Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

ACC 10000/1410/224 L.S.C /906 LABOR: WAGES CONTROL COMMISSION

(1 of 2 folders) (3) Sept. - Nov. 1945

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Labor S/C's File Copy (to be returned after signature)

F. C. C. S. 906

AMF : LaC/906 30 November 1945

SUBJECT: Christmas Bonus, 1945
Civilian Employees of Allied Forces.

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

1. Reference is made to your LRS/:142/429 of 28 November 1945.

2. The recommendation of the Allied Force Labor and Wages Committee contained in your memorandum, calling for the payment of a Christmas bonus for 1945 to the employees of the Allied Forces, is approved.

3. This approval is extended in the light of the considerations stated in your memorandum, and with particular reference to request of the Italian Government.

4. It is understood that this proposal will be submitted to the financial authorities for the necessary clearance.

5. If this proposal becomes effective I desire to participate in the drafting of a press release upon the subject.

/s/ Ellery W. Stone

ELLERY W. STONE
Rear Admiral, USNR
Chief Commissioner

CC: C.A.O., AFHQ

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

HEADQUARTERS ALLIED COMMISSION
APO 394
ECONOMIC SECTION

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: CHRISTMAS BONUS 1945 - Civilian Employees of the Allied Forces.

No	Date	To	REMARKS	From
1	27/11	Econ.Sec.	1. Attached for Chief Commissioner's signature is letter to AFLRS re above subject, as requested. DCS 4 DAVID C. SACHS Deputy Director Labor Sub-Commission	
2	28 Nov	Exec. Comm.	Request approval and signature of Chief Commissioner on letter attached opposite. 28/11 HARLAN CLEVELAND Acting Vice President	EconSec.
3.	1. Dec.	Econ Sec.	Letter signed. CC & EE file copies have been withdrawn. Dispatched 4	1/12.

1924

PAGE .....

Use other side

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

ALLIED FORCE LOCAL RESOURCES SECTION
AFHQ

LRS/208/89 23 November 1945

Dear Mr Braine,

I am enclosing herewith for your advance information a copy of the letter which I have to-day sent to the CAO, AFHQ, and the Chief Commissioner HQ Allied Commission on the subject of the Allied Force Labour & Wages Committee's recommendations in respect of Christmas Bonus payments for 1945.

Yours sincerely,

J.H.D. Landy

Mr. W.H. Braine,
Labour Sub-Commission,
HQ Allied Commission.

ALLIED FORCE LOCAL RESOURCES SECTION
APO

Postal Address :
APLRS, Rome Area Allied Command,
CMF.
Telephone : ROME 66275.

LRS/214D/43B

SUBJECT : Christmas Bonus 1945.

TO : G.A.O., APO.
: Chief Commissioner
Allied Commission.

23 November 1945

As the result of representations made by the Italian Government to H Allied Commander the Allied Force Labour & Wages Committee was instructed the Sub-Committee to consider the alleged disparity in wages between Allied Force employees and employees of Italian civilian industry.

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

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

It was agreed by the Allied Force Labour & Wages Committee that :-

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

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

1922

Declassified E.O. 12065 Section 3-402/NSC MR 78-5021

on 9th November by the [illegible] into account the Allied Force method of [illegible] based on a statement made at the Sub-Committee meeting of 9th November that Allied employing units would not be able to establish the employment history of their employees prior to 1st October 1945.

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

It was agreed by the Allied Force Labour & Wages Committee that :-

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

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

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

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

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

/(b) .....

1922

Declassified E.O. 12065 Sec. 3.4(b)(1) NND 963402/NNDC

785021

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

(c) The above recommendation, if adopted, would apply to only some 250,000 workers in comparison with some 750,000 had the consolidated scheme, proposed in Minute 19 of the Allied Forces Labour & Wages Committee meeting held on 21 NOV 45, been introduced earlier this year.

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

(e) The recommendation made in Minute 19 of the meeting of the Allied Forces Labour & Wages Committee held on 21 November 1945 regarding a "Compensating Indemnity," if adopted would eliminate the need for the consideration of a bonus payment in the above form for Christmases subsequent to Christmas 1945.

The above recommendations are passed to you in accordance with established procedure for your approval or otherwise.

May this Section please be informed of your decision in order that the appropriate steps can be taken to arrange for the publication of such instructions as are necessary.

T.H.E. [illegible], Colonel, AMD,
Chief of Section (An),
A.P.I.P.S.

A.J.B. [illegible], Major, DAQMG,
Acting Chief of Section (Ir),
A.P.I.P.S.

Declassified E.O. 12065 Section 3-402/NNDC No. 185071

(d) [illegible] Allied forces during the year was not considered possible due to the administrative difficulty of establishing individual work histories for each such employee.

(e) The recommendation made in Minute 19 of the meeting of the Allied Force Labour & Wages Committee held on 21 November 1945 regarding a "Compensating Indemnity," if adopted would eliminate the need for the consideration of a bonus payment in the above form for Christmases subsequent to Christmas 1945.

The above representations are passed to you in accordance with established procedure for your approval or otherwise.

May this Section please be informed of your decision in order that the appropriate steps can be taken to arrange for the publication of such instructions as are necessary.

THOMAS H. GIBSON, Colonel, AGD,
Chief of Section (Ae),
A.F.H.Q.

R.J.B. LOCKHART, Major, D&SH,
Acting Chief of Section (Ae),
A.F.H.Q.

4921

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

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

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

TEL : 6625 : ROME

19 November 1945

LRS/245/5.

ANNEX. I.

ALLIED FORCE LABOUR & WAGES COMMITTEE

SUB-COMMITTEE - MINUTES

1. In accordance with the instructions of the Allied Force Labour & Wages Committee at its meeting held on 2[illegible] October 1945 (minute 3 refers), meetings of the Sub-Committee were held on the 9th and 19th November 1945 in the AFLRS (AMG) Conference Room, ROME.

PRESENT:

Chairman

Mr. David C. SACHS
Labour Sub-Commission, AAC.

Representatives of:

A.F.L.R.S., A.F.H.Q.
C.S., MTOUSA
Labour, CMF, CMF.
Labour Sub-Commission,
HQ Allied Commission

Italian Delegation

Representatives of:

Italian Government, Ministry of Labour
Comm. SIMONE
Dott. [illegible]
Sig. [illegible]

Managing Committee of the C.G.I.L.
Sig. [illegible]

4920

Declassified E.O. 12065 Section 3-402/NNDC NO. 185021

Mr. David C. SACHS
Labour Sub-Commission, ACC

Representatives of:

A.F.L.R.O., ...F.H.Q.
C.G., aFOUCA
Labour, GHQ, CAF.
Labour Sub-Commission,
HQ Allied Commission

Italian Delegation

Representatives of:

Italian Government, Ministry of Labour
Comm. [illegible]
Dott. [illegible]
Sig. [illegible]

Managing Committee of the C.G.I.L.
Sig. [illegible]

4920

2. MEETING OF 9TH NOVEMBER:

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

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

/The Italian.....

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

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

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

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

(a) Christmas Bonus:

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

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

(b) All Other Indemnities:

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

(c) Consolidated Bonus:

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

3. MEETING OF 19TH NOVEMBER:

The Italian delegation which consisted of:

Representatives of the Italian Government: Gen. Simone
S.G. Fontillo
Maj. Purpura

Representatives of the C.G.I.L.: Sig. Parodi
Sig. Contiliozzi

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

future to bring their conditions of employment in respect of Christmas Bonus payments more in line with those applicable to employees of Italian Industry.

(b) All Other Indemnities:

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

(c) Consolidated Bonus:

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

3. MEETING OF 19TH NOVEMBER:

The Italian delegation which consisted of:

Representatives of the Italian Government: Comm. Simoni
Sig. Pestillo
Sig. Purpura

Representatives of the C.G.I.L.: Sig. Parodi
Sig. Capitigliozzi

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

4. COMPENSATING INDEMNITY:

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

The Sub-Committee recommends that a Compensating Indemnity be paid to all employees of the Allied Forces on the following scales w.e.f. 1 JAN 46 :-

/Clerical & Administ.....

Declassified E.O. 12065 Section 3-402/NNDC NO. 78502

Clerical & Administrative Grades	25%
Hotel Mess & Club Grades:-	
(a) Clerical & Administrative Staff	20%
(b) For all employees other than those in sub-para (a) above	16 2/3%
Classified Artisan, Skilled & Unskilled Grades	12½%
Marine Grades	12½%

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

Clerical & Administrative Grades

Christmas Bonus	8.3%
Annual Holidays with pay	8.3%
Dismissal Indemnity	8.3%
	24.9%

Hotel Mess & Club Grades

(a) Clerical & Administrative Staff

Christmas Bonus	8.3%
Annual Holidays with pay	4.1%
Dismissal Indemnity	8.3%
	20.7%

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

Christmas Bonus	8.3%
Annual Holidays with pay	4.1%
Dismissal Indemnity	4.1%
	16.5%

Classified Artisan, Skilled & Unskilled Grades

Christmas Bonus	8.3%
Annual Holidays with pay	4.2%
Dismissal Bonus	0.7%
	13.2%

Marine Grades

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Dismissal Indemnity	8.3%
	24.9%

Hotel, Mess & Club Grades

(a) Clerical & Administrative Staff

Christmas Bonus	8.3%
Annual Holidays with pay	4.1%
Dismissal Indemnity	8.3%
	20.7%

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

Christmas Bonus	8.3%
Annual Holidays with pay	4.1%
Dismissal Indemnity	4.3%
	16.5%

Classified Artisan, Skilled & Unskilled Grades

Christmas Bonus	8.3%
Annual Holidays with pay	4.0%
Dismissal Bonus	0.7%
	13.0%

Marine Grades

Christmas Bonus	8.3%
Annual Holidays with pay	4.0%
Dismissal Bonus	0.7%
	13.0%

4919

The above indemnities are to be calculated on the worker's take-home wage less any payments for overtime or night work included therein.

The Sub-Committee recognised the advantages of the above bonus being paid at a time other than the regular pay day, such as on a quarterly basis, but in view of the possible administrative difficulties were of the opinion that the method of payment should be dealt with by the Allied Forces Labour & Wages Committee. It was strongly recommended that the fullest possible publicity both by notices prominently displayed where civilian labour is employed and through the civilian press be given to the above Compensating Indemnity, if approved, and the reasons for the payment clearly stated.

/There be.....

Released under S.O. 12065 Section 3-402/NNDG No. 785021

5. LEAVE:

In view of the inclusion in the Compensating Indemnity of an element for annual leave the Sub-Committee recommends that AFHQ Administrative Memorandum No. 34 of 1945, para 6 (a) be amended as follows :-

"Annual Leave with Pay

No leave with pay will be granted to employees of the Allied Forces H.Q.F. 1 JAN 1945.

This does not preclude the individual from claiming any leave with pay accrued under the provisions of para 6 (a) of AFHQ Administrative Memorandum No 34 up to and including 31 DEC 1945."

6. NATIONAL HOLIDAYS:

The Sub-Committee rejected the Italian delegation's recommendations for the inclusion of a compensating percentage in the Compensating Indemnity for work performed on National Holidays. It recommends that the following amendment be made to para 6 (c) of AFHQ Admin Memorandum No 34 of 1945 :-

"(c) National Holidays

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

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

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

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

7. CHRISTMAS BONUS 1945:

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

It was decided to recommend that all employees in the employ of th

Declassified E.O. 12065 Section 1-402/NSC NO. 785021

Declassified E.O. 12065 Section 1-402/NND No. 785021

made to para 5 (A) of AFHQ Allied Memorandum No 54 of 1945 :-

"(a) National Holidays

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

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

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

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

I. Christmas Bonus 1945.

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

It was decided to recommend that all employees in the employ of the Allied Forces on 31 DEC 45 will receive a Christmas Bonus equivalent to two days current basic pay, the cost of living bonus for each month of completed continuous service with the unit concerned during the year 1945. Those employees in employ on 31 DEC 45 will be considered for the purpose of this computation as having been employed for the whole month of December.

R.F.A. JONES, Major, AUS,
Secretary
ALLIED FORCE LABOUR & MANPOWER SUB-COMMITTEE

RFAJ/jr

Distribution

Copy No. 1/2 AFLMS, AFHQ
3/4 Labour, PWB, ISCP
5/6 CO, MMIL
7/14 HQ AIOSS, Labour Sub-Commission (Including copies for Italian overseas labour)
15/17 War Diary
18/30 Spares

Declassified E.O. 12065 Section 3-402/NND No. 785021

ANNEX "A".

WAGE POSITION OF ALLIED ARMED FORCES EMPLOYEES.

PREFACE.

Reference is made to the decisions reached in the meetings held on 13 October and 9 November 1945 for the consideration of the wage position of Allied Armed Forces employees, as well as to the Agenda of the next meeting to be held on 19 November 1945.

WAGE ADJUSTMENT.

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

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

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

Allied Wage Scale	Italian Wage Scale
a) Present wage	a) Basic wage + 70% increase Presence Indemnity Family allowances (3 dependants)
b) Overtime Indemnity	b) Overtime Indemnity
c) Contingency Indemnity	c) Contingency Indemnity

4. The Allied Military Government should instruct the dependent provincial Commands to submit from a favourable point of view the requests which will be presented by the local Camere del Lavoro.

PRESENT POLITICAL SITUATION.

4918

1. We are drawing hereunder the present Italian situation for each province, category and for each of the three essential branches of industrial activities, namely: [illegible]

2. The C.C.I.L. has given instructions to [illegible] Camera del Lavoro, to ascertain eventual differential situations between the two above wage scales, and to forward - if there are any - detailed requests to the Allied Commands of the various provinces.

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

Allied Wage Scale	Italian Wage Scale
a) Present wage	a) Basic wage + 70% increase - Presence Indemnity - Family allowances (5 dependants)
b) Cereals Indemnity	b) Cereals Indemnity
c) Contingency Indemnity	c) Contingency Indemnity

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

4913

PRESENT ITALIAN WAGE SITUATION.

1. We are moving hereunder the present Italian situation for each professional category and for each of the three essential branches of industrial activity - metalmechanical, building, cement and hotels - insofar as Christmas Bonus, holidays, national festivities and dismissal terms are concerned.

2. Christmas Bonus.

a) We are pointing out firstly that the C.C.I.L. has requested for Italian workers employed the payment of a 13th month of pay (including basic wage increased by 70%, presence indemnity, cereals, contingency and some indemnities, as well as family allowances) while negotiations are in progress between the employers' and workers' trade unions.

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

- if paid at the end of the year	11,000 lire
- if computed on a monthly basis	916 "
- % in respect of one month of salary.....	8.3 %

(c)/

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

c) For metal-technical workers the Christmas bonus would be as follows :-

	Specialised Workers (daily pay: 320 L.)	Qualified Workers (daily pay:295 L)	Common Workers (daily pay: 275 L.)
per year	6,000	7,375	6,875
per month	666.70	614.60	573
per day	26.70	24.60	22.90
% per month	8.3%	8.3%	8.3%

d) For mining workers in the Building Industry the Christmas bonus would be as follows:

	Miners (daily pay 300 L.)	Common Labourers (daily pay 280 L)
per year	7,500	7,000
per month	625	585.70
per day	25	23.55
% per month	8.3%	8.3%

e) For bakers and hotels' workers the Christmas bonus would be as follows:-

	Workers (monthly pay 6,000 L)	Bakers (daily pay 5 300L)	Office Workers (monthly salary 6500)
per year	L. 6,000	6,300	6,500
per month	500	525	543,60
% per month	8.3%	8.3%	8.3%

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

	Waiters (daily pay 300 L.)	Common Labourers (daily pay 280 L)
per year	7,500	7,000
per month	625	583.35
per day	25	23.35
% per month	8.3%	8.3%

c) For waiters and hotels' workers the Christmas Bonus would be as follows:-

	Workers (monthly pay 6,000 L)	Waiters (m'ly pay 6,300L)	Office Workers (monthly salary 6500)
per year	L. 6,000	6,300	6,500
per month	500	525	541.60
% per month	8.3%	8.3%	8.3%

3. Paid yearly holidays

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

Now, exactly:

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

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

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

Declassified E.O. 12065 Section 3-402/NNDC No. 78-5021

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

	Specialized workers (Pay rate per day) L. 320	Qualif. workers (Pay rate per day L.295)	Common workers (Pay rate per day) L. 275
computed on 1 year basis	3.840	3.540	3.300
" " 1 month "	320	295	275
" " per day "	12.80	11,80	11
percentage per month	4,0%	4,0%	4,0%

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

	Masons (Pay rate per day L.300)	Labourers (Pay rate per day L. 280)
computed on 1 year basis	3.600	3.360
" " 1 month "	300	280
" " per day "	12	11,20
percentage per month	4,0%	4,0%

e) for the hotel and mess workers the amount of the vacation wage would be

	Manual Workers (wage per month L. 6.000)	Waiters (wage p.m. L.6.500)	Office workers (salary p.m. L.6.500)
computed on 1 year basis	3.000	3.150	3.250
" " 1 month "	250	262,50	270,80
percentage per month	4,1%	4,1%	4,1

4. National holidays (4 per year)

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

4917

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

vacation wage would be

	Foreman (Pay rate per day L.300)	Labourers (Pay rate per day L. 280)
computed on 1 year basis	3.600	3.360
" " month "	300	280
" " per day "	12	11,20
percentage per month	4,0%	4,0%

c) For the hotel and mess workers the amount of the vacation wage would be

	Journal workers (wage per month L. 6.000)	Waiters (wage p.m. L.6.300)	Office workers (salary p.m. L.6.500)
computed on 1 year basis	3.000	3.150	3.250
" " " month "	250	262,50	270,80
percentage per month	4,1%	4,1%	4,1%

4917

4. National holidays (4 per year)

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

a) For the office employees, viz a per month basic salary of ll.000 lire the amount of the National holidays is:

if computed on one year basis L. 1.466,80
" " " " month " 122
on a percentage scale with respect to the per month salary 1,1%.

b) For hotel-mess-mool workers the national holidays are equivalent to:-

	Specialized Workers (daily pay 320 L)	Qualified Workers (daily pay 295 L)	Counter Workers (daily pay 275 L)
per year	1,280	1,180	1,100
per month	106	98	91
per day	4.20	3.90	.60
% per month	1.3%	1.3%	1.3%

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

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

	Masons (daily pay 500 L.)	Common Labourers (daily pay 280 L.)
per year	1,200	1,120
per month	100	93.35
per day	4	3.70
% per month	1.3%	1.3%

(d) For messes and hotels' workers the national holidays are equivalent to:-

	Manual Workers (monthly pay 6,000 L.)	Waiters (monthly pay 5,300 L.)	Office Workers (Salary 6,500 L.)
per year	800	840	865
per month	66.70	70	72
per day	2.20	2.30	2.40
% per month	1.1%	1.1%	1.1%

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

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

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

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

	Specialised	Qualified	Common
per year	640	590	550
per month	53.35	49.10	45.80
% per month	0.6%	0.6%	0.5%

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

	Masons	Common Labourers
	600	560

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

hotels and hotels' workers and waiters to a fortnight's wage indemnity for each year of service.

