put the bonuses into effect. At a later date, the Minister prepares a Decree ratifying their agreement already reached, and publishes it after formal clearance with the Council of Ministers and the AC (in that order).

3. After some discussion, it was agreed that it might be useful to have a member of the AC participate as observer in the meetings which resulted in such agreements. We explained that the interest of the Commission was not in terms of "control", but arose from two facts; (a) that AC represents the Allied Armed Forces in their capacity as employers of labor and they are, of course, collectively, the largest employer of labor in Liberated Italy; and (b) AC must decide in the case of each Decree whether it is to be implemented in AMG territory.

4. The particular Decree in question was then reviewed briefly. The bonuses are in three categories;

- a. Christmas bonus -- this is a standard bonus, but the draft Decree applied in unequal scale as between workers in Naples and to the south and workers north of Naples. The differentiation reflected a similar differentiation last year, when that part of Italy still controlled by the Fascists had received a bonus about four times the bonus of liberated Italy. Minister Gronchi agreed that it was desirable to equalize the bonus if possible, and stated that representatives of the employers and workers were in a conference today (2 January)

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SUBJECT: Meeting with Minister Gronchi, 2 January 1945, on the Decree Involving Year-End Bonuses for Workers.

1. The following paragraphs are a summary of the meeting held with Minister Gronchi which included Colonel Smith and other members of the Labor Sub-Commission and Mr. Cleveland.
2. As a result of the late date on which we had received the draft Decree on the Christmas, Extra and Holiday bonuses to workers, we raised the general question of the procedure by which changes in the scale of compensation for workers were made. It developed that the Ministry now contemplates a more or less standard procedure, whereby the confederation of employers and of workers get together, bargaining collectively at the regional level in the Ministry of Industry, Commerce and Labor, generally with a representative of the Ministry acting as impartial chairman. As a result of agreement in such a meeting, the employers and employees take steps to inform their members of what has been agreed to; in the present case of the Year-End bonuses, many employers have already put the bonuses into effect. At a later date, the Minister prepares a Decree ratifying their agreement already reached, and publishes it after formal clearance with the Council of Ministers and the AC (in that order).
3. After some discussion, it was agreed that it might be useful to have a member of the AC participate as observer in the meetings which resulted in such agreements. We explained that the interest of the Commission was not in terms of "control", but arose from two facts; (a) that AC represents the Allied Armed Forces in their capacity as employers of labor and they are, of course, collectively, the largest employer of labor in liberated Italy; and (b) AC must decide in the case of each Decree whether it is to be implemented in AMG territory.
4. The particular Decree in question was then reviewed briefly. The bonuses are in three categories;
 - a. Christmas bonus -- this is a standard bonus, but the draft Decree applied in unequal scale as between workers in Naples and to the south and workers north of Naples. The differentiation reflected a similar differentiation last year, when that part of Italy still controlled by the Fascists had received a bonus about four times the bonus of liberated Italy. Minister Gronchi agreed that it was desirable to equalize the bonus if possible, and stated that representatives of the employers and workers were in a conference today (2 January) in order to clear this point.
 - b. Extra bonus -- This is a standard bonus of from 1,000 to 1,500 lire. Our only point on this was to emphasize the importance of some prior consultation in the future, so that we could adequately judge the effect in AMG territory and on Allied Forces wage scale.
 - c. Holiday bonus -- The draft Decree did not specify the four holidays for which workers were to be paid but

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referred to a previous law which set them up. As specified in the law referred to, they were:

21 April -- The Fascist Labor Day
 9 May -- Foundation of Fascist Empire
 28 October-- The March on Rome
 4 Nov. -- Armistice Day (in 1918)

The Minister agreed with our suggestion that the reference to these holidays was most unfortunate, and agreed also that the Decree should definitely repudiate the old Fascist holidays, either by declaring new holidays or by making a general reference to four holidays without specifying them. In this connection he mentioned that he has recommended to the Prime Minister the following list of holidays:

1 May -- The usual Labor Day
 15 May -- Christian Labor Day
 13 October-- Italian declaration of war on Germany
 4 Nov. -- Armistice Day

5. Minister Gronchi also made some general remarks about the need for adopting a general stabilization policy for Italy, including not only the stabilization of prices and wages, but the stabilization of the exchange rate and a clarification of the extent to which occupation costs will be charged to the Italian Government. He intends to present a memorandum on this subject to the Economic Section in about two weeks, and it was agreed that it might be a fruitful subject for one of our weekly meetings with the Committee for Reconstruction.