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

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

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

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

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

	Masons	Generic Labourers
per year	600	560
per month	50	46.70
% per month	0.6%	0.6%

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

	Manual Workers (monthly pay 6000 L.)	Waiters (monthly pay 6300 L.)	Office Workers (salary 6500 L.)
per year	3,000	3,150	6,500
per month	250	262.50	541.60
% per month	4.1%	4.1%	4.1%

CONCRETE PROPOSALS:

1. From the detailed examination of the figures pertaining the various items of the requests made by the Italian Government and the C.G.I.L. on behalf of the Allied Forces' employees, it appears that the result of each item, considered both on a monthly and percentage basis, is nearly the same

/insofar.....

DECLASSIFIED E.O. 12065 Section 1-402/NND No. 785021

insofar as the average wages and salaries received by the various categories of workers are concerned.

2. For this reason, and in order to furnish a simple and practical system for realising the improvements requested on behalf of the workers, we are proposing the following increases specified for the three branches - office workers, metal-mechanical and building workers, masons and hotels' workers - as well as for items for monthly and percentage results.

3. For office workers:

Average monthly basic salary	L. 11,000	100%
a) Christmas Bonus (1 month)	915	8.3%
b) Summer holidays (1 month)	915	8.3%
c) National festivities (4 days)	122	1.1%
d) Dismissal Bonus (1 month)	915	8.3%
Total:	2,867	26.0%

4. For metalmechanical and building workers:

Average monthly basic wage (1)	L. 7,500	100%
a) Christmas Bonus (1 month)	625	8.3%
b) Holidays (12 days)	300	4.0
c) Festivities (4 days)	100	1.3
d) Dismissal Bonus (2 days)	50	0.7
Total:	L. 1,075	14.3%

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

5. For Hotel and Mason Workers:

Average monthly basic wage	L. 6,500	100%	
	workers	Clerical wors	workers clerical wors
a) Christmas Bonus (1 month)	542	542	8.3% 8.3%
b) Holidays (15 days)	271	271	4.1% 4.1%
c) National holidays (4 days)	72	72	1.1% 1.1%
d) Dismissal Bonus			
Clerical workers (1 month)		542	
Dismissal bonus			

4916

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Total:		2,867	26.5%

4. For metal mechanical and building workers:

Average monthly basic wage (1)		L. 7,500	100%
a) Christmas Bonus (1 month)		625	8.3%
b) Holidays (12 days)		300	4.0
c) Festivities (4 days)		100	1.3
d) Dismissal Bonus (2 days)		50	0.7
Total:		L. 1,075	14.3%

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

5. For Hotel and Mess Workers:

Average monthly basic wage			L. 1,500	100%
	Workers	Clerical wkrs	Workers	Clerical wkrs
a) Christmas Bonus (1 month)	542	542	8.3%	8.3%
b) Holidays (15 days)	271	271	4.1%	4.1%
c) National holidays (4 days)	72	72	1.1%	1.1%
d) Dismissal Bonus				
Clerical workers (1 month)		542		8.3%
Dismissal Bonus				
Casual workers (15 days)	271		4.1%	
Total L.	1,156	1,427	17.9%	21.9%

6. General Observations on Proposals

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

As the question of the Christmas bonus, however, the above proposals should be applied as from 1 January 1946. Clerical workers and manual workers who are in the employ of the Allied Forces on 20th December 1945 should be paid as follows :-

1 month's wage if in service from at least 1 October 1945
2/3 " " " " " " " " 1 November 1945
1/3 " " " " " " " " 1 December 1945

/over 7.....

4916

Document No. 12063 Section 3402/ESC No. 785021

7. Pay on Holidays, for Overtime and Night Work

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

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

Rome 16 November 1945.

Declassified E.O. 12065 Section 3-402/NND NO. 785021

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

Labor Sub-Commission's
FILE COPY (to be returned
after signature)

LSC/906

REF : LSC/906 30 November 1945

SUBJECT: Allied Force Labor and Wages Committee

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

1. Reference is made to your memorandum LRS/21421 453 of 28 November 1945.

2. The recommendations of the Allied Force Labor and Wages Committee as contained in your memorandum, namely,

(a) Pay on national holidays;
(b) Religious, etc., holidays;
(c) Compensating indemnity, and
(d) Leave;

are approved.

3. This approval is extended upon the considerations set forth in your memorandum and with particular reference to the request of the Italian Government. It is hoped that adoption of these revisions will bridge the gap which may have hitherto existed between the treatment accorded employees of the Allied Forces and treatment received by the civilians employed in Italian industry.

4. With reference to the compensating indemnity, I endorse the recommendation that this indemnity be paid at some time other than on regular pay days.

5. Should these proposals become effective I suggest that the fullest possible publicity, both by notices and otherwise, be given, and I desire to participate in the framing of an appropriate press release.

/s/ Ellery W. Stone

ELLERY W. STONE
Rear Admiral, USNR
Chief Commissioner

cc: C.A.O., APHQ

4915

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

HEADQUARTERS ALLIED COMMISSION
APO 394
ECONOMIC SECTION

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: ALLIED FORCE LABOR AND WAGES COMMITTEE

No	Date	To	REMARKS	From
1	27/11	Econ.Sec.	Attached is letter for Chief Commissioner's signature to AFLRS, re above subject, as requested. D C S DAVID C. SACHS Deputy Director Labor Sub-Commission	
2	28 Nov	Exec. Comm.	Request approval and signature of Chief Commissioner on letter attached opposite. For 29/11 HARLAN CLEVELAND Acting Vice President	Econ. Sec.
3.	1. Dec.	Ex. Com.	Letter signed & returned for dispatch. CC & EC file copies have been withdrawn. Dispatch off	

4314

PAGE ....

Use other side

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

25/11/45

TO: Economic Section - for Labor S/C

Will you please prepare appropriate letter for CC's signature. not later than 30 Nov.

SO to CC.

304

ALLIED FORCE LOCAL RESOURCES SECTION
HQ

C.S.O
L15/906
4.04

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

LRS/214/439

SUBJECT : Allied Force Labour & Wages Committee.

TO : C.A.O., AMG.
Chief Commissioner
Allied Commission.

26 November 1945

4

The Allied Force Labour & Wages Committee, at a meeting held on 21 November 1945 considered the situation which had arisen as a result of an investigation carried out by its Sub-Committee into allegations made by the Italian Government and representatives of Italian labour that although the take-home wage on pay day for Allied employees is approximately equivalent to that of Italian employees, the latter enjoy the following additional benefits :-

(a) One month's wages as a Christmas Bonus.

(b) Dismissal Bonus.

(c) Annual Holidays with Pay.

(d) Pay on National Holidays.

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

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

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

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

4913

(i) Pay on National Holidays.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

(c) Annual Holidays with Pay.

(d) Pay on National Holidays.

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

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

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

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

4913

(d) Pay on National Holidays.

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

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

The Sub-Committee's recommendation was considered by the Committee. It was agreed that the law and practice of granting four days as National Holidays with pay and of granting double pay for work performed on these days was established. The Committee consequently recommended that the following

/ amendment.....

Declassified E.O. 12065 Sec 3-402/NNDC NO. 785021

amendment be made to para 8 (c) of AFHQ Administrative Memorandum No 34 of 1945 :-

" (c) National Holidays

The following days may be granted as holidays with pay :

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

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

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

The Committee decided to specify the above four days in the absence of definite information as to those days which the Italian Government may decide to declare as National Holidays in the future, it being understood that none emanate from Fascist nominated days is contemplated.

(ii) Religious,etc. holidays.

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

(iii) Compensating Indemnity

It was agreed by the Committee that :-

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

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

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

to declare as National Holidays in the future, it being understood that some change from Fascist nominated days is contemplated.

(ii) Religious,etc. holidays.

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

(iii) Compensating Indemnity.

It was agreed by the Committee that :-

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

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

It was therefore recommended that a Compensating Indemnity based on the items shown in minute 4 of the minutes of the Sub-Committee meeting held on 19 November 1945 (copy attached) should be paid to all employees of the Allied Forces on the following scales w.e.f. 1st JAN 1946 :-

Clerical & Administrative Grades	25%	
Hotel, Mess & Club Grades		
(i) Clerical & Administrative Staff	20%	(1/5)
(ii) For all employees other than those in sub-para (i) above	16 2/3%	(1/6)
Classified Artisan,Skilled & Unskilled Grades	12½%	(⅛)
Marine Grades	12½%	(⅛)

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

4912 (1/5)

/The Committee .....

Declassified E.O. 12065 Section 1-402/NEDC NO. 785021

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

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

The Committee pointed out that the payment of such an Indemnity would eliminate the necessity for a repetition of the proposal made in this office Letter L23/21(D)/438 dated 23 Nov 45 in respect of Christmas Bonus 1945, in subsequent years.

(iv) Leave.

In view of the inclusion in the Compensating Indemnity of an element for annual leave, the Committee considered the Sub-Committee's recommendation and recommended that para 6 (a) of AFMO Administrative Memorandum No 34 of 1945 be amended as follows :-

" Annual Leave with Pay.

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

The Committee further recommended that employing units should be informed of the advisability of granting leave without pay, as authorised in para 6 (b) of AFMO Administrative Memorandum No 34 of 1945, now that the reimbursement problem has been covered by the recommendation for the payment of the Compensating Indemnity.

The above recommendations are passed to you in accordance with established procedure for your approval or otherwise.

May this Section please be informed of your decision in order that the appropriate steps can be taken to arrange for the publication of such instructions as are necessary.

4911

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

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

"Annual Leave with Pay.

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

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

The above recommendations are passed to you in accordance with established procedure for your approval or otherwise.

May this Section please be informed of your decision in order that the appropriate steps can be taken to arrange for the publication of such instructions as are necessary.

A911

S.J.B. LOADER, Major, RASC,
Acting Chief of Section (Ins),
A.F.H.Q.

for THOMAS S. TEESE, Col., AGD,
Chief of Section (Ins),
A.F.H.Q.

STBE/64

NOV 8 1945
MILITARY SECTION

Declassified E.O. 12065 Section 3-402/NRDC NO. 785021

ANNEXURE "II"

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

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

LRS/214F/5.

TEL : 56275 : ROME

19 November 1945

ALLIED FORCE LABOUR & WAGES COMMITTEE

SUB-COMMITTEE - MINUTES

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

PRESENT:

Chairman

Mr. David C. HAGUE
Labour Sub-Commission, AAC

Representatives of:

A.F.L.R.S., A.F.H.Q.
G.C., MEDIA
Labour, GHQ, C.M.F.
Labour Sub-Commission,
HQ Allied Commission

Italian Delegation

Representatives of:

Italian Government, Ministry of Labour
Comm. SIRENE
Dott. CASTILLO
Sig. PURETA

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

4910

Declassified E.O. 12065 Section 1-402/NND No. 785021

Conference Room, HQ.E.

PRESENT:

Chairman

Mr. David C. SACHS
Labour Sub-Commission, ACC/M

Representatives of:

A.F.L.H.S., A.F.H.Q.
C.C., MTOUSA
Labour, G4Q, G.H.F.
Labour Sub-Commission,
HQ Allied Commission

Italian Delegation

Representatives of:

Italian Government, Ministry of Labour
Comm. SIMEONE
Dott. PRETTILO
Sig. PURPURA

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

4910

2. MEETING OF 9TH NOVEMBER:

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

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

/The Italian.....

Declassified E.O. 12065 Section 3-402/NND 785021

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

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

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

(a) Christmas Bonus:

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

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

(b) All Other Indemnities:

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

(c) Consolidated Bonus:

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

3. MEETING OF 19TH NOVEMBER:

The Italian delegation which consisted of:

Representatives of the Italian Government: Comm. Siscone
Sig. Pastillo
Sig. Purpura

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

such payment, should be made to Allied Force employees in future to bring their conditions of employment in respect of Christmas Bonus payments more in line with those applicable to employees of Italian Industry.

(b) All Other Indemnities:

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

(c) Consolidated Bonus:

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

3. MEETING OF 15TH NOVEMBER:

The Italian delegation which consisted of:

Representatives of the Italian Government: Comm. Simeoni
Sig. Postillo
Sig. Purpura

Representatives of the C.G.I.L.: Sig. Fermi
Sig. Contigliozzi

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

4. COMPENSATING INDEMNITY:

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

The Sub-Committee recommends that a Compensating Indemnity be paid to all employees of the Allied Forces on the following scales w.e.f. 1 JAN 46 :-

/Clerical & Administ.....

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Clerical & Administrative Grades	25%
Hotel Mess & Club Grades:-	
(a) Clerical & Administrative Staff	20%
(b) For all employees other than those in sub-para (a) above	16 2/3%
Classified Artisan, Skilled & Unskilled Grades	12½%
Marine Grades	12½%

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

Clerical & Administrative Grades

Christmas Bonus	8.3%
Annual Holidays with pay	9.3%
Dismissal Indemnity	6.3%
	24.9%

Hotel, Mess & Club Grades

(a) Clerical & Administrative staff

Christmas Bonus	6.3%
Annual Holidays with pay	4.1%
Dismissal Indemnity	6.3%
	20.7%

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

Christmas Bonus	6.3%
Annual Holidays with pay	4.1%
Dismissal Indemnity	4.1%
	15.5%

Classified Artisan, Skilled & Unskilled Grades

Christmas Bonus	8.3%
Annual Holidays with pay	4.2%
Dismissal Bonus	6.3%
	18.8%

Marine Grades

Christmas Bonus 8.3%

4909

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Hotel, Mess & Club Grades

(a) Clerical & Administrative Staff

Christmas Bonus	8.3%
Annual Holidays with pay	4.1%
Dismissal Indemnity	8.3%
	20.7%

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

Christmas Bonus	8.3%
Annual Holidays with pay	4.1%
Dismissal Indemnity	4.1%
	16.5%

Classified Artisan, Skilled & Unskilled Grades

Christmas Bonus	8.3%
Annual Holidays with pay	4.6%
Dismissal Bonus	0.7%
	13.6%

Marine Grades

Christmas Bonus	8.3%
Annual Holidays with pay	4.6%
Dismissal Bonus	0.7%
	13.6%

4909

The above indemnities are to be calculated on the worker's take-home wage less any payments for overtime or night work in local theatre.

The Sub-Committee recognised the advantages of the above bonus being paid at a time other than the regular pay day, such as on a quarterly basis, but in view of the possible administrative difficulties were of the opinion that the method of payment should be dealt with by the Allied Force Labour & Wages Committee. It was strongly recommended that the fullest possible publicity both by notices prominently displayed where civilian labour is employed and through the civilian press be given to the above Compensating Indemnity, if approved, and the reasons for the payment clearly stated.

/para 5.....

Declassified E.O. 12065 Section 3-402/NNDC NO. 78502

5. LEAVE:

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

"Annual Leave with Pay

No leave with pay will be granted to employees of the Allied Forces w.e.f. 1 JAN 1946.

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

6. NATIONAL HOLIDAYS:

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

"(c) National holidays

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

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

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

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

7. CHRISTMAS BONUS 1945:

The Sub-Committee received the Italian delegation's proposals regarding the payment of a gratuity or bonus to all employees [illegible]

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

the inclusion of a new rate of percentage in the Compensating Indemnity for work performed on National Holidays. It recommends that the following enclosure be added to para 8 (c) of AFHQ Admin Memorandum No 54 of 1945 :-

"(c) National Holidays

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

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

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

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

7. CHRISTMAS BONUS 1945

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

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

B.H.B. HOUGH, Major, A.G.D.
Secretary
ALLIED FORCE LABOUR & MANPOWER SUB-COMMITTEE

AFHQ/ 38.

Distribution

Copy No: 1/2 AFLMC, AFHQ
3/4 Labour, G5Q, CMF
5/6 CG, MTOUSA
7/14 HQ AACMS, Labour Sub-Commission (Includes copies for Italian Government delegation)
15/17 War Diary
18/35 Spares.

Declassified E.O. 12065 Section 3-402/NND No. 785021

ATTACHMENT "A".

MAIN POINTS OF ALLIED WAGE TABLES EXPLAINED

Preface

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

Wage Adjustment.

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

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

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

Allied Wage Scale	Italian Wage Scale
a) Present wage	a) Basic wage + 70% increase Presence Indemnity Family allowances (3 dependents)
b) Overtime Indemnity	b) Overtime Indemnity
c) Continuity Indemnity	c) Continuity Indemnity

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

Present Italian Wage Situation.