6. Minister Gronchi also mentioned, in response to a question, that the Decree setting up the labor offices on a legal basis would shortly be ready. He said that the reason for the delay in presenting this Decree was due to his desire not to tie the labor offices into the regular state personnel system, but to give the employees of labor offices some special status so that shifts in personnel and promotion of particularly able people would not be as difficult as it is in the regular civil service system.

Harlan Cleveland
 Executive Director
 Economic Section

CC: Colonel Densmore
 Colonel Smith (2)
 Colonel Graffley-Smith

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HEADQUARTERS ALLIED COMMISSION
APO 394
ECONOMIC SECTION

File
LSC/407

File

REF : (LSC/1002) LSC/407

2 January 1945

SUBJECT: Scheme of Decree concerning Extraordinary Economic Provisions in favor of workers.

TO : His Excellency, The Minister of Industry, Commerce and Labor.

1. With reference to the above-mentioned scheme of decree and the discussion held in your office 2 January 1945, it is our understanding that the following points are agreed upon:

(a) A representative of the Allied Commission will be invited to attend, solely in the capacity of observer, future formal meetings of workers' and employers' confederations held at your Ministry, particularly those at which it is proposed to consider national labor and wage legislation. The intent of having an observer present is to give the Commission opportunity of knowing in advance, the general terms and economic provisions proposed by the confederations, so that matters of concern to the Allied Forces, as employers of labor, and problems likely to arise in territory under AIG, may be considered on our part, and discussed with you.

(b) The provision of Article 2, establishing Christmas bonuses of 200 hours pay in the case of one group of workers and 96 hours pay in the case of the other, is being reexamined by employers' and workers' representatives at your request, with the object of finding a formula for equal treatment. This Commission will be advised of the outcome of this reexamination.

(c) The provision of Article 10, requiring employers who failed to make payments in 1944 with respect to former Fascist holidays, to make such payments, will be revised in such a manner as to relegate the Fascist holidays and legally confirm substitute holidays with respect to which payments may be made. It is important that this article contain no implied recognition of the law of 11 April 1938, establishing these holidays, nor the provision regarding them in collective contracts, insofar as liberated Italy is concerned.

APPROVED:

John R. Smith
JOHN R. SMITH
Colonel, QMC
Acting Director,
Labor Sub Commission

CR -7602
HAROLD CLEVELAND
Executive Director
Economic Section

SENZA DI DIBATTITO LEGISLATIVO LUOGOTENENTIALE COMPONENTI PROVVEDIMENTI
ECONOMICI STRAORDINARI A FAVORE DEI LAVORATORI.

UMBERTO DI SAVOIA

Principe di Piemonte

Luogotenente Generale del Regno

In virtù dell' autorità a Noi delegata;

Visto il decreto-legge luogotenenziale 25 giugno 1944, n. 151, riguardante l'assemblea per la nuova costituzione dello Stato, il giuramento dei membri del Governo e la facoltà del Governo di emanare norme giuridiche;

Visto il regio decreto legge 30 ottobre 1943, n. 2/8 modificato con il regio decreto legge 29 maggio 1944, n. 141 concernente norme relative all' emanazione, promulgazione, ratificazione e pubblicazione dei Regi decreti e di altri provvedimenti;

Visto l'accordo concluso il 22 dicembre 1944 fra alcune associazioni di prestatori d'opera e di datori di lavoro di fatto attualmente esistenti relative a provvidenze economiche di carattere straordinario ai lavoratori;

Vista la deliberazione del Consiglio dei ministri;

Sulla proposta del ministro per l'industria, commercio e lavoro di concerto con i Ministri per la giustizia e la giustizia, per la marina e per il tesoro;

Abbiamo sanzionato e promulgiamo quanto segue:

Art. 1

I datori di lavoro devono corrispondere ai propri dipendenti, aventi qualifica impiegatizia ai sensi del regio decreto legge 13 novembre 1924, n. 1825, convertito nella legge 18 marzo 1926, n. 562, oltre la 13a mensilità, nella misura dovuta in base a norme, convenzioni ed usi, una gratifica straordinaria per l'anno 1944, pari all'ammontare mensile delle indennità di carovita e di presenza, e, quando sia prevista e in fatto corrisposta, anche della indennità di mensa.

Art. 2

Per i lavoratori dell'industria, del commercio del credito e dell'assicurazione, non aventi qualifica impiegatizia, la gratifica natalizia del 1944 deve essere corrisposta nella misura di 200 ore o di due settimane di salario, a seconda che nel 1943 fosse prevista o in fatto corrisposta rispettivamente nella misura di 192 ore o di una settimana.

Al lavoratori predetti deve inoltre essere corrisposta, per l'anno 1944, una gratifica straordinaria pari allo ammontare mensile delle indennità di carovita e di presenza, e, quando sia prevista o in fatto corrisposta, anche della indennità di mensa.

Art. 3

Agli effetti della determinazione dell'ammontare della gratifica straordinaria, previste dagli articoli precedenti, la indennità di carovita e calcolata, per i lavoratori aventi qualifica impiegatizia, in trenta giornate e per gli altri lavoratori in venticinque giornate; le indennità di presenza e di mensa

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decreto legge 29 maggio 1944, n. 141 concernente norme relative all' emanazione, promulgazione, registrazione e pubblicazione dei Regi decreti e di altri provvedimenti;

Visto l'accordo concluso il 22 dicembre 1944 fra alcune associazioni di prestatori d'opera e di datori di lavoro di fatto attualmente esistenti relative a provvidenze economiche di carattere straordinario ai lavoratori;

Vista la deliberazione del Consiglio dei ministri;

Sulla proposta del Ministro per l'Industria, commercio e lavoro di concerto con i Ministri per la grazia e la giustizia, per la marina e per il tesoro;

Abbiamo sanzionato e promulgiamo quanto segue:

Art. 1

I datori di lavoro devono corrispondere ai propri dipendenti, aventi qualifica impiegatizia ai sensi del Regio decreto legge 13 novembre 1924, n. 1825, convertito nella legge 16 marzo 1926, n. 562, oltre la 13a mensilità, nella misura dovuta in base a norme, convenzioni ed usi, una gratifica straordinaria per l'anno 1944, pari all'ammontare mensile dello indennità di carovita e di presenza, e, quando sia prevista e in fatto corrisposta, anche della indennità di mensa.

Art. 2

Per i lavoratori dell'industria, del commercio del credito e dell'assicurazione, non aventi qualifica impiegatizia, la gratifica natalizia del 1944 deve essere corrisposta nella misura di 200 ore o di due settimane di salario, a seconda che nel 1943 fosse prevista o in fatto corrisposta rispettivamente nella misura di 192 ore o di una settimana.

Ai lavoratori predetti deve inoltre essere corrisposta, per l'anno 1944, una gratifica straordinaria pari allo ammontare mensile delle indennità di carovita e di presenza, e, quando sia prevista o in fatto corrisposta, anche della indennità di mensa.

Art. 3

Agli effetti della determinazione dell'ammontare della gratifica straordinaria, prevista dagli articoli precedenti, la indennità di carovita e di mensa, per i lavoratori aventi qualifica impiegatizia, in trenta giornate e per gli altri lavoratori in ventiquattro giornate; le indennità di presenza e di mensa sono calcolate, per tutti i lavoratori, in ventiquattro giornate.

Art. 4

I datori di lavoro dell'agricoltura devono corrispondere per l'anno 1944:

- 1) ai braccianti, che pur non essendo vincolati all'impresa da un rapporto di lavoro continuativo, hanno tuttavia prestato la loro opera con carattere di abitualità, una gratifica straordinaria pari a due settimane della retribuzione in danaro, da calcolarsi sulle paghe di fatto della seconda quindicina di dicembre 1944;

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- 2) ei salariati fissi una gratifica straordinaria pari alla metà della retribuzione mensile in denaro, da calcolarsi sulle paghe di fatto del mese di dicembre 1944.

Art. 5

La misura e le modalità per la corrispondenza della gratifica straordinaria per l'anno 1944 al personale navigante della marina mercantile libera, sia da carico che da passeggeri, tanto a propulsione meccanica che a vela, e della pesca meccanica, saranno stabilite con decreto luogotenenziale su proposta del Ministro per l'Industria, il commercio e il lavoro.

Per il personale navigante delle Società di navigazione esercenti servizi di preminente interesse nazionale e per il personale sia navigante sia amministrativo delle Società sovvenzionate esercenti servizi locali sarà provveduto, ai fini di cui al comma precedente, a termine delle speciali leggi che regolano gli enti predetti.

Al personale indicato nei precedenti comma sarà frattanto corrisposta dai datori di lavoro, oltre alla gratifica natalizia prevista o in fatto corrisposta, un'anticipazione sulla gratifica straordinaria, nella misura di lire cinquecento per i Comandanti, di lire ottocento per il personale di stato maggiore e di lire mille per il personale di bassa forza. Le Società indicate nel secondo comma corrisponderanno inoltre lire cinquemila ai capi ufficio, lire ottocento al personale amministrativo e lire mille al personale subalterno.

Art. 6

La gratifica straordinaria è corrisposta in ragione di tanti dodicesimi quanti sono i mesi di anzianità di servizio del lavoratore nell'anno 1944, con un minimo di quattro dodicesimi.