1. We are showing hereunder the present Italian situation for [illegible] rates per each of the three considered branches

4908

Declassified E.O. 12065 Section 3-402/NNDS No. 785021

... to ascertain eventual differential variations between the two wage scales, and to forward - if there are any - detailed comments to the Allied Governments of the various provinces.

2. The comparison between the two wage scales could be made on the following lines:

Allied War Scale	Italian War Scale
a) Present wage	a) Basic wage + 70% increase Seniority Indemnity Family allowances (3 dependents)
b) Carovita Indemnity	b) Carovita Indemnity
c) Contingency Indemnity	c) Contingency Indemnity

4. The Allied Military Government should instruct the dependent Provincial Commands to consider them a favourable point of view the basis on which will be presented by the Ist Centro del Lavoro.

4908

INTERIM REALITY OF WAGE SITUATION.

1. By now showing hereunder the present Italian situation for each professional category and for each of the three essential branches of Industrial activity - metallurgical, building, mining and hotels - inclusive of Christmas Bonus, holidays, national festivities and ... hours worked,

A. Christmas Bonus.

a) We do not consider at present that the C.G.I.L. are requested for the payment of a 13th month of pay (including basic wage increased by 70%, presence indemnity, carovita, contingency and indemnities, as well as family allowances) ... on the pretence between the employers' and workers' trade unions.

b) For the workers, on the basis of an average monthly salary of 22,000 Lire, the Christmas Bonus is :-

- if paid at the end of the year	22,000 Lire
- if spread on a monthly basis	916 "
- % in relation to the month of salary.....	8.3 %

(a)/

Declassified E.O. 12065 Section 3-402/NNDC No. 78502

c) For petol-mechanical workers the Christmas Bonus would be as follows :-

	Specialized Workers (daily pay: 320 L.)	Qualified Workers (daily pay:295 L)	Common Workers (daily pay: 275 L.)
per year	8,000	7,375	6,875
per month	666.70	614.80	573
per day	26.70	24.60	22.90
% per month	8.3%	8.3%	8.3%

d) For manual workers in the building industry the Christmas Bonus would be as follows:

	Wagons (daily pay 300 L.)	Common Labourers (daily pay 280 L)
per year	7,500	7,000
per month	625	583.35
per day	25	23.35
% per month	8.3%	8.3%

e) For manual and small workers the Christmas Bonus would be as follows:-

	Workers (monthly pay 6,000 L)	Waiters (daily pay 6 3/4%)	Office Workers (Monthly Salary 6500)
per year	L. 6,000	6,200	6,500
per month	500	525	541.60
% per month	8.3%	8.3%	8.3%

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

	Masons (daily pay 300 L.)	Common Labourers (daily pay 200 L)
per year	7,500	7,000
per month	625	583.35
per day	25	23.35
% per month	8.3%	8.3%

c) For season and hotels' workers the Christmas Bonus would be as follows:-

	Workers (monthly pay 6,000 L)	Waiters (m'ly pay 6,300L)	Office Workers (Monthly Salary 6500)
per year	L. 6,000	6,300	6,500
per month	500	525	541.60
% per month	8.3%	8.3%	8.3%

3. Paid yearly holidays

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

More exactly:

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

- if computed on a yearly basis ..... 11,000 lire
- if computed on a monthly basis..... 916 "
- % in respect of one month of salary..... 8.3 %

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

Declassified E.O. 12065 Section 3-402/NNDC No. 78 5021

c) for the workers of the metal-mechanical industry the amount of the «contingency» wage would be :

	Special. workers (Pay rate per day) L. 320	Qualif. workers (Pay rate per day L.295)	Common workers (Pay rate per day) L. 275
computed on 1 year basis	3.840	3.540	3.300
" " month "	320	295	275
" " per day "	12,80	11,80	11
percentage p.month	4,0%	4,0%	4,0%

d) for the building construction workers the amount of the contingency wage would be

	Masons (Pay rate per day L.300)	Labourers (Pay rate per day L. 280)
computed on 1 year basis	3.600	3.360
" " month "	300	280
" " per day "	12	11,20
percentage per month	4,0%	4,0%

e) For the hotel and mess workers the amount of the contingency wage would be

	Manual workers (wage per month L. 6.000)	Waiters (wage p.m. L 6.300)	Office workers (salary p.m. L.6.300)
computed on 1 year basis	3.000	3.150	3.250
" " month "	250	262,50	270,80
percentage per month	4,1%	4,1%	4,1

4. National holidays (4 per year)

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

A907

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

vacation wage would be

	Masons (Pay rate per day L.360)	Labourers (Pay rate per day L. 280)
computed on 1 year basis	3.600	3.360
" " month "	300	280
" " per day "	12	11,20
percentage per month	4,0%	4,0%

e) for the hotel and mess workers the amount of the vacation wage would be

	Manual workers (wage per month L. 6.000)	Waiters (wage p.m. L.6.300)	Office workers (salary p.m. L.6.500)
computed on 1 year basis	3.000	3.150	3.250
" " " month "	250	262,50	270,80
percentage per month	4,1%	4,1%	4,1

4. National holidays (4 per year)

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

a) For the office employees, viz a per month basic salary of L.1.600 like the amount of the National holidays is:

if computed on one year basis L. 1.466,60
" " " " month " 122
on a percentage scale with respect to the per month salary 1,1%.

b) For hotel-mechanical workers the national holidays are equivalent to:

	Specialized Workers (daily pay 520 L)	Qualified Workers (daily pay 295 L)	Common Workers (daily pay 275 L)
per year	1,280	1,180	1,100
per month	106	98	91
per day	4.20	3.90	3.60
% per month	1.3%	1.3%	1.3%

4907

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

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

	Masons (daily pay 500 L.)	Common Labourers (daily pay 280 L.)
per year	1,200	1,120
per month	100	93.35
per day	4	3.70
% per month	1.3%	1.3%

(d) For messes and hotels' workers the national holidays are equivalent to:-

	Manual Workers (monthly pay 6.000 L.)	Waiters (monthly pay 6,300 L.)	Office Workers (Salary 6,500 L.)
per year	800	840	865
per month	66.70	70	72
per day	2.20	2.30	2.40
% per month	1.1%	1.1%	1.1%

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

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

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

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

	Specialized	Qualified	Common
per year	640	590	550
per month	53.35	49.10	45.80
% per month	0.6%	0.5%	0.6%

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

	Masons	Common Labourers
per year	600	560
per month	50	46.70

International F.O. 12065 Section 3-402/NNDC NO. 785021

Declassified A.O. 12065 Section 3-402/NNDC No. 78502

salary indemnity for each year of service; the metal-mechanical and building industry workers are entitled to two days wage indemnity per year, and the messes and hotels' workers and waiters to a fortnight wage indemnity for each year of service.

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

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

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

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

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

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

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

	Manual Workers (monthly pay 6000 L.)	Waiters (monthly pay 6300 L.)	Office Workers (Salary 6500 L.)
per year	3,000	3,150	6,500
per month	250	262.50	541.60
% per month	4.1%	4.1%	8.3%

CONCLUDE PROPOSAL:

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

/insofar.....

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

BEST COPY POSSIBLE
FILMED AS FOUND
IN COLLECTION

insofar as the average wages and salaries received by the various categories of workers are concerned.

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

3. For office workers:

Average monthly basic salary	L. 11,000	100%
a) Christmas Bonus (1 month)	915	8.3%
b) Summer holidays (1 month)	915	8.3%
c) National festivities (4 days)	122	1.1%
d) Dismissal Bonus (1 month)	915	8.3%
Total:	2,867	26.0%

4. For metalmechanical and building workers:

Average monthly basic wage (1)	L. 7,500	100%
a) Christmas Bonus (1 month)	625	5.3%
b) Holidays (12 days)	300	4.0
c) Festivities (4 days)	100	1.3
d) Dismissal Bonus (2 days)	50	6.7
Total:	L. 1,075	14.3%

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

5. For Hotel and Mess Workers:

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

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

c) Christmas Bonus (1 month)		625	6.3%
d) Holidays (12 days)		300	4.0
e) Festivities (4 days)		100	1.5
f) Weekend Bonus (2 days)		50	0.7
Total:	L.	1,075	14.3%

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

b. For Hotel and Mess Workers:

Gross monthly basic wage			L. 6,500	100%
	workers	clerical wrs	workers	clerical wrs
a) Christmas Bonus (1 month)	542	542	8.3%	8.3%
b) Holidays (15 days)	271	271	4.1%	4.1%
c) National Holidays (4 days)	72	72	1.1%	1.1%
d) Dismissal Bonus clerical workers (1 month)		542		8.3
Dismissal Bonus Manual workers (15 days)	271		4.1	
Total L.	1,156	1,427	17.8%	21.8%

c. General Observations on Proposals

The above-mentioned proposals should be made effective immediately and increases should be paid on the next pay-day of the current month or at some such [illegible] holidays, national holidays and dismissal bonus.

On the question of the Christmas bonus, however, the new proposals should be applied as from 1 January 1946. Clerical workers and manual workers who are in the employ of the Allied Forces on 20th December 1945 should be paid as follows:-

1 month's wage if in service from at least 1 October 1945
2 " " " " " " " " 1 November 1945
3 " " " " " " " " 1 December 1945

/ p. 7 .....

4906

Declassified E.O. 12065 Section 3-402/NSDC No. 79502

7. Pay on Holidays, for Overtime and Night Work

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

The Ministry of Labour and the CGIL aim for the same treatment for workers of the Allied Forces.

ACAS 16 November 1945.

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

LSC/906/403

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

LRS/2141/67

Postal Address:-
c/o Rome Area Allied Command,
C.M.F.

SUBJECT:- Return of Numbers of Italian Civilian Employees

Tel: ROME 66275

26 NOV 45

TO:- FCTL, ROME.
NAPLES AIR FORCE GENERAL DEPOT
AOC, AIR HQ, RAF, ITALY.
LABOUR, CHQ, CMF.
CG, MTOUSA.
CHIEF OF STAFF, ALCOM.

1. In view of the impending dissolution of AFLRS, the return of the numbers of Italian civilians employed by you - called for under this office reference LRS/2141/1, dated 5 MAY 45 - will not be required by this Section after the rendition of the returns showing the position as at 1 NOV 45.

2. Final returns are due from the following organisations:-

MTOUSA
AIR HQ, RAF, ITALY.
ALLIED COMMISSION.

THOMAS R. GIBBON, Colonel, AUS,
Chief of Section (US),
AFLRS.

S.J.B. COHEN, Major, RAOC,
Acting Chief of Section (Br),
AFLRS.

Copy to:- Labour Sub-Commission,
HQ AFCOM.

4905

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

LABOR SUB-COMMISSION
A.C.
Routing Slip

	Initials	Date
Mr. W. H. BRAINE		
Mr. SACHS		
Mr. HIRD		
Mr. SCOTT	RS	30/7/80
Mr. PROCTOR		
Miss STEVENSON		
Miss SANSEVERINO		
Chief Clerk		

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

LSC/906

ALLIED FORCE HEAD QUARTERS SECTION
AAF.

LSC/2166/10/GE

Postal Address :
AAF.29, Peace Area Allied Command,
G.T.
Tel : Bush 6627.

SUBJECT : 52 Area Local Sub-Committee.

TO : A/M 3 Merriot

23 November 1945

1. Reference is made to minute 14 of the meeting of the Allied Force Labour & Trade Committee held on 21 November 1945.

2. In view of the contents of the Financial Adviser CCG, CCF, on the proposed increases of rates of pay for Oxygen & Acetylene workers at the Semis plant at KARLOW, any fresh matter please be referred back to the 52 Area Local Sub-Committee for reconsideration.

S.J.B. LOVELY, Major, R.A.S.C.,
Acting Chief of Section (Ag),
A.F.H.Q.S.

LSC/ek

Copies to : G (Admin) CCG, CCF.
: F.A., CCG, CCF.
: Allied Commission, Labour Sub-Committee.

1904

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

LABOR SUB-COMMISSION
A.C.
Routing Slip

	Initials	Date	
Mr. W. H. ERAINE			Mr
Mr. SACHS			Mr
Mr. HIRD			Mr
Mr. SCOTT			Mr
Mr. PROCTOR			Mr
Miss STEVENSON			Mi
Miss SANSEVERINO			Mi
Chief Clerk			Ch

REMARKS:

4902

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

HEADQUARTERS ALLIED COMMISSION
APO 394
LABOR SUB-COMMISSION

Cross Reference Sheet.

File: LSC/906

Subject: Increase of Wages of A.M.G. Civilian Employees

Date: 22 November 1945

To: A.M.G. Finance Division, XIII Corps

From: Allied Force Local Resources Section - A.F.H.Q.

Documents Filed: LSC/402

4903

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

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

LSC/906/203

LRS/214D/435.

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

TEL : 66275 ROME

20 November 1945

SUBJECT : Allied Force Employees - TARANTO.

TO : HQ Allied Commission, Labour Sub-Commission.

Reference your LSD/203/906 dated 5 NOV 45.

1. Enclosed herewith for your information is a copy of Q(Maint) GHQ letter 2330/Q(Maint) dated 16 NOV 45.

S.J.H. LOUDEN, Major, DAQMG,
Acting Chief of Section (Br),
A.F.L.R.S.

SJHL/gs.

4901

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

COPY

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

2330/0(Maint)

16 Nov 45

Subject: Italian Civilian Labour - TARANTO

Headquarters
3 District

1. Attached herewith is a copy translation of a letter received from the C.G.I.L. by HQ Allied Commission regarding the non-payment of Italian civilian labour employed by units in the TARANTO area during the period operations ceased, due to the local typhus epidemic.

2. In order that consideration may be given to the question of payment for the time lost during the period of suspension, please arrange for employing units to submit muster rolls giving the following details, in respect of all civilian employees concerned:

(a) Grade

(b) Period of suspension

(c) Normal daily rate of pay

(d) Amount involved.

3. The above information should be forwarded to this HQ at an early date.

(Signed)
E.C. DENTON, Captain,
for Major General
MGA

4000

Declassified E.O. 12065 Section 3-402/NWDC NO. 785021

COPY

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

Subject: Italian Civilian Labour - TARANTO

2339/2(Maint)

16 Nov 45

Headquarters
3 District

1. Attached herewith is a copy translation of a letter received from the C.G.I.L. by HQ Allied Commission regarding the non-payment of Italian civilian labour employed by units in the TARANTO area during the period operations ceased, due to the local typhus epidemic.

2. In order that consideration may be given to the question of payment for the time lost during the period of suspension, please arrange for employing units to submit muster rolls giving the following details, in respect of all civilian employees concerned:

(a) Grade

(b) Period of suspension

(c) Normal daily rate of pay

(d) Amount involved.

3. The above information should be forwarded to this HQ at an early date.

(Signed)
E.C. DENTON, Captain,
for Major General
M.Gd.

4900

Declassified E.O. 12065 Section 3-402/NSC Nr. 785021

ASC/906 89

COPY NO: _____

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

LRS/2148/12.

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

TEL : 6627 : ROME

21st November 1945

ANNEX Y

ALLIED FORCE LABOUR & WAGES COMMITTEE

M I N U T E S

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

PRESENT:

Chairman

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

Representatives of:

Flag Officer Italy & Liaison
A.O.C., Air HQ, RAF, Italy
Labour, CMF, CMF.
D.M.R., Italy
C.S., F.B.H.Q.
HQ, No 2 District
HQ, No 3 District
HQ, F.B.H.Q. (Main)
HQ, F.B.H.Q. (East)
CO, Rome Area Allied Command
HQ, XIII Corps
HQ, Allied Commission

In attendance:

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

and Representative of:

F.A., CMF, CMF.

4899

Chairman

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

Representatives of:

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

In attendance:

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

and Representative of:

F.A., GHQ, CMF.

4099

13. MINUTES OF THE FIRST MEETING:

The minutes of the first meeting held on 26 October 1949 were approved.

14. 52 AREA LOCAL SUB-COMMITTEE - TARANTO:

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

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

15. WAGE CHANGES IN NORTHERN ITALY:

HQ Allied Commission representative reported for the information of

/members...

Declassified E.O. 12065 Section 3-402/NND No. 785021

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

16. ALLIED FORCE LABOUR & WAGES SUB-COMMITTEE:

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

17. CHRISTMAS BONUS 1945:

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

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

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

It was agreed by the Committee that:-

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

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

Italian civilian industry.

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

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

It was agreed by the Committee that:-

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

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

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

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

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

/(b).....

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

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

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

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

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

18. NATIONAL HOLIDAYS:

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

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

The Sub-Committee's recommendation (minute 6 of Annexure 2 attached refers) was considered by the Committee. It was agreed that the law and practice of granting four days as National Holidays with pay and of granting double pay for work performed on these days was established. The Committee consequently recommended that the following amendment be made to para 6 (c) of AFHQ Administrative Memorandum No 74 of 1945 :-

"(c) National Holidays

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

(e). The recommendations [illegible] bonus payment in the above form for eliminate the need for the consideration of a bonus payment in the above form for Christmases subsequent to Christmas 1945.

18. NATIONAL HOLIDAYS:

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

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

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

"(c) National Holidays

The following days may be granted as holidays with pay:

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

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

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

/The Committee.....

4898

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

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

19. COMPENSATING INDEMNITY:

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

(a) One month's wages as a Christmas Bonus.

(b) Dismissal Bonus.

(c) Annual Holidays with Pay.

(d) Pay on National Holidays.

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

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

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

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

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

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

(b) Dismissal Bonus.

(c) Annual Holidays with Pay.

(d) Pay on National Holidays.

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

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

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

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

(a) Pay on National Holidays is dealt with by the recommendation contained in minute 18 above.

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

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

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

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

/(d).....