Le frazioni di mese sono computate proporzionalmente.

Art. 7

La gratifica straordinaria e l'integrazione di gratifica natalizia assorbono, fino alla concorrenza del loro importo, quanto sia stato eventualmente corrisposto allo stesso titolo dai datori di lavoro.

Art. 8

La gratifica straordinaria e la integrazione di gratifica natalizia non sono soggette a trattenute o a contributi di carattere sociale e assicurative e non sono computate, ad alcun effetto, come l'acconti parte del salario o dello stipendio.

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Art. 9

Le disposizioni che precedono si applicano, salvo che trattisi dei portieri di stabili adibiti ad uso di civile abitazione, ai lavoratori ai quali è dovuta l'indennità di carovita prevista dal decreto legislativo luogotenenziale del 2 novembre 1944, n. 303 e che alla data del 22 dicembre 1944 erano in servizio retribuito da almeno una settimana o che alla stessa data erano assenti per ferie, per malattia, per infortunio, per gravidanza o puerperio.

per il personale navigante delle scialuppe e per il personale sia navigante sia di prediente interesse nazionale e per il personale sia navigante sia di servizio delle scialuppe, a termine delle speciali leggi che regolano ai fini di cui al comma precedente, e termine delle speciali leggi che regolano ai fini di cui al comma precedente.

Al personale indicato nei precedenti commi sarà fruttato corrisposta dal datore di lavoro, oltre alla gratifica natalizia prevista o in fatto corrisposta, un'anticipazione sulla gratifica straordinaria, nella misura di lire cinquecento per i Comandanti, di lire ottocento per il personale di stato maggiore e di lire mille per il personale di bassa forza. La Società, indicata nel secondo comma, corrisponderanno inoltre lire cinquecento ai capi ufficio, lire ottocento al personale amministrativo e lire mille al personale subalterno.

Art. 6

La gratifica straordinaria è corrisposta in ragione di tanti dodicesimi quanti sono i mesi di anzianità di servizio del lavoratore nell'anno 1944, con un minimo di quattro dodicesimi.

Le frazioni di mese sono computate proporzionalmente.

Art. 7

La gratifica straordinaria e l'integrazione di gratifica natalizia assorbono, fino alla concorrenza del loro importo, quanto sia stato eventualmente corrisposto allo stesso titolo dai datori di lavoro.

Art. 8

La gratifica straordinaria e la integrazione di gratifica natalizia non sono soggette a ritenute o a contributi di carattere sociale e assicurativo e non sono computate, ad alcun effetto, come facenti parte del salario o dello stipendio.

Art. 9

Le disposizioni che precedono si applicano, salvo che trattisi dei portieri di stabili adibiti ad uso di civile abitazione, ai lavoratori ai quali è dovuta l'indennità di carovita prevista dal decreto legislativo luogotenenziale del 2 novembre 1944, n. 503 e che alla data del 22 dicembre 1944 erano in servizio retribuito da almeno una settimana o che alla stessa data erano assenti per ferie, per malattia, per infortunio, per gravidanza o puerperio.

Art. 10

I datori di lavoro debbono corrispondere ai propri dipendenti, presenti al lavoro nelle giornate dell'anno 1944, previste dalla legge n. 2938 del 29 aprile 1944, la retribuzione relativa a quelle giornate, o in quelle comunque ad esse sostituite, la retribuzione relativa a quelle giornate che non abbiano ancora pagata la retribuzione di tale parte dello stipendio o del salario.

Nel calcolo di tale retribuzione si computano anche le indennità che, in base a norme, convenzioni ed usi, non si considerano come facenti parte dello stipendio o del salario.

Non si computa tuttavia la maggiorazione per il lavoro festivo, eventualmente prevista da norme, convenzioni ed usi.

Art. 11

La gratifica straordinaria, la integrazione di gratifica natalizia e la

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retribuzione di cui al precedente articolo debbono essere corrisposte entro venti giorni dalla data di entrata in vigore del presente decreto.

Art. 12

Per la conciliazione e la decisione delle controversie che potessero sorgere in conseguenza del presente decreto si osservano le disposizioni che regolano la conciliazione e la decisione delle controversie dipendenti dall'applicazione del decreto legislativo lunghotenniale 2 novembre 1944, n. 303.

Art. 13

Le sanzioni previste per l'inosservanza degli obblighi derivanti dal contratto collettivi di lavoro si applicano alle violazioni delle norme del presente decreto.

Art. 14

Il presente decreto entra in vigore il giorno successivo alla sua pubblicazione nella Gazzetta Ufficiale del Regno.

Roma, 30 dicembre 1944.

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