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

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

Clerical & Administrative Grades	25%	(¼)
Hotel, Mess and Club Grades		
(i) Clerical & Administrative Staff	20%	(1/5)
(ii) For all employees other than those in sub-para (i) above	16 2/3%	(1/6)
Classified Artisan, Skilled & Unskilled Grades	12½%	(⅛)
Marine Grades	12½%	(⅛)

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

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

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

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

20. 12(12):

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

4897

"Annual Leave with pay.

Declassified E.O. 12065 Section 3-402/NND No. 785021

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

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

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

20. Leave:

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

4897

"Annual Leave with Pay

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

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

/Para 21.....

NAW E.O. 12065 Section 3-402/NNDC No. 785021

21. OTHER BUSINESS:

The Committee passed a vote of thanks to the Chairman for his services during his tenure of office and to S.F.L.O.3. for the excellent manner in which the secretarial work of the Committee has been performed.

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

R.J.J. LOUDEN, Major, RAMC,
Secretary,
JOINT SERVICE LIAISON ORGANISATION.

RJJL/ps.

DISTRIBUTION

As per page 7

Declassified E.O. 12065 Section 3-402/NSC No. 785021

DISTRIBUTION

Copy No:

1/2 C-in-C, MAC.
3 CAO, AFHQ
4 D/CAO, AFHQ
5 6 G-3, AFHQ
7 CG, MTOUSA
8/15 G-4, MTOUSA
16 AG Div Pers Div, MTOUSA
17 Engineer Section, MTOUSA
18 Finance Director, MTOUSA
19 G(Maint), AFHQ, CMF.
20 G(Air), AFHQ, CMF.
21 D.D.S., AFHQ, CMF.
22 Ord. AFHQ, CMF.
23 Sig, AFHQ, CMF.
24 S & T, AFHQ, CMF.
25 Med, AFHQ, CMF.
26 27 Labour, AFHQ, CMF.
28 T.C., AFHQ, CMF.
29 A.O.C., AIR HQ, RAF, Italy
30 A/F.C., AIR HQ, RAF, Italy
31/34 Naples Air Force General Depot
35/36 AC, XII Group, RAF
37/38 AC, XIII Corps (Includes one copy for Local Sub-Committee for information)
39/40 D.A.H., Italy
41 42 CG, PBS (Includes one copy for Local Sub-Committee for information)
43/44 CO, PBS (South) (Includes one copy as above)
45 46 CO, PBS (East)
47 AG Div Pers Div PBS
48 AG Div Pers Div PBS (South)
49/51 HQ, No 2 District (Includes two copies for Local Sub-Committees for info)
52/61 HQ, No 3 District (Includes ten copies for Local Sub-Committees for info)
62 67 CG, Rear Area Allied Command (Includes copy for Local Sub-Committee ")
68 ROIL, Rome
69 A.M.G.O., ROIL, Rome
70 CO, Base 20
71 (Depot), Florence
72 73 ROIL, Leghorn Area
74 ROIL, Spezia
75 PBS, Bizerta, Sicily
76 AMGOT
77 MCA
78 Assistant Naval Officer, Rome
79 Chief Commissioner, HQ, AIRCO
80 HQ, AIRCO
81 Vice-Consul, Foreign Section HQ AIRCO

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

25 27 Labour, G-5, CAF.
28 F.A., G-5, CAF.
29 A.C.C., AIR HQ, RAF, Italy
30 A/F.A., AIR HQ, RAF, Italy
31/34 Naples Air Force General Depot
35/36 HQ, 21A Group, RAF
37/38 HQ XIII Corps (Includes one copy for Local Sub-Committee for information)
39/40 U.S.A.F., ITALY
41 42 CG, PBS (Includes one copy for Local Sub-Committee for information)
43/44 CG, PBS (South) (Includes one copy as above)
45 46 CG, PBS (East)
47 AF Civ Pers Div PBS
48 AF Civ Pers Div PBS (South)
49/50 HQ, Air Z District (Includes two copies for Local Sub-Committee for info)
51/61 HQ, Air 3 District (Includes nine copies for Local Sub-Committee for info)
62 67 CG, Rear Area Allied Command (Includes copy for Local Sub-Committee ")
68 FOIL, Rome
69 A.M.G.O., FOIL, Rome
70 CG, TARGETO
71 COMMIR, CASERTA
72 73 NGIC, Naples Area
74 DOIC, Bristol
75 SHC, Eastern Sicily
76 AFHQ
77 War
78 Resident Naval Officer, Rome
79 Chief Commissioner, HQ, AIRA.
80 HQ, AIRA
81 Vice-President, Economic Section HQ AIRA
82 87 Economic Section, HQ AIRA
88 Finance Sub-Commission, HQ AIRA
89 91 Labour Sub-Commission, HQ AIRA
92 MWPS & Displays Sub-Committee
93 DSC, DUC, C.F.
94 No 2 Command Pay Office
95 (Postage; Allied Force Labour & Welfare Section)
95/96 War Diary
96 Files
96/130 Spares

4696

Declassified E.O. 12065 Sec. 3.5 NND Project 1-402/NRDC NO. 785021

By Authority E.O. 12065 Section 3-402/NNDC NO. 785021

ANNEXURE I.

Subject:- 52 Area Local Sub-Committee.

Financial Adviser,
General Headquarters,
C.M.F.

12 November, 1945.

CM/52/1(C).

Chief of Section,
A.F.L.R.S.
Rome Area Allied Command,
C.M.F.

Reference your LRS/2143/10/17 dated 30th October, 1945.

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

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

(i) the present rates should only apply to those workers now employed;

(ii) the rates and grades should be regarded as "special" and not published for general information;

(iii) the fact that these workers are now overpaid should be borne in mind by the sub-committee in the event of consideration being given to any further increase in C.L.B. to employees in the area, at a later date.

(Signed)
Major,
for Brigadier,
Financial Adviser.

Copy to:- Assistant Financial Adviser,
Air Headquarters, R.A.F., Italy.

Fiscal Director,
M.T.O.U.S.A.

4695

ANNEXURE "II"

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

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

TEL : 66275 : ROME

LRS/214P/5.

19 November 1945

ALLIED FORCE LABOUR & WAGES COMMITTEE

SUB-COMMITTEE - MINUTES

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

PRESENT:

Chairman

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

Representatives of:

A.F.L.R.S., A.F.H.Q.
C.G., MTOUSA
Labour, CHQ, CMF.
Labour Sub-Commission,
HQ Allied Commission

Italian Delegation

Representatives of:

Italian Government, Ministry of Labour
Comm. SIMEONE
Dott. PESTILLO
Sig. PURPURA

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

2. MEETING OF 9TH NOVEMBER:

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

PRESENT:

Chairman

Mr. David C. SACHS
Labour Sub-Commission, ALCCA

Representatives of:

A.F.L.R.S., A.F.H.Q.
C.C., MTOUSA
Labour, G(G), CMF.
Labour Sub-Commission,
HQ Allied Commission

Italian Delegation

Representatives of:

Italian Government, Ministry of Labour
Comm. SIMEONE
Dott. PESTILLO
Sig. PURPURA

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

1594

2. MEETING OF 9TH NOVEMBER:

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

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

/The Italian.....

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

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

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

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

(a) Christmas Bonus:

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

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

(b) All Other Indemnities:

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

(c) Consolidated Bonus:

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

3. MEETING OF 19TH NOVEMBER:

The Italian delegation which consisted of:

Representatives of the Italian Government: Comm. Simone
Sig. Bastillo

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

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

(b) All Other Indemnities:

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

(c) Consolidated Bonus:

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

3. MEETING OF 19TH NOVEMBER:

The Italian delegation which consisted of:

Representatives of the Italian Government: Comm. Simone
Sig. Bestillo
Sig. Pirpura

Representatives of the C.G.I.L.: Sig. Faredi
Sig. Contigliozzi

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

4. COMPENSATING INDEMNITY:

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

The Sub-Committee recommends that a Compensating Indemnity be paid to all employees of the Allied Forces on the following scales w.e.f. 1 JULY 46 :-

/Clerical & Administ.....

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

Clerical & Administrative Grades	25%
Hotel Mess & Club Grades:-	
(a) Clerical & Administrative Staff	20%
(b) For all employees other than those in sub-para (a) above	15 2/3%
Classified Artisan, Skilled & Unskilled Grades	12½%
Marine Grades	12½%

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

Clerical & Administrative Grades

Christmas Bonus	8.3%
Annual Holidays with pay	8.3%
Dismissal Indemnity	8.3%
	24.9%

Hotel, Mess & Club Grades

(a) Clerical & Administrative Staff

Christmas Bonus	6.3%
Annual Holidays with pay	6.1%
Dismissal Indemnity	8.3%
	20.7%

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

Christmas Bonus	5.3%
Annual Holidays with pay	6.1%
Dismissal Indemnity	4.1%
	15.5%

Classified Artisan, Skilled & Unskilled Grades

Christmas Bonus	8.3%
Annual Holidays with pay	4.1%
Dismissal Bonus	0.5%
	12.9%

Marine Grades

Declassified E.O. 12065 Section 3-402/NND NO. 785021

Annual Holidays with pay
Dismissal Indemnity

Hotel, Mess & Club Grades

(a) Clerical & Administrative Staff
Christmas Bonus
Annual Holidays with pay
Dismissal Indemnity

(b) All employees other than those in sub-para (a) above
Christmas Bonus
Annual Holidays with pay
Dismissal Indemnity

Classified Artisan, Skilled & Unskilled Grades

Christmas Bonus
Annual Holidays with pay
Dismissal Bonus

Marine Grades

Christmas Bonus
Annual Holidays with pay
Dismissal Bonus

4693

The above gratuities are to be calculated on the average-take-home wage less any payments for overtime or night work inclusive thereof.

The Sub-Committee recognised the advantage of the above bonus being paid at a time other than the regular pay day, such as on a quarterly basis, but in view of the possible administrative difficulties most of the points that the method of payment should be dealt with by the Allied Force Labour & Wages Committee. It was strongly recommended that the fullest possible publicity both by notices prominently displayed where civilian labour is employed and through the civilian press be given to the above Compensation Gratuity, if approved, and the reasons for the payment clearly stated.

/para 5.....

Public Record Office F.O. 12065 Section 3+4(2)/WWC No. 785021

5. LEAVE:

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

"Annual Leave with Pay

No leave with pay will be granted to employees of the Allied Forces as.f. 1 JAN 1946.

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

6. NATIONAL HOLIDAYS:

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

"(a) National Holidays

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

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

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

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

7. CHRISTMAS BONUS 1945:

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

It was decided to recommend that all employees in the employ of the [illegible] Allied Forces should be paid a bonus equivalent to two days

Declassified E.O. 12065 Sec. 3.4(b)(2) NARS Date 7-25-02
785021

performed on National Holidays. It recommends that the following amendment be made to para 8 (c) of AFHQ Admin Memorandum No 34 of 1945 :-

"(c) National Holidays

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

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

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

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

7. CHRISTMAS BONUS 1945:

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

It was decided to recommend that all employees in the employ of the Allied Forces on 25 Dec 45 will receive a Christmas Bonus equivalent to two days current basis pay or cost of living bonus for each month or completed continuous service with the unit concerned during the year 1945. Those employees in employ as of 24 Dec 45 will be considered for the purpose of this computation to have rendered service for the whole month of December.

S.J.S. JONES, Major, AUS,
Secretary,
ALLIED FORCE LABOUR & WAGES COMMITTEE,
SUB-COMMITTEE

SJSJ/a

Distribution

Copy Nos 1/2 AFLAS, AFHQ
3/4 Labour, CMFQ, CAO
5/6 G1, HPOUCA
7/14 HQ AIROE, Labour Sub-Commission
(Including copies for Italian
Government delegation)
15/17 War Diary
18/30 Spares

Declassified E.O. 12065 Section 3-402/NNDS No. 785021

Declassified E.O. 12065 Section 3-402/NND NO. 785021

ANNEX "A".

WAGE POSITION OF ALLIED ARMED FORCES EMPLOYEES

PURPOSE.

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

WAGE ADJUSTMENT.

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

2. The ~~ACC~~ C.I. has given assurance to instruct the local Comuni del Lavoro, to ascertain eventual discrepancies between the two above mentioned scales, and to forward - if there are any - detailed requests to the Allied Governors of the various provinces.

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

Allied Wage Scale

a) Present wage

b) Overtime Indemnity
c) Contingency Indemnity

Italian Wage Scale

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

b) Overtime Indemnity
c) Contingency Indemnity

4. The Allied Military Government should instruct the dependent provincial Comuni to examine them a favourable point of view the requests which will be presented by the local Comuni del Lavoro.

PRESENT ITALIAN WAGE SITUATION.

1. We are sending herewith the [illegible]

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

the two wage scales, and to forward - if there are any - detailed suggests to the Allied Commands of the various provinces.

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

Allied Wage Scale	Italian Wage Scale
a) Present wage	a) Basic wage + 70% increase Presence Indemnity Family allowances (3 dependants)
b) Carovita Indemnity	b) Carovita Indemnity
c) Continuency Indemnity	c) Continuency Indemnity

4. The Allied Military Government should instruct the Supreme Provincial Commands to examine from a favourable point of view the requests which will be presented by the local Camere del Lavoro.

PRESENT ITALIAN WAGE SITUATION.

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

2. Christmas Bonus.

4892

a) We are pointing out firstly that the C.G.I.L. has requested for Italian metalmechanic employers the payment of a 13th month of pay (including basic wage increased by 70%, presence indemnity, carovita, continuency and some indemnities, as well as family allowances) Negotiations are in process between the employers' and workers' trade unions.

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

- if paid at the end of the year	11,000 Lire
- if computed on a monthly basis	915 "
- % in respect of one month of salary.....	8.3 %

(a)/

a) For metal-mechanical workers the Christmas Bonus would be as follows :-

	Specialized Workers (daily pay: 320 L.)	Qualified Workers (daily pay: 295 L)	Common Workers (daily pay: 275 L.)
per year	8,000	7,375	6,875
per month	666.70	614.60	573
per day	26.70	24.60	22.90
% per month	8.3%	8.3%	8.3%

b) For rural workers in the building industry the Christmas Bonus would be as follows:

	Masons (daily pay 300 L.)	Common Labourers (daily pay 280 L)
per year	7,500	7,000
per month	625	582.35
per day	25	23.35
% per month	8.3%	8.3%

c) For hotels and hotels' workers the Christmas Bonus would be as follows:-

	Workers (monthly pay 6,000 L)	Waiters (m'ly pay 6,300L)	Office Workers (Gym.Ir. Salary 6300)
per year	L. 6,000	6,300	6,500
per month	500	525	541.60
% per month	8.3%	8.3%	8.3%

Declassified E.O. 12065 Section 3-402/NNDS No. 785021

	Masons (daily pay 300 L.)	Common Labourers (daily pay 280 L)
per year	7,500	7,000
per month	625	583.33
per day	25	23.35
% per month	8.3%	8.3

c) For hotels and motels' workers the Christmas Bonus would be as follows:-

	Workers (monthly pay 6,000 L)	Waiters (m'ly pay 6,300L)	Office Workers (Monthly Salary 6500)
per year	L. 6,000	6,300	6,500
per month	500	525	541.60
% per month	8.3%	8.3%	8.3%

3. Paid yearly holidays

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

More exactly:

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

- if computed on a yearly basis ..... 11,000 Lire
- if computed on a monthly basis..... 915 "
- per respect of one month of salary..... 8.3 %

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

(Declassified E.O. 12065 Section 3-402/NNDC NO. 78502)

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

	Special. workers (Pay rate per day) L. 320	Qualif. workers (Pay rate per day L. 295)	Common workers (Pay rate per day) L. 275
computed on 1 year basis	3.840	3.540	3.300
" " 1 month "	320	295	275
" " per day "	11,80	11,80	11
percentage p.r month	4,0%	4,0%	4,0%

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

	Masons (Pay rate per day L.300)	Labourers (Pay rate per day L. 280)
computed on 1 year basis	3.600	3.360
" " 1 month "	300	280
" " per day "	12	11,20
percentage per month	4,0%	4,0%

e) for the hotel and mess workers the amount of the vacation wage would be

	Manual workers (wage per month L. 6.000)	Waiters (wage p.m. L.6.300)	Office workers (salary p.m. L.6.500)
computed on 1 year basis	3.000	3.150	3.250
" " 1 month "	250	262,50	270,80
percentage per month	4,1%	4,1%	4,1%

4. National holidays (4 per year)

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

Approved For Release 2002/01/08 : CIA-RDP78-04718A002100010021-6
Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

	(pay rate per day L.300)	(pay rate per day L. 280)
computed on 1 year basis	3.600	3.360
" " month "	300	280
" " per day "	12	11.20
percentage per month	4,0%	4,0%

c) for the hotel and mess workers the amount of the vacation wage would be

	Manual workers (wage per month L. 6.000)	Waiters (wage p.m. L.6.300)	Office workers (salary p.m. L.6.500)
computed on 1 year basis	3.000	3.150	3.250
" " " month "	250	262,50	270,00
percentage per month	4,1%	4,1%	4,1%

4. National holidays (4 per year)

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

a) For the office employees, who a per month basis of 1 1.466,00 ll.000 lire the amount of the National holidays is:

if computed on one year basis	L. 1.466,00
" " " month "	122

on a percentage basis with respect to the per month salary 1,1%.

b) For manual-mechanical workers the national holidays are equivalent to:

	Specialized Workers (daily pay 320 L)	Qualified Workers (daily pay 295 L)	Common Workers (daily pay 275 L)
per year	1,280	1,180	1,100
per month	106	98	91
per day	4.20	3.90	3.60
% per month	1.3%	1.3%	1.3%

1891

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

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

	Masons (daily pay 300 L.)	Common Labourers (daily pay 280 L.)
per year	1,200	1,120
per month	100	93.35
per day	4	3.70
% per month	1.3%	1.3%

(d) For theatres and hotels' workers the national holidays are equivalent to:-

	Manual Workers (monthly pay 6,000 L.)	Waiters (monthly pay 6,300 L.)	Office Workers (Salary 6,500 L.)
per year	800	840	865
per month	66.70	70	72
per day	2.20	2.30	2.40
% per month	1.1%	1.1%	1.1%

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

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

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

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

	Specialized	Qualified	Common
per year	640	590	550
per month	53.35	49.10	45.80
% per month	0.6%	0.6%	0.5%

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

	Masons	Common Labourers

Translated S.O. 12065 Section 3-402/UNIDO No. 785021

year of service.

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

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

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

	Specialized	Qualified	Common
per year	640	590	550
per month.	53.35	49.10	45.80
% per month.	0.6%	0.4%	0.4%

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

	Masons	Common Labourers
per year	600	560
per month	50	46.70
% per month	0.4%	0.6%

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

	Manual Workers (monthly pay 6000 L.)	workers (monthly pay 6300 L.)	Office Workers (Salary 8500 L.)
per year	3,000	3,150	6,500
per month	250	262.50	541.60
% per month	4.1%	4.1%	6.4%

CONCLUSIONS:

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

/another.....

Declassified E.O. 12065 Section 3-402/NND 80. 785021

insofar as the average wages and salaries received by the various categories of workers are concerned.

2. For this reason, and in order to furnish a simple and practical system for realizing the improvements requested on behalf of the workers, we are presenting the following increases specified for the three branches - office workers, metal-mechanical and building workers, messes and hotels' workers - as well as for items for monthly and percentage results.

3. For office workers:

Average monthly basic salary	L. 11,000	100%
a) Christmas Bonus (1 month)	915	8.3%
b) Summer holidays (1 month)	915	8.3%
c) National festivities (4 days)	122	1.1%
d) Dismissal Bonus (1 month)	915	8.3%
Total:	2,867	25,8%

4. For metal-mechanical and building workers:

Average monthly basic wage (1)	L. 7,500	100%
a) Christmas bonus (1 month)	625	8.3%
b) Holidays (12 days)	300	4.0
c) Festivities (4 days)	100	1.3
d) Dismissal bonus (2 days)	50	0.7
Total:	L. 1,075	14.3%

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

5. For Hotel and Mess Workers:

Average monthly basic wage	L. 6,500	100%		
	workers	clerical ware	workers	clerical ware
a) Christmas Bonus (1 month)	542	542	8.3%	8.3%
b) Holidays (12 days)	271	271	4.1%	4.1%
c) National holidays (4 days)	72	72	1.1%	1.1%
d) Dismissal bonus				
Clerical workers (1 month)		542		8.3

declassified E.O. 12065 Section 3-402/NND NO. 785021

4. For Metalmechanical and building workers:

Average monthly basic wage (1)	L. 7,500	100%
a) Christmas Bonus (1 month)	625	8.3%
b) Holidays (12 days)	300	4.0
c) Festivities (4 days)	100	1.3
d) Dismissal bonus (2 days)	50	0.7
Total:	L. 1,075	14.3%

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

5. For hotel and Mess Workers:

Average monthly basic wage			L. 6,500	100%
	workers	Clerical wors	workers	Clerical wors
a) Christmas Bonus (1 month)	542	542	8.3%	8.3%
b) Holidays (15 days)	271	271	4.1%	4.1%
c) National holidays (4 days)	72	72	1.1%	1.1%
d) Dismissal bonus				
Clerical workers (1 month)		542		8.3
Dismissal bonus				
Manual workers (15 days)	271		4.1	
Total L.	1,156	1,427	17.7%	21.9%

6. General Observations on Proposals

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

On the question of the Christmas bonus, however, the above proposals should be applied as from 1 January 1946. Clerical workers and manual workers who are in the employ of the Allied Forces on 20th December 1945 should be paid as follows :-

1 month's wages if in service from at least 1 October 1945
2/3 " " " " " " " " 1 November 1945
1/3 " " " " " " " " 1 December 1945

/Item 7.....

Withdrawn L.O. 12065 Section 3-402/NARS No. 195021

9 NOV. 1945

7. Pay on Holidays, for Overtime and Night Work

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

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

MMS 16 November 1945.

Declassified E.O. 12065 Section 3-402/NND No. 785021

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

LABOR SUB-COMMISSION
A.C.
Routing Slip

	Initials	Date
Mr. W. H. BRAINE		
Mr. SACHS		
Mr. HIRD		
Mr. SCOTT		
Mr. PROCTOR		
Miss STEVENSON		
Miss SANSEVERINO		
Chief Clerk		

4889

ANNEXURE "A"

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

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

TEL : 55275 : ROME

LRS/214F/5.

19 November 1945

ALLIED FORCE LABOUR & WAGES COMMITTEE

SUB-COMMITTEE - MINUTES

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

PRESENT:

Chairman

Mr. David C. SACHS
Labour Sub-Commission, A.C.C.

Representatives of:

A.F.L.R.S., A.F.H.Q.
C.C., ATOUSA.
Labour, (BE), CMF.
Labour Sub-Commission,
HQ Allied Commission

Italian Delegation

Representatives of:

Italian Government, Ministry of Labour
Comm. SILEONI
Dott. PENTIMO
Sig. PURPUR.

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

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

Chairman

Mr. David C. SACHS
Labour Sub-Commission, ALCCM

Representatives of:

A.F.L.K.S., A.F.H.Q.
C.C., MTOUSA
Labour, GHQ, GIF.
Labour Sub-Commission,
HQ Allied Commission

Italian Delegation

Representatives of:

Italian Government, Ministry of Labour
Comm. SILEONE
Dott. PERILLO
Sig. PURPUR.

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

1888

2. MEETING OF 9TH NOVEMBER:

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

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

/The Italian.....

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

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

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

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

(a) Christmas Bonus:

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

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

(b) All Other Indemnities:

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

(c) Consolidated Bonus:

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

3. MEETING OF 19TH NOVEMBER:

The Italian delegation which consisted of:

Representing [illegible]

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

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

(b) All Other Indemnities:

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

(c) Consolidated Bonus:

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

3. MEETING OF 19TH NOVEMBER:

The Italian delegation which consisted of:

Representatives of the Italian Government: Comm. Simeone
Sig. Festillo
Sig. Purpura

Representatives of the C.G.I.L.: Sig. Parodi
Sig. Contigliozzi

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

4. COMPENSATING INDEMNITY:

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

The Sub-Committee recommends that a Compensating Indemnity be paid to all employees of the Allied Forces on the following scales w.e.f. 1 JULY 46 :-

/Clerical & Administ.....

Declassified E.O. 12065 Section 3-402/NND NO. 785021

Clerical & Administrative Grades	25%
Hotel Mess & Club Grades:-	
(a) Clerical & Administrative Staff	20%
(b) For all employees other than those in sub-para (a) above	15 2/3%
Classified Artisan, Skilled & Unskilled Grades	12½%
Routine Grades	12½%

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

Clerical & Administrative Grades

Christmas Bonus	8.3%
Annual Holidays with pay	8.3%
Dismissal Indemnity	8.3%
	24.9%

Hotel, Mess & Club Grades

(a) Clerical & Administrative Staff

Christmas Bonus	8.3%
Annual Holidays with pay	4.1%
Dismissal Indemnity	8.3%
	20.7%

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

Christmas Bonus	6.3%
Annual Holidays with pay	4.1%
Dismissal Indemnity	4.1%
	14.5%

Classified Artisan, Skilled & Unskilled Grades

Christmas Bonus	8.3%
Annual Holidays with pay	4.0%
Dismissal Bonus	8.3%
	12.3%

Routine Grades

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

Christmas Bonus	8.3%
Annual Holidays with pay	8.3%
Dismissal Indemnity	8.3%
	24.9%

Hotel Room & Club Grades

(a) Clerical & Administrative Staff

Christmas Bonus	8.3%
Annual Holidays with pay	4.1%
Dismissal Indemnity	8.3%
	20.7%

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

Christmas Bonus	8.3%
Annual Holidays with pay	4.1%
Dismissal Indemnity	4.1%
	16.5%

Unskilled Artisan, Skilled & Unskilled Grades

Christmas Bonus	8.3%
Annual Holidays with pay	4.1%
Dismissal Bonus	8.3%
	20.7%

Mining Grades

Christmas Bonus	8.3%
Annual Holidays with pay	4.1%
Dismissal Bonus	8.3%
	20.7%

1887

The above deductions are to be calculated on the workers take-home pay (exclusive of overtime or night work) including Bonus.

The Sub-Committee recognised the advantage of the above bonus being paid at a time other than the regular pay day, such as on a quarterly basis, but in view of the possible administrative difficulties most of the unions that are affected at present should be dealt with by the Allied Works Council & Wages Committee. It was strongly recommended that the fullest possible publicity both in the Press (Standard) displayed where civilian labour is employed and through the civilian press should be given to the above Compensation Indemnity, if approved, and the reasons for the payment clearly stated.

/page 5.....

Declassified E.O. 12065 Section 1-402/NSC No. 785021

5. LEAVE:

In view of the inclusion in the Compensating Indemnity of an element for annual leave the Sub-Committee recommends that AMIG Administrative Memorandum No. 34 of 1945, para 6 (a) be cancelled as follows :-

"Annual leave with pay

No leave with pay will be granted to employees of the Allied Forces w.e.f. 1 JAN 1946.

This does not preclude the individual from taking any leave with pay accrued under the provisions of para 6 (a) of AMIG Administrative Memorandum No 34 up to and including 31 DEC 1945."

6. NATIONAL HOLIDAYS:

The Sub-Committee rejected the Italian delegation's recommendations for the inclusion of a compensating percentage in the Compensating Indemnity for work performed on National Holidays. It recommends that the following amendment be made to para 6 (c) of AMIG Admin Memorandum No 34 of 1945 :-

"(c) National holidays

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

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

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

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

7. CHRISTMAS BONUS 1945:

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

It was decided to recommend that all employees in the employ of the Allied Forces on 25 DEC 45 will receive a Christmas bonus equivalent to one-twelfth

Declassified E.O. 12065 Section 3.4(b)(2)/NND 85021

"(c) National Holidays

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

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

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

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

7. Christmas Bonus 1945:

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

It was decided to recommend that all employees in the employ of the Allied Forces on 25 DEC 45 will receive a Christmas bonus equivalent to two days current basic pay and cost of living bonus for each month of completed continuous service with the unit concerned during the year 1945. Those employees in employ as of 25 DEC 45 will be considered for the purpose of this computation as having been employed for the whole month of December.

E.H.B. LOBLEY, Major, AUS,
Secretary,
ALLIED FORCE LABOUR & WELFARE COMMITTEE.

SUBJECT.

Distribution

Copy No: 1/2 AFLWC, AFHQ
3/4 Labour, CinC, CMF
5/6 G5, MTOUSA
7/14 HQ AFCOM, Labour Sub-Committee
(Includes copies for Liaison, Movement and Relations)
15/17 War Diary
18/30 Spares.

Declassified E.O. 12065 Section 3.402/NNCP RG. 178-5027

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

ANNEX "A".

MAIN POINTS OF ALLIED AND ITALIAN VIEWS ANNEX A3

REFERENCE

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

WAGE ADJUSTMENT.

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

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

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

Allied Wage Scale

a) Present wage

b) Cumulative Indemnity
c) Contingency Indemnity

Italian Wage Scale

a) Basic wage + 70% Insurance Premium, Indemnity Family allowances (2 dependants)

b) Cumulative Indemnity
c) Contingency Indemnity

4. The Allied Military Government should instruct the dependent provincial Commands to express their favourable point of view the results which will be presented by the Ico l Camere del Lavoro.

PRESENT ITALIAN WAGE SITUATION.

1. We are showing hereunder the present Italian

Comare del Lavoro, to ascertain eventual [illegible] between the two above wage scales, and to forward - if there are any - detailed requests to the Allied Commands of the various provinces.

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

Allied Wage Scale	Italian Wage Scale
a) Present wage	a) Basic wage + 70% increase Presence Indemnity Family allowances (3 dependents)
b) Carovita Indemnity	b) Carovita Indemnity
c) Contingency Indemnity	c) Contingency Indemnity

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

PRESENT ITALIAN WAGE SITUATION.

1. We are showing hereunder the present Italian situation for each professional category and for each of the three essential branches of industrial activity - metalmechanical, building, spedes and hotels - in order to Christmas Bonus, holidays, national festivities and dismissal bonus are concerned.

2. Christmas Bonus.

a) We are pointing out firstly that the C.G.I.L. has requested for Italian undertakings' employees the payment of a 13th month of pay (including basic wage increased by 70%, presence indemnity, carovita, contingency and other indemnities, as well as family allowances) Negotiations are in process between the employers' and workers' trade unions.

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

- if paid at the end of the year	11,000 lire
- if computed on a monthly basis	916 "
- % in respect of the month of salary.....	8.3 %

(c)/

4886

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

c) For metal-mechanical workers the Christmas Bonus would be as follows :-

	Specialised Workers (daily pay: 320 L.)	Qualified Workers (daily pay:295 L)	Common Workers (daily pay: 275 L.)
per year	8,000	7,375	6,875
per month	666.70	614.80	573
per day	26.70	24.60	22.90
% per month	8.3%	8.3%	8.3%

d) For manual workers in the building industry the Christmas Bonus would be as follows:

	Masons (daily pay 300 L.)	Common Labourers (daily pay 280 L)
per year	7,500	7,000
per month	625	585.35
per day	25	23.35
% per month	8.3%	8.3%

e) For messes and hotels' workers the Christmas Bonus would be as follows:-

	Workers (monthly pay 6,000 L)	Waiters (daily pay 6,300L)	Office workers (monthly Salary 6500)
per year	L. 6,000	6,300	6,500
per month	500	525	541.60
% per month	8.3%	8.3%	8.3%

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

	Masons (daily pay 500 L.)	Common Labourers (daily pay 280 L)
per year	7,500	7,000
per month	625	583.35
per day	25	23.35
% per month	8.3%	8.3%

c) For hotels and motels' workers the Christmas Bonus would be as follows:-

	Workers (monthly pay 6,000 L)	Waiters (m'ly pay 6,300L)	Office Workers (Monthly Salary 6600)
per year	L. 6,000	6,300	6,300
per month	500	525	541.60
% per month	8.3%	8.3%	8.3%

3. Paid yearly holidays

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

We note exactly:

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

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

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

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

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

	Special. workers (Pay rate per day) L. 320	Qualif. workers (Pay rate per day L. 295)	Common workers (Pay rate per day) L. 275
computed on 1 year basis	3.840	3.540	3.300
" " month "	320	295	275
" " per day "	12,80	11,80	11
percentage per month	4,0%	4,0%	4,0%

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

	Masons (Pay rate per day L.300)	Labourers (Pay rate per day L. 280)
computed on 1 year basis	3.600	3.360
" " month "	300	280
" " per day "	12	11,20
percentage per month	4,0%	4,0%

e) For the hotel and mess workers the amount of the vacation wage would be

	Manual workers (wage per month L. 6.000)	Waiters (wage p.m. L. 6.300)	Office workers (salary p.m. L. 6.500)
computed on 1 year basis	3.000	3.150	3.250
" " month "	250	262,50	270,80
percentage per month	4,1%	4,1%	4,1%

4. National holidays (8 per year)

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

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

computed on 1 year basis	3.600	3.760
" " month "	300	280
" " per day "	12	11,20
percentage per month	4,0%	4,0%

b) For the hotel and mess workers the amount of the vacation wage would be

	Manual workers (wage per month L. 6.000)	Waiters (wage p.m. L. 6.500)	Office workers (salary p.m. L. 6.500)
computed on 1 year basis	3.000	3.150	3.250
" " month "	250	262,50	270,80
percentage per month	4,1%	4,1%	4,1%

4. National holidays (4 per year)

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

a) For the office employees, viz a per month basic salary of 11.000 Lire the amount of the National holidays is:

if computed on one year basis	L. 1.466,80
" " " month "	122

on a percentage scale with respect to the per month salary 1,1%.

b) For metal-mechanical workers the national holidays are equivalent to:

1885

	Specialized workers (daily pay 320 L)	Qualified workers (daily pay 295 L)	Common workers (daily pay 275 L)
per year	1,280	1,180	1,100
per month	106	98	91
per day	4.20	3.90	3.60
% per month	1.3%	1.3%	1.3%

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

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

	Masons (Daily pay 300 L.)	Common Labourers (Daily pay 280 L.)
per year	1,200	1,120
per month	100	93.35
per day	4	3.70
% per month	1.3%	1.3%

(d) For waiters and hotels' workers the national holidays are equivalent to:-

	Manual Workers (monthly pay 6,000 L.)	Waiters (monthly pay 4,300 L.)	Office Workers (Salary 6,500 L.)
per year	800	840	865
per month	66.70	70	72
per day	2.20	2.30	2.40
% per month	1.1%	1.1%	1.1%

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

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

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

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

	Specialised	Qualified	Common
per year	640	590	550
per month	53.35	49.10	45.80
% per month	0.6%	0.6%	0.6%

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

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

Declassified E.O. 12065 Section 3-402/NSC Memo, 11/2/78 NO. 785021

salary indemnity for each year of service; the metal-mechanical and building industry workers are entitled to two days wage indemnity per year, and the bussess and hotels' workers and waiters to a fortnight wage indemnity for each year of service.

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

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

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

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

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

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

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

	Manual Workers (monthly pay 6000 L.)	Waiters (monthly pay 6300 L.)	Office Workers (salary 6500 L.)
per year	3,000	3,150	3,500
per month	250	262.50	541.65
% per month	4.1%	4.1%	4.1%

CONCLUSIONS:

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

/insofar.....

Declassified E.O. 12065 Section 3-402/NND No. 785021

T.I. Archival E.O. 12065 Section 3-402/5(b) No. 785021

insofar as the average wages and salaries received by the various categories of workers are concerned.

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

3. For office workers:

Average monthly basic salary	L. 11,000	100%
a) Christmas bonus (1 month)	915	8.3%
b) Summer holidays (1 month)	915	8.3%
c) National festivities (4 days)	122	1.1%
d) Dicembre Bonus (1 month)	915	8.3%
Total:	2,867	26.0%

4. For metalmechanical and building workers:

Average monthly basic wage (1)	L. 7,500	100%
a) Christmas bonus (1 month)	625	8.3%
b) Holidays (12 days)	300	4.0%
c) Festivities (4 days)	100	1.3%
d) Dicembre bonus (2 days)	50	0.7%
Total:	L. 1,075	14.3%

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

5. For hotel and Mess Workers:

Gross monthly basic wage	L. 9,500	100%
	Workers	Clerical wage	% workers	% clerk wage
a) Christmas bonus (1 month)	542	542	8.3%	8.3%
b) Holidays (15 days)	271	271	4.1%	4.1%
c) National holidays (4 days)	72	72	1.1%	1.1%
d) Dicembre Bonus				
Clerical workers (1 month)		542		8.3
Blue-collar bonus			4.1	

Average monthly basic wage (1)	L. 7,500		100%
a) Christmas Bonus (1 month)	625		8.3%
b) Holidays (12 days)	300		4.0%
c) Festivities (4 days)	100		1.3%
d) Discharge Bonus (2 days)	50		0.7%
Total:	L. 1,075		14.3%

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

5. Non Hotel and Mess Workers:

Average monthly basic wage	L. 6,500		100%
	Workers	Clerical Wkrs	Workers Clerical Wkrs
a) Christmas Bonus (1 month)	542	542	8.3% 8.3%
b) Holidays (15 days)	271	271	4.1% 4.1%
c) National Holidays (4 days)	72	72	1.1% 1.1%
d) Dismissal Bonus			
Clerical Workers 1 month		542	8.3
Dismissal Bonus			
Manual Workers (15 days)	271		4.1
Total L.	1,156	1,427	17.6% 21.9%

6. General Observations on Proposals

The above-mentioned proposals should be made effective immediately and the increase should be paid on the next pay-day of the current month or from such dates as monthly holidays, national holidays and dismissal bonus.

On the question of the Christmas Bonus however, the above proposals should be applied as from 1 January 1946. Clerical workers and manual workers who are in the employ of the Allied Powers on 20th December 1945 should be paid as follows :-

1 month's wages if in service from at least 1 October 1945
2/3 " " " " " " " " 1 November 1945
1/3 " " " " " " " " 1 December 1945

/Page 7.....

Tripartite C.O. 12065 Section 3-402/NHS No. 785021

7. Rest or Holidays, for Overtime and Night Work

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

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

NYGE 16 November 1945.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

ANNEXURE

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

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

TEL : 66275 : ROME

LRS/214F/5.

19 November 1945

ALLIED FORCE LABOUR & WAGES COMMITTEE

SUB-COMMITTEE - MINUTES

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

PRESENT:

Chairman

Mr. David C. SACHS
Labour Sub-Commission, AIICC

Representatives of:

A.F.L.R.S., A.F.H.Q.
C.G., aFHQ.
Labour, GHQ, CMF.
Labour Sub-Commission,
HQ Allied Commission

Italian Delegation

Representatives of:

Italian Government, Ministry of Labour
Comm. SILEONI
Dott. PASTINO
Sig. MERLINI

Managing Committee of the C.G.I.L.
Sig. [illegible]

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

1. In accordance with [illegible] Committee at its meeting held on 26 October 1945 (minute 8 refers), meetings of the Sub-Committee were held on the 9th and 19th November 1945 in the AFLRS (AFHQ) Conference Room, ROME.

PRESENT:

Chairman

Mr. David C. SACHS
Labour Sub-Commission, ACC

Representatives of:

A.F.L.R.S., A.F.H.Q.
C.C., MTOUSA
Labour, G4Q, CMF.
Labour Sub-Commission,
HQ Allied Commission.

Italian Delegation

Representatives of:

Italian Government, Ministry of Labour
Comm. SIMEONI
Dott. CASTILLO
Sig. PURPURA

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

2. MEETING OF 9TH NOVEMBER:

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

A883

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

/The Italian.....

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

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

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

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

(a) Christmas Bonus:

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

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

(b) All Other Indemnities:

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

(c) Consolidated Bonus:

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

3. MEETING OF 19TH NOVEMBER:

The Italian delegation which consisted of:

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

Declassified E.O. 12065 Section 3-402/NNDC NO. 78502

forces to effect any payment which is not related to work performed.

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

(b) All Other Indemnities:

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

(c) Consolidated Bonus:

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

3. MEETING OF 19TH NOVEMBER:

The Italian delegation which consisted of:

Representatives of the Italian Government: Gen. Simone
Maj. Pastillo
Sig. Purpura

Representatives of the C.G.I.L.: Sig. Parodi
Sig. Contiglianzi

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

4. COMPENSATING INDEMNITY:

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

The Sub-Committee recommends that a Compensating Indemnity be paid to all employees of the Allied Forces on the following scales w.e.f. 1 JAN 46 :-

/Clerical & Administ.....

Clerical & Administrative Grades	25%
Hotel Mess & Club Grades:-	
(a) Clerical & Administrative Staff	20%
(b) For all employees other than those in sub-para (a) above	14 2/3%
Classified Artisan, Skilled & Unskilled Grades	12½%
Marine Grades	12½%

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

Clerical & Administrative Grades

Christmas Bonus	8.3%
Annual Holidays with pay	8.3%
Dismissal Indemnity	8.3%
	24.9%

Hotel, Mess & Club Grades

(a) Clerical & Administrative Staff

Christmas Bonus	8.3%
Annual Holidays with pay	4.1%
Dismissal Indemnity	8.3%
	20.7%

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

Christmas Bonus	8.3%
Annual Holidays with pay	4.1%
Dismissal Indemnity	4.1%
	16.5%

Classified Artisan, Skilled & Unskilled Grades

Christmas Bonus	8.3%
Annual Holidays with pay	4.2%
Dismissal Bonus	0.2%
	12.7%

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

of Christmas Bonus, Annual Holidays with pay and Dismissal Indemnity. According to the presentation of the Italian Government, these items have the following approximate percentage equivalent on the take-home wages of the worker :-

Clerical & Administrative Grades

Christmas Bonus	8.3%
Annual Holidays with pay	8.3%
Dismissal Indemnity	8.3%
	24.9%

Hotel, Mess & Club Grades

(a) Clerical & Administrative Staff

Christmas Bonus	8.3%
Annual Holidays with pay	4.1%
Dismissal Indemnity	8.3%
	20.7%

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

Christmas Bonus	8.3%
Annual Holidays with pay	4.1%
Dismissal Indemnity	4.1%
	16.5%

Classified Artisan, Skilled & Unskilled Labour

Christmas Bonus	8.3%
Annual Holidays with pay	4.5%
Dismissal Bonus	0.4%
	13.2%

Marine Grades

Christmas Bonus	8.3%
Annual Holidays with pay	4.0%
Dismissal Bonus	2.5%
	14.8%

1882

The above indemnities are to be calculated on the worker's take-home wage less any payments for overtime or night work included therein.

The Sub-Committee recognised the advantages of the above bonus being paid at a time other than the regular pay day, such as on a quarterly basis, but in view of the possible administrative difficulties were of the opinion that the method of payment should be dealt with by the Allied Force Labour & Wages Committee. It was strongly recommended that the fullest possible publicity both by notices prominently displayed where civilian labour is employed and through the civilian press be given to the above Compensating Indemnity, if approved, and the reasons for the payment clearly stated.

/Para 5,.....

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

5. LEAVE:

In view of the inclusion in the Compensating Indemnity of an element for annual leave the Sub-Committee recommends that AFHQ Administrative Memorandum No. 34 of 1945, para 6 (a) be amended as follows :-

"Annual leave with Pay

No leave with pay will be granted to employees of the Allied Forces w.e.f. 1 JAN 1946.

This does not preclude the individual from obtaining any leave with pay accrued under the provisions of para 6 (a) of AFHQ Administrative Memorandum No 34 up to and including 31 DEC 1945."

6. NATIONAL HOLIDAYS:

The Sub-Committee rejected the Italian delegation's recommendations for the inclusion of a percentage in the Compensating Indemnity for work performed on National Holidays. It recommends that the following amendment be made to para 6 (c) of AFHQ Admin Memorandum No 34 of 1945 :-

"(c) National Holidays

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

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

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

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

7. [illegible]

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

Declassified E.O. 12065 Section 3-402/NSC Sec. 4785021

Refer to para 3 (c) of AFHQ Admin Memorandum No 34 of 1945 :-

"(c) National Holidays

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

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

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

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

7. CHRISTMAS BONUS 1945:

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

It was decided to recommend that all employees in the employ of the Allied Forces on 25 Dec 45 will receive a Christmas Bonus equivalent to two days current basic pay and cost of living bonus for each month of completed continuous service with the unit concerned during the year 1945. Those employees in employ on 26 Dec 45 will be considered for the purpose of this computation as having been employed for the whole month of December.

B.F.B. LOUDEN, Major, British
Secretary
ALLIED FORCE LABOUR & WAGES (SUB-COMMITTEE)

BSB/ps

Distribution

Copy No: 1/2 AFHQ, AFHQ
3/4 Labour, GHQ, CMF
5/6 CO, MPOUSA
7/14 HQ AFHQ, Labour Sub-Committee (Includes copies for Lt Col Government Representative)
15/17 War Diary
18/30 Spares.

Section 1-402/NARS, Date 5-25-72

785021

Declassified E.O. 12065 Section 3-402/NND No. 785021

ALLIED MILITARY GOVERNMENT

ANNEX "A".

WAGE UNITS OF ALLIED ARMED FORCES EMPLOYEES

REFERENCE

Reference is made to the decisions reached in the meetings held on 22 October and 9 November 1945 for the consideration of the wage position of Allied Armed Forces employees, as well as to the Agenda of the next meeting to be held on 19 November 1945.

WAGE ADJUSTMENT.

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

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

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

Allied Wage Scale	Italian Wage Scale
a) Present wage	a) Basic wage + 70% Increase Presence Indemnity Family allowances (2 dependents)
b) Overtime Indemnity	b) Overtime Indemnity
c) Contingency Indemnity	c) Contingency Indemnity

4. The Allied Military Government should instruct the dependent provincial Commands to examine from a favourable point of view the requests which will be presented by the Local Camere del Lavoro.

PRESENT ITALIAN WAGE SITUATION.

1. We are pleading hereunder the present Italian situation for [illegible]

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

collected and taxes paid by the Italian Employer.

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

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

Allied Wage Scale	Italian Wage Scale
a) Present wage	a) Basic wage + 70% Aperenza Presence Indemnity Family allowances (3 dependents)
b) Carovita Indemnity	b) Carovita Indemnity
c) Contingency Indemnity	c) Contingency Indemnity

4. The Allied Military Government should instruct the dependent provincial Commands to examine from a favourable point of view the requests which will be presented by the local Camere del Lavoro.

PRESENT ITALIAN WAGE SITUATION.

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

2. Christmas Bonus.

4881

a) We are pointing out firstly that the C.C.I.L. has requested for Italian workers' employers the payment of a 13th month of pay (including basic wage increased by 70%, presence indemnity, carovita, contingency and other indemnities, as well as family allowances) Negotiations are in process between the employers' and workers' trade unions.

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

- if paid at the end of the year	11,000 lire
- if computed on a monthly basis	915 "
- % in respect of one month of salary.....	8.3 %

(a)/

a) For metal-mechanical workers the Christmas Bonus would be as follows :-

	Specialized Workers (daily pay: 320 L.)	Qualified Workers (daily pay:295 L)	Common Workers (daily pay: 275 L.)
per year	8,000	7,375	6,875
per month	666.70	614.60	573
per day	26.70	24.60	22.90
% per month	8.3%	8.3%	8.3%

b) For manual workers in the building industry the Christmas Bonus would be as follows:

	Masons (daily pay 300 L.)	Common Labourers (daily pay 280 L)
per year	7,500	7,000
per month	625	583.35
per day	25	23.35
% per month	8.3%	8.3%

c) For skilled and notable workers the Christmas Bonus would be as follows:-

	Workers (daily pay 6,000 L)	Waiters (daily pay 6 500L)	Office Workers (Monthly salary 6500)
per year	6,000	6,500	6,500
per month	500	525	541.60
% per month	8.3%	8.3%	8.3%

Filed with E.C.O. 12065 Section 3-402(b)(3) NND 985021

785021

	Masons (daily pay 300 L.)	Common Labourers (daily pay 280 L)
per year	7,500	7,000
per month	625	583.35
per day	25	23.35
% per month	8.3%	8.3%

c) For masons and hotels' workers the Christmas Bonus would be as follows:-

	Workers (monthly pay 6,000 L)	Waiters (d'ly pay 6,300L)	Office Workers (Monthly Salary 6500)
per year	L. 6,000	6,300	6,500
Per month	500	525	541.60
% per month	8.3%	8.3%	8.3%

3. Paid yearly holidays

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

Now exactly:

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

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

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

Declassified E.O. 12065 Section 3-402/NND NO. 785021

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

	Special. workers (Pay rate per day) L. 320	Qualif. workers (Pay rate per day L.295)	Common workers (Pay rate per day) L. 275
computed on 1 year basis	3.840	3.540	3.300
" " 1 month "	320	295	275
" " per day "	12,80	11,80	11
percentage per month	4,0%	4,0%	4,0%

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

	Masons (Pay rate per day L.300)	Labourers (Pay rate per day L. 280)
computed on 1 year basis	3.600	3.360
" " 1 month "	300	280
" " per day "	12	11,20
percentage per month	4,0%	4,0%

e) for the hotel and mess workers the amount of the vacation wage would be

	Manual workers (wage per month L. 6.000)	Waiters (wage p.m. L. 6.300)	Office workers (salary p.m. L. 6.500)
computed on 1 year basis	3.000	3.180	3.250
" " 1 month "	250	262,50	270,80
percentage per month	4,1%	4,1%	4,1%

4. National holidays (4 per year)

Workers in the employ of Italian firms are entitled to 4 paid holidays

declassified E.O. 12065 Section 3-402/NNDC NO. 785021

	Masons (Pay rate per day L.300)	Labourers (Pay rate per day L. 280)
computed on 1 year basis	3.600	3.360
" " 1 month "	300	280
" " per day "	12	11,20
percentage per month	4,0%	4,0%

c) for the hotel and mess workers the amount of the vacation wage would be

	Manual workers (wage per month L. 6.000)	Waiters (wage p.m. L 6.500)	Office workers (salary p.m. L.6.500)
computed on 1 year basis	3.000	3.150	3.250
" " 1 month "	250	262,50	270,80
percentage per month	4,1%	4,1%	4,1%

4. National holidays (4 per year)

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

a) for the office employees, viz a per month basic salary 4880 ll.000 lire the amount of the National holidays is:

if computed on one year basis	L. 1.466,80
" " " month "	122
on a percentage scale with respect to the per month salary	1,1%

b) for manual-mechanical workers the national holidays are equivalent to:

	Specialized Workers (daily pay 320 L)	Qualified Workers (daily pay 295 L)	Common Workers (daily pay 275 L)
per year	1,280	1,180	1,100
per month	106	98	91
per day	4.20	3.90	3.60
% per month	1.3%	1.3%	1.3%

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

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

	Masons (daily pay 300 L.)	Common Labourers (daily pay 280 L.)
per year	1,200	1,120
per month	100	93.35
per day	4	3.70
% per month	1.3%	1.3%

(d) For tobacco and hotels' workers the national holidays are equivalent to:-

	Manual Workers (monthly pay 6,000 L.)	Waiters (monthly pay 6,300 L.)	Office Workers (Salary 6,500 L.)
per year	800	840	865
per month	66.70	70	72
per day	2.20	2.30	2.40
% per month	1.1%	1.1%	1.1%

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

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

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

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

	Specialised	Qualified	Common
per year	640	590	550
per month	53.35	49.10	45.80
% per month	0.6%	0.6%	0.6%

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

	Masons	Common Labourers

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

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

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

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

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

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

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

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

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

	Manual Workers (monthly pay 5000 L.)	waiters (monthly pay 6300 L.)	Office Workers (salary 6500 L.)
per year	3,000	3,150	3,900
per month	250	262.50	341.60
% per month	4.1%	4.1%	4.1%

CONCRETE PROPOSALS:

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

/therefor.....

Declassified E.O. 12065 Section 3-402(3)(5) NO. 785021

insofar as the average wages and salaries received by the various categories of workers are concerned.

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

3. For office workers:

Average monthly basic salary	L. 11,000	100%
a) Christmas Bonus (1 month)	915	8.3%
b) Summer holidays (1 month)	915	8.3%
c) National Festivities (4 days)	122	1.1%
d) Dismissal Bonus (1 month)	915	8.3%
Total:	2,067	25.0%

4. For metal-mechanical and building workers:

Average monthly basic wage (1)	L. 7,500	100%
a) Christmas bonus (1 month)	625	8.3%
b) Holidays (12 days)	300	4.0%
c) Festivities (4 days)	100	1.3%
d) Dismissal Bonus (2 days)	50	0.7%
Total:	L. 1,075	14.3%

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

5. For Hotel and Mess Workers:

Average monthly basic wage	L. 6,500		100%	
	workers	clerical wks	workers	clerical wks
a) Christmas Bonus (1 month)	542	542	8.3%	8.3%
b) Holidays (15 days)	271	271	4.1%	4.1%
c) National holidays (4 days)	72	72	1.1%	1.1%
d) Dismissal Bonus				
Clerical workers (1 month)		542		8.3
Dismissal bonus				

Declassified E.O. 12065 Section 3-402/NSC MR. 78-502

Average monthly basic wage (1)	L. 7,500		100%
a) Christmas bonus (1 month)	625		8.3%
b) Holidays (12 days)	300		4.0
c) Festivities (4 days)	100		1.3
d) Dismissal bonus (2 days)	50		0.7
Total:	L. 1,075		14.3%

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

V. For Hotel and Mess Workers:

Average monthly basic wage	L. 6,500		100%	
	workers	clerical wkrs	workers	clerical wkrs
a) Christmas Bonus (1 month)	542	542	8.3%	8.3%
b) Holidays (15 days)	271	271	4.1%	4.1%
c) National holidays (4 days)	72	72	1.1%	1.1%
d) Dismissal bonus				
Clerical workers (1 month)		542		8.3
Dismissal bonus				
Manual workers (15 days)	271		4.1	
Total L.	1,156	1,427	17.6%	21.8%

6. General Observations on Proposals

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

On the question of the Christmas bonus, however, the above proposals should be applied as from 1 January 1946. Clerical workers and manual workers who are in the employ of the Allied Forces on 20th December 1945 should be paid as follows :-

1 month's wages if in service from at least 1 October 1945
2/3 " " " " " " " " 1 November 1945
1/2 " " " " " " " " 1 December 1945

/Para 7.....

4879

Declassified E.O. 12065 Section 3-402/NSC NO. 785021

7. Pay on Holidays, for Overtime and Night Work

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

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

ROME 18 November 1945.

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

ENCLOSURE

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

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

TEL : 66275 : ROME

LRS/214E/5.

19 November 1945

ALLIED FORCE LABOUR & WAGES COMMITTEE

SUB-COMMITTEE - MINUTES

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

PRESENT:

Chairman

Mr. David C. SACHS
Labour Sub-Commission, ACC

Representatives of:

A.F.L.R.S., A.F.H.Q.
C.C., MTOUSA
Labour, CMF, CMF.
Labour Sub-Commission,
HQ Allied Commission

Italian Delegation

Representatives of:

Italian Government, Ministry of Labour
Comm. SILVONI
Dott. FESTILLO
Sig. [illegible]

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

1878

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

Conference Room, ROME.

PRESENT:

Chairman

Mr. David C. SACHS
Labour Sub-Commission, AFHQ

Representatives of:

A.F.L.R.S., A.F.H.Q.
C.G., METOUSA
Labour, GHQ, G.F.
Labour Sub-Commission,
HQ Allied Commission

Italian Delegation

Representatives of:

Italian Government, Ministry of Labour
Comm. SIMONE
Dott. PASTILLO
Sig. PURPURA

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

4878

2. MEETING OF 9TH NOVEMBER:

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

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

/The Italian.....

Declassified E.O. 12065 Section 1-402/NNDC NO. 785021

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

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

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

(a) Christmas Bonus:

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

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

(b) All Other Indemnities:

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

(c) Consolidated Bonus:

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

3. MEETING OF 19TH NOVEMBER:

The Italian delegation which consisted of:

Representatives of the Italian Government: Comm. Simone

Declassified E.O. 12065 Section 3-402/NNDO NO. 785021

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

(b) All Other Indemnities:

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

(c) Consolidated Bonus:

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

3. MEETING OF 19TH NOVEMBER:

The Italian delegation which consisted of:

Representatives of the Italian Government: Comm. Simone
Sig. Fastillo
Sig. Purpura

Representatives of the C.G.I.L.: Sig. Parodi
Sig. Contiglianzi

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

4. COMPENSATING INDEMNITY:

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

The Sub-Committee recommends that a Compensating Indemnity be paid to all employees of the Allied Forces on the following scales w.e.f. 1 JAN 46 :-

/Clerical & Administ.....

Declassified E.O. 12065 Sec. 3-402/NNDC NO. 78-5021

Clerical & Administrative Grades	25%
Hotel Mess & Club Grades:-	
(a) Clerical & Administrative Staff	20%
(b) For all employees other than those in sub-para (a) above	16 2/3%
Classified Artisan, Skilled & Unskilled Grades	12½%
Marine Grades	12½%

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

Clerical & Administrative Grades

Christmas Bonus	8.3%
Annual Holidays with pay	8.3%
Dismissal Indemnity	8.3%
	24.9%

Hotel, Mess & Club Grades

(a) Clerical & Administrative Staff

Christmas Bonus	6.5%
Annual Holidays with pay	6.1%
Dismissal Indemnity	6.5%
	19.1%

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

Christmas Bonus	6.5%
Annual Holidays with pay	4.1%
Dismissal Indemnity	4.1%
	14.7%

Classified Artisan, Skilled & Unskilled Grades

Christmas Bonus	6.5%
Annual Holidays with pay	4.1%
Dismissal Bonus	0.7%
	11.3%

Marine Grades

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

Hotel, Mess & Club Grades

(a) Clerical & Administrative Staff

Christmas Bonus	8.3%
Annual Holidays with pay	4.1%
Dismissal Indemnity	3.3%
	15.7%

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

Christmas Bonus	8.3%
Annual Holidays with pay	4.1%
Dismissal Indemnity	4.1%
	16.5%

Classified Artisan, Skilled & Unskilled Grades

Christmas Bonus	8.3%
Annual Holidays with pay	4.1%
Dismissal Bonus	3.7%
	16.1%

Marine Grades

Christmas Bonus	8.3%
Annual Holidays with pay	4.1%
Dismissal Bonus	3.7%
	16.1%

4677

The above indemnities are to be calculated on the worker's take-home pay less any payments for overtime or night work included therein.

The Sub-Committee recognised the advantages of the above bonus being paid at a time other than the regular pay day, such as on a quarterly basis, but in view of the possible administrative difficulties were of the opinion that the method of payment should be dealt with by the Allied Force Labour & Wages Committee. It was strongly recommended that the fullest possible publicity both by notices prominently displayed where civilian labour is employed and through the civilian press be given to the above Compensating Indemnity, if approved, and the reasons for the payment clearly stated.

Para 5.....

Declassified E.O. 12065 Section 3-402/NND NO. 785021

5. LEAVE:

In view of the inclusion in the Compensatory Indemnity of an element for annual leave the Sub-Committee recommends that AFHQ Administrative Memorandum No. 34 of 1945, para 6 (a) be revised as follows :-

"Annual Leave with pay

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

This does not preclude the individual from obtaining any leave with pay accrued under the provisions of para 6 (a) of AFHQ Administrative Memorandum No 34 up to and including 31 DEC 1945."

6. NATIONAL HOLIDAYS:

The Sub-Committee rejected the Italian delegation's recommendations for the inclusion of a compensating percentage in the Compensatory Indemnity for work performed on National Holidays. It recommends that the following amendment be made to para 6 (a) of AFHQ Admin Memorandum No 34 of 1945 :-

"(d) National Holidays

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

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

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

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

7. [illegible] 1945:

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

It was decided to recommend that all employees in the employ of the

Declassified E.O. 12065 Section 3-402/NSC Memo. 11/85 By NARS Date 7/85

Allied Force H.Q. 12065 Section J-402/AEDC No. 785021

... to para 2 (a) of ... Memorandum No 24 of 1945 :-

"(a) National Holidays

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

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

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

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

3. CHRISTMAS BONUS 1945:

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

It was decided to recommend that all employees in the employ of the Allied Forces on 31 DEC 45 will receive a Christmas Bonus equivalent to two days current basic pay at the cost of living bonus for each month of completed continuous service with the unit concerned during the year 1945. Those employees in employ as at 31 DEC 45 will be considered for the purpose of this computation as having been employed for the whole month of December.

B.C.B. IRVINE, Major, U.S.A.
Secretary,
ALLIED FORCE LABOUR & MESS ORGANIZATION,
SUB-COMMITTEE

SSHQ/3.

Distribution

Copy No: 1/2 AFHQ, AFHQ
3/4 Labour, G5, CMF.
5/6 G-5, MEDITO.
7/14 HQ ALSAC, Labour Sub-Committee
(including copies for Italian representatives below)
15/17 War Diary
18/20 Spares.

Declassified E.O. 12065 Section 1-402/NNDC No. 785021

ANNEX "A".

[illegible]

PURPOSE

Reference is made to the decisions reached in the meetings held on 22 October and 2 November 1945 for the consideration of the wage position of Allied Armed Forces employees, as well as to the agenda of the next meeting to be held on 15 November 1945.

BASIC ASSUMPTIONS

1. Acknowledgement is made of the assurances given by Allied Armed Forces representatives in the meeting held on 2 November 45 to submit to the appropriate provincial Allied and Italian authorities the requests for an adjustment between the Allied basic wages and salaries now paid by the Italian employers.

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

3. The assessment between the two wage scales would be made on the following lines:

Allied Wage Scale	Italian Wage Scale
a) Present wage	a) Basic wage + 70% Economic Insurance Indemnity Family Allowances (3 dependents)
b) Overtime Indemnity	b) Overtime Indemnity
c) Contingency Indemnity	c) Contingency Indemnity

4. The Allied Military Government should instruct the Commission provincial Commands to examine from a favourable point of view the requests which will be presented by the local Camere del Lavoro.

[illegible] SIGNATURE.

1. We are pleased because the present Italian situation for [illegible]

2. The A.M.I.L. has given assurance to instruct the local Camere del Lavoro, to ascertain eventual differential situations between the two above wage scales, and to forward - if there are any - detailed enquiries to the Allied Commands of the various provinces.

3. The comparison between the two wage scales could be made on the following lines;

Allied Wage Scale	Italian Wage Scale
a) Present wage	a) Basic wage + 10% increase Presence Indemnity Family allowances (3 dependants)
b) Carovita Indemnity	b) Carovita Indemnity
c) Contingency Indemnity	c) Contingency Indemnity

4. The Allied Military Government should instruct the dependent individual Commands to examine from a favourable point of view the requests which will be presented by the local Camere del Lavoro.

REGARDING ITALIAN WAGE SITUATION.

1. We are showing hereunder the present Italian situation for each professional category and for each of the three essential branches of industrial activity - metalmechanical, building, masons and hotels - insofar as Christmas Bonus, holidays, national festivities and dismissal terms are concerned.

4876

2. Christmas Bonus.

a) We are pointing out firstly that the C.C.L.L. has nominated for Italian undertakings' employees the payment of a 13th month of pay (including basic wage increased by 70%, presence indemnity, carovita, contingency indemnity, as well as family allowances) negotiations are in process between the employers' and workers' trade unions.

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

- if paid at the end of the year	11,000 lire
- if payed on a monthly basis	915 "
- % in respect of one month of salary.....	8.3 %

(a)/

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

c) For hotel-secretarial workers the Christmas Bonus would be as follows :-

	Specialised Workers (daily pay: 320 L.)	Qualified Workers (daily pay:295 L)	Common Workers (daily pay: 275 L.)
per year	8,000	7,375	6,875
per month	666.70	614.80	573
per day	26.70	24.60	22.90
% per month	8.3%	8.3%	8.3%

d) For manual workers in the building industry the Christmas Bonus would be as follows:

	Masons (daily pay 300 L.)	Common Labourers (daily pay 200 L)
per year	7,500	7,000
per month	625	583.35
per day	25	23.35
% per month	8.3%	8.3%

e) For Masons and hotels' workers the Christmas Bonus would be as follows:-

	Workers (monthly pay 6,000 L)	Waiters (m'ly pay 6,300L)	Office Workers (monthly Salary 6300)
per year	L. 6,000	6,300	6,300
per month	500	525	525.00
% per month	8.3%	8.3%	8.3%

Exhibit No. 12065 Section 3-402/NNDC No. 785021

	Masons (daily pay 500 L.)	Common Labourers (daily pay 280 L)
per year	7,500	7,000
per month	625	585.35
per day	25	23.55
% per month	8.3%	8.3%

c) For museum and hotels' workers the Christmas Bonus would be as follows:-

	Workers (monthly pay 6,000 L)	Waiters (daily pay 6 300L)	Office Workers (Monthly Salary 6500)
per year L.	6,000	6,300	6,500
per month	500	525	541.60
% per month	8.3%	8.3%	8.3%

5. Paid yearly holidays

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

More exactly:

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

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

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

Declassified E.O. 12065 Section 3-402/NND NO. 785021

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

	Special. workers (Pay rate per day) L. 320	Qualif. workers (Pay rate per day L.295)	Common workers (Pay rate per day) L. 275
computed on 1 year basis	3.840	3.540	3.300
" " " month "	320	295	275
" " " per day "	12,80	11,80	11
percentage per month	4,0%	4,0%	4,0%

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

	Masons (Pay rate per day L.300)	Labourers (Pay rate per day L. 280)
computed on 1 year basis	3.600	3.360
" " " month "	300	280
" " per day "	12	11,20
percentage per month	4,0%	4,0%

e) for the hotel and mess workers the amount of the vacation wage would be

	Manual workers (wage per month L. 6.000)	Waiters (wage p.m. L.6.300)	Office workers (salary p.m. L.6.500)
computed on 1 year basis	3.000	3.150	3.250
" " " month "	250	262,50	270,80
percentage per month	4,1%	4,1%	4,1%

4. National holidays (4 per year).

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

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

	Manual workers (Pay rate per day L.300)	Office workers (Pay rate per day L. 280)
computed on 1 year basis	3.600	3.360
" " month "	300	280
" " per day "	12	11,20
percentage per month	4,0%	4,0%

c) for the hotel and mess workers the amount of the vacation wage would be

	Manual workers (wage per month L. 6.000)	Waiters (wage p.m. L.6.500)	Office workers (salary p.m. L.6.500)
computed on 1 year basis	5.000	3.150	3.250
" " month "	250	262,50	270,80
percentage per month	4,1%	4,1%	4,1%

4. National holidays (4 per year)

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

a) For the office employees, viz a per month basis a day of 11.000 lire the amount of the National holidays is:

if computed on one year basis	L. 1.466,80
" " " month "	122

on a percentage scale with respect to the per month salary 1,1%.

b) For metal-mechanical workers the national holidays are equivalent to:

	Specialized Workers (daily pay 320 L)	Qualified Workers (daily pay 295 L)	Common Workers (daily pay 275 L)
per year	1,280	1,180	1,100
per month	106	98	91
per day	4.26	3.90	3.60
% per month	1.3%	1.3%	1.3%

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

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

	Masons (daily pay 300 L.)	Common Labourers (daily pay 280 L.)
per year	1,200	1,120
per month	100	93.35
per day	4	3.70
% per month	1.3%	1.3%

(d) For <u>messes and hotels' workers</u> the national holidays are equivalent to:-

	Manual Workers (monthly pay 6.000 L.)	Waiters (monthly pay 6.300 L.)	Office Workers (Salary 6.500 L.)
per year	800	840	865
per month	66.70	70	72
per day	2.20	2.30	2.40
% per month	1.1%	1.1%	1.1%

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

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

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

(b) For <u>metal-mechanical workers</u> it is equivalent to :-

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

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

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

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

salary indemnity for each year of service; the metal-mechanical and building industry workers are entitled to two days wage indemnity per year, and the masons and hotels' workers and waiters to a fortnight wage indemnity for each year of service.

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

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

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

	Specialized	Qualified	Common
per year	640	590	550
per month	53.35	49.10	45.80
% per month	0.6%	0.6%	0.5%

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

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

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

	Manual Workers (monthly pay 6000 L.)	Waiters (monthly pay 6300 L.)	Office Workers (Salary 6500 L.)
per year	3,000	3,150	6,500
per month	250	262.50	541.60
% per month	4.1%	4.1%	8.3%

CONCRETE PROPOSALS:

1. From the detailed examination of the figures recording the various items of the requests made by the Italian Government and the C.G.I.L. on behalf of the Allied Forces' employees, it appears that the result of each item, considered both on a monthly and percentage basis, is nearly the same.

/insofar.....

Declassified E.O. 12065 Section 3-402/NSC Ltr. 7/25/78 No. 785021

inafar as the average wages and salaries received by the various categories of workers are concerned.

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

3. For office workers:

Average monthly basic salary	L. 11,000	100%
a) Christmas Bonus (1 month)	915	8.3%
b) Summer holidays (1 month)	915	8.3%
c) National Festivities (4 days)	122	1.1%
d) Dismissal Bonus (1 month)	915	8.3%
Total:	2,867	26.0%

4. For metal-mechanical and building workers:

Average monthly basic wage (1)	L. 7,500	100%
a) Christmas Bonus (1 month)	625	8.3%
b) Holidays (12 days)	300	4.0
c) Festivities (4 days)	100	1.3
d) Dismissal Bonus (2 days)	50	0.7
Total:	L. 1,075	14.3%

(1) For reducing the above 11 gures from a monthly to a daily basis it is necessary to divide them by 25.

5. For Hotel and Mess Workers:

Average monthly basic wage	L. 9,900	100%

	Waiters	Clerical wkrs	Waiters	Clerical wkrs
a) Christmas Bonus (1 month)	542	542	8.3%	8.3%
b) Holidays (15 days)	271	271	4.1%	4.1%
c) National holidays (4 days)	72	72	1.1%	1.1%
d) Dismissal Bonus				
Clerical workers (1 month)		542		8.3%
Waiters Bonus				
Normal wages (at level)	271			

a) Christmas Bonus (1 month)	625	6.3%
b) Holidays (12 days)	300	4.0
c) Festivities (4 days)	100	1.3
d) Dismissal Bonus (2 days)	50	0.7
Total:	L. 1,075	14.3%

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

b. For Hotel and Mess Workers:

From a monthly basic wage			L. 4,500	100%	
	Workers	Clerical wkrs	workers	Clerical wkrs
a) Christmas Bonus (1 month)	542	542	8.3%	8.2%
b) Holidays (15 days)	271	271	4.1%	4.1%
c) National Holidays (4 days)	72	72	1.1%	1.1%
d) Dismissal Bonus				
Clerical workers (1 month)		542		8.3
Dismissal Bonus				
Hotel workers (15 days)	271		4.1	
Total L.	1,156	1,427	17.5%	21.9%

c. General Observations on Proposals

The above-mentioned proposals should be made effective immediately and increases should be paid on the next pay-day of the current month on the same as regards holidays, national holidays and Dismissal Bonus.

As the question of the Christmas bonus, however, the above proposals should be applied as from 1 January 1946. Clerical workers and manual workers who are in the employ of the Allied Forces on 25th December 1945 should be paid as follows :-

1 month's wages if in service from at least 1 October 1945
2/3 " " " " " " " " 1 November 1945
1/3 " " " " " " " " 1 December 1945

/Page 7.....

Declassified E.O. 12065 Section 3-402/NNDC No. 185021

7. Pay on Holidays, for Overtime and Night Work

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

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

NMAF 18 November 1945.

Declassified E.O. 12065 Section 3-402/NRDC NO. 785021

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

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

TEL : 66275 : ROME

LRS/2ALF/5.

19 November 1945

ALLIED FORCE LABOUR & WAGES COMMITTEE

SUB-COMMITTEE - MINUTES

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

PRESENT:

Chairman:

Mr. David C. EVANS
Labour Sub-Commission, AFHQ

Representatives of:

A.F.L.R.S., A.F.H.Q.
C.G., ATOUSA
Labour, SHAEF, G1F
Labour Sub-Commission,
MS Allied Commission

Italian Delegation

Representatives of:

Italian Government, Ministry of Labour
Comm. SIMEONE
Dott. PANTILLO
Sig. PUGLIA

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

Declassified E.O. 12065 Section 3-402/NNEC NO. 195021

the Sub-Committee were held on the 9th and 19th November 1945 in the AFHQ (AFHQ) Conference Room, ROME.

PRESENT:

Chairman

Mr. David C. SACHS
Labour Sub-Commission, ACC

Representatives of:

A.F.L.R.S., A.F.H.Q.
C.C., MTOUSA
Labour, CMQ, CMF.
Labour Sub-Commission,
HQ Allied Commission

Italian Delegation

Representatives of:

Italian Government, Ministry of Labour
Comm. SDRONE
Dott. PESTILLO
Sig. PUGLIA

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

4873

2. MEETING OF 9TH NOVEMBER:

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

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

/The Italian.....

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

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

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

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

(a) Christmas Bonus:

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

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

(b) All Other Indemnities:

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

(c) Consolidated Bonus:

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

3. MEETING OF 19TH NOVEMBER:

The Italian delegation which consisted of:

Representatives of the Italian Government: Comm. Simone
Sig. Pestillo

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

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

(b) All Other Indemnities:

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

(c) Consolidated Bonus:

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

3. MEETING OF 19TH NOVEMBER:

The Italian delegation which consisted of:

Representatives of the Italian Government: Sig. Simeone
Sig. Pentiflo
Sig. Purpura

Representatives of the C.G.I.L.: Sig. Parodi
Sig. Contigliozzi

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

4. COMPENSATING INDEMNITY:

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

The Sub-Committee recommends that a Compensating Indemnity be paid to all employees of the Allied Forces on the following scale as from 1 JAN 46 :-

/Clerical & Administ.....

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Clerical & Administrative Grades	25%
Hotel Mess & Club Grades:-	
(a) Clerical & Administrative Staff	20%
(b) For all employees other than those in sub-para (a) above	15 2/3%
Classified Artisan, Skilled & Unskilled Grades	12½%
Marine Grades*	12½%

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

Clerical & Administrative Grades

Christmas Bonus	8.3%
Annual Holidays with pay	8.3%
Dismissal Immunity	8.3%
	24.9%

Hotel, Mess & Club Grades

(a) Clerical & Administrative Staff

Christmas Bonus	8.3%
Annual Holidays with pay	4.1%
Dismissal Immunity	8.3%
	20.7%

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

Christmas Bonus	8.3%
Annual Holidays with pay	4.1%
Dismissal Indemnity	4.1%
	16.5%

Classified Artisan, Skilled & Unskilled Grades

Christmas Bonus	8.3%
Annual Holidays with pay	4.1%
Dismissal Bonus	8.3%
	12.4%

Marine Grades

Authorized E.O. 12065 Section 3-402/NNDC No. 785021

Hotel, Mess & Club Grades

(a) Clerical & Administrative Staff

Christmas Bonus	8.3%
Annual Holidays with pay	4.1%
Dismissal Indemnity	8.3%
	20.7%

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

Christmas Bonus	8.3%
Annual Holidays with pay	4.1%
Dismissal Indemnity	4.1%
	16.5%

Classified Artisan, Skilled & Unskilled Grades

Christmas Bonus	8.3%
Annual Holidays with pay	4.0%
Dismissal Bonus	0.7%
	13.0%

Marine Grades

Christmas Bonus	8.3%
Annual Holidays with pay	4.0%
Dismissal Bonus	0.7%
	13.0%

4872

The above indemnities are to be calculated on the worker's take-home wage less any payments for overtime or night work included therein.

The Sub-Committee recognised the advantages of the above bonus being paid at a time other than the regular pay day, such as on a quarterly basis, but in view of the possible administrative difficulties were of the opinion that the method of payment should be dealt with by the Allied Force Labour & Wages Committee. It was strongly recommended that the fullest possible publicity both by notices produced & displayed where civilian labour is employed and through the civilian press be given to the above Compensation Indemnity, if approved, and the reasons for the payment clearly stated.

/para 5.....

Declassified E.O. 12065 Section 3-402/NND NO. 785021

5. LEAVE:

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

"Annual Leave with Pay

No leave with pay will be granted to employees of the Allied Forces w.e.f. 1 JAN 1946.

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

6. NATIONAL HOLIDAYS:

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

"(c) National Holidays

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

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

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

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

7. CHRISTMAS BONUS 1945:

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

It was decided to recommend that all employees in the employ of the

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

...ble to para 3 (c) of AFHQ Admin Memorandum No 34 of 1945 :-

"(c) National Holidays

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

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

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

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

7. CHRISTMAS BONUS 1945:

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

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

S.J.B. LOUDEN, Major, DAAG,
Secretary,
ALLIED FORCE LABOUR & WAGES COMMITTEE.
SUB-COMMITTEE

GJHL/jb.

Distribution:

Copies No: 1/2 AFLRS, AFHQ
3/4 Labour, GHQ, CMF
5/6 PS, MFOUSA
7/14 HQ ALCOM, Labour Sub-Committee
(Includes copies for Italian Government Delegation)
15/17 War Diary
18/30 Spares.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785081

Declassified E.O. 12065 Section 3-402/NSC MD. 78-027

APPENDIX "A".

RATE POSITION OF ALLIED ARMED FORCES EMPLOYEES

PURPOSE

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

WAGE ADJUSTMENT.

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

2. The C.C.I.L. has given instructions to instruct the local Camere del Lavoro, to ascertain eventual differential situations between the two above scales, and to forward - if there are any - detailed requests to the Allied Commands of the various provinces.

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

Allied Wage Scale	Italian Wage Scale
a) Present wage	a) Basic wage + 70% Insurance Presence Intensity Family Allowances (3 dependants)
b) Overtime Intensity	b) Overtime Intensity
c) Contingency Intensity	c) Contingency Intensity

4. The Allied Military Government should instruct the competent provincial Commands to examine from a favourable point of view the requests which will be presented by the local Camere del Lavoro.

PRESENT ITALIAN WAGE SITUATION.

1. We are sending herewith the present Italian situation for each scale (and naturally one for each of the three essential languages of the Allied Armed Forces).

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

Allied Wage Scale	Italian Wage Scale
a) Present wage	a) Basic wage + 70% increase Presence Indemnity Family allowances (2 dependants)
b) Corrective Indemnity	b) Corrective Indemnity
c) Contingency Indemnity	c) Contingency Indemnity

4. The Allied Military Government should instruct the depending provincial Commands to examine from a favourable point of view the requests which will be presented by the Local Camere del Lavoro.

PRESENT ITALIAN WAGE SITUATION.

1. We are showing hereunder the present Italian situation for each professional category and for each of the three essential branches of industrial activity - metallurgical, building, mines and hotels - together with Christmas Bonus, holidays, national festivities and Sunday bonus as observed.

2. Christmas Bonus.

a) We are pleased to point firstly that the C.G.I.L. has requested for Italian industrial employees the payment of a 13th month of pay (including basic wage increased by 70%, presence indemnity, carovita, contingency and corrective indemnities, as well as family allowances) which drive has in process between the employers' and workers' trade unions.

b) For office workers, on the basis of an average monthly salary of 12,000 Lire, the Christmas bonus is :-

- if paid at the end of the year	11,000 Lire
- if computed on a monthly basis	915 "
- % in amount of one month of salary.....	8,3 %

(c)/

4871

Declassified E.O. 12065 Section 3-402/NND No. 785021

c) For <u>metal-mechanical workers</u> the Christmas Bonus would be as follows :-

	Specialised Workers (daily pay: 320 L.)	Qualified Workers (daily pay:295 L)	Common Workers (daily pay: 275 L.)
per year	8,000	7,375	6,875
per month	666.70	614.80	573
per day	26.70	24.60	22.90
% per month	8.3%	8.3%	8.3%

d) <u>For manual workers in the building industry</u> the Christmas Bonus would be as follows:

	Masons (daily pay 300 L.)	Common Labourers (daily pay 260 L)
per year	7,500	7,000
per month	625	583.35
per day	25	23.35
% per month	8.3%	8.3%

e) <u>For cleaners and hotels' workers</u> the Christmas Bonus would be as follows:-

	Workers (monthly pay 6,000 L.)	Waiters (m'ly pay 6,300L)	Office Workers (Monthly salary 6500)
per year	L. 6,000	6,300	6,500
per month	500	525	541.60
% per month	8.3%	8.3%	8.3%

Declassified E.O. 12065 Section 3-402/NND NO. 785021

	Masons (Daily pay 300 L.)	Common Labourers (daily pay 200 L)
per year	7,500	7,000
per month	625	583.35
per day	25	23.35
% per month	8.3%	8.3%

c) For masons and hotels' workers the Christmas Bonus would be as follows:-

	Workers (monthly pay 6,000 L)	Waiters (m'ly pay 6,300L)	Office Workers (Monthly salary 6500)
per year	L. 6,000	6,300	6,500
per month	500	525	541.60
% per month	8.3%	8.3%	8.3%

3. Paid yearly holidays

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

Now exactly:

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

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

b) for manual workers difference must be made - as shown above - between professional categories and branches of industrial activity. Therefore :-

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

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

	Special workers (Pay rate per day) L. 320	Qualif. workers (Pay rate per day L.295)	Common workers (Pay rate per day) L. 275
computation on 1 year basis	3.840	3.540	3.300
" " " month "	320	295	275
" " per day "	12,80	11,80	11
percentage per month	4,0%	4,0%	4,0%

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

	Masons (Pay rate per day L.300)	Labourers (Pay rate per day L. 280)
computed on 1 year basis	3.600	3.360
" " " month "	300	280
" " per day "	12	11,20
percentage per month	4,0%	4,0%

e) for the hotel and mess workers the amount of the vacation wage would be

	Manual workers (wage per month L. 6.000)	Waiters (wage p.m. L.6.300)	Office workers (salary p.m. L.6.500)
computed on 1 year basis	3.000	3.150	3.250
" " " month "	250	262,50	270,80
percentage per month	4,1%	4,1%	4,1%

4. National holidays (4 per year)

Workers in the employ of Italian firms are enjoying 4 paid holidays

Declassified E.O. 12065 Section 3-402/NNIDC NO. 785021

	Masons (Pay rate per day L.500)	Labourers (Pay rate per day L. 280)
computed on 1 year basis	3.600	3.360
" " month "	300	280
" " per day "	12	11,20
percentage per month	4,0%	4,0%

e) for the hotel and mess workers the amount of the vacation wage would be

	Manual workers (wage per month L. 6.000)	Waiters (wage p.m. L 6.300)	Office workers (salary p.m. L.6.500)
computed on 1 year basis	3.000	3.150	3.250
" " month "	250	262,50	270,80
percentage per month	4,1%	4,1%	4,1

4. National holidays (4 per year)

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

a) For the office employees, viz a per month basic salary of L. 35.000 the amount of the National holidays is: 4870

if computed on one year basis L.- 1.466,80
" " " " month " 122
on a percentage scale with respect to the per month salary 1,1%.

b) For metal-mechanical workers the national holidays are equivalent to:-

	Specialized Workers (daily pay 320 L)	Qualified Workers (daily pay 295 L)	Common Workers (daily pay 275 L)
per year	1,280	1,180	1,100
per month	106	98	91
per day	4.20	3.90	3.60
% per month	1.3%	1.3%	1.3%

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

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

	Masons (daily pay 300 L.)	Common Labourers (daily pay 280 L.)
per year	1,200	1,120
per month	100	93.35
per day	4	3.70
% per month	1.3%	1.3%

(d) For messes and hotels' workers the national holidays are equivalent to:-

	Manual Workers (monthly pay 6.000 L.)	Waiters (monthly pay 6,300 L.)	Office Workers (Salary 6,500 L.)
per year	800	840	865
per month	66.70	70	72
per day	2.20	2.30	2.40
% per month	1.1%	1.1%	1.1%

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

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

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

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

	Specialized	Qualified	Common
per year	640	590	550
per month	53.35	49.10	45.80
% per month	0.6%	0.6%	0.5%

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

	Masons	Common Labourers
per year	600	560
	50	46.70
		0.6%

Unclassified E.O. 12065 Section 3-402/NNDC NO. 785021

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

salary indemnity for each year of service; the metal-mechanical and building industry workers are entitled to two days wage indemnity per year, and the messes and hotels' workers and waiters to a fortnight wage indemnity for each year of service.

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

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

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

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

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

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

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

	Manual Workers (Monthly pay 5000 L.)	Waiters (Monthly pay 6300 L.)	Office Workers (Salary 6500 L.)
per year	3,000	3,150	6,500
per month	250	262.50	541.60
% per month	4.1%	4.1%	4.1%

CONCRETE PROPOSALS:

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

/insofar.....

insofar as the average wages and salaries received by the various categories of workers are concerned.

2. For this reason, and in order to furnish a simple and practical system for realizing the improvements requested on behalf of the workers, we are proposing the following increases specified for the three branches - Office workers, metal-mechanical and building workers, messes and hotels' workers - as well as for items for monthly and percentage results.

3. For office workers:

Average monthly basic salary	L. 11,000	100%
a) Christmas bonus (1 month)	915	8.3%
b) Summer holidays (1 month)	915	8.3%
c) National festivities (4 days)	122	1.1%
d) Dismissal Bonus (1 month)	915	8.3%
Total:	2,867	26,0%

4. For metal-mechanical and building workers:

Average monthly basic wage (1)	L. 7,500	100%
a) Christmas bonus (1 month)	625	8.3%
b) Holidays (12 days)	300	4.0
c) Festivities (4 days)	100	1.3
d) Dismissal bonus (2 days)	50	0.7
Total:	L. 1,075	14.3%

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

5. For Hotel and Mess Workers:

Average monthly basic wage	L. 6,500	100%	
	workers	Clerical wrks	workers	clerical wrks
a) Christmas bonus (1 month)	542	542	8.3%	8.3%
b) Holidays (15 days)	271	271	4.1%	4.1%
c) National holidays (4 days)	72	72	1.1%	1.1%
d) Dismissal bonus				
Clerical workers (1 month)		542		8.3
Dismissal bonus				

Declassified E.O. 12065 Section 3-402/NSC0 No. 78-50021

Average monthly basic wage (1)		L. 7,560	100%
a) Christmas bonus (1 month)		625	8.3%
b) Holidays (12 days)		300	4.0
c) Festivities (4 days)		100	1.3
d) Mainland bonus (2 days)		50	0.7
Total:		L. 1,075	14.3%

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

5. For Hotels and Home Workers:

Average monthly basic wage		L. 6,500	100%
	workers	clerical work	workers	clerical work
a) Christmas bonus (1 month)	542	542	8.3%	8.3%
b) Holidays (12 days)	271	271	4.1%	4.1%
c) National holidays (4 days)	72	72	1.1%	1.1%
d) Mainland bonus				
Clerical workers (1 month)		542		8.3
Mainland bonus				
Manual workers (15 days)	271		4.1	
Total L.	1,156	1,427	17.7%	21.8%

6. General observations on Proposals

The above-mentioned proposals should be made effective immediately. All increases should be paid on the next payday of the current month on items such as yearly holidays, national holidays and mainland bonus.

On the question of the Christmas bonus, however, we have proposed it should be applied as from 1 January 1946. Clerical workers and manual workers who are in the employ of the Allied Forces on 25th December 1945 should be paid as follows :-

1 month's wage if in service from at least 1 October 1945
2/3 " " " " " " " " " 1 November 1945
1/3 " " " " " " " " " 1 December 1945
2

/over 7...

1869

Section 1-402/1955 No. 185021

7. Pay on Holidays, for Overtime and Night Work

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

The Ministry of Labour and the C.C.I.L. ask for the same treatment for workers of the Allied Forces.

MMZ 15 Nov-mar 1945.

Declassified E.O. 12065 Sec. 3-402/NSC NO. 785027

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

HEADQUARTERS ALLIED COMMISSION
APO 394
LABOUR SUB-COMMISSION

FF/ee

TEL : 489081 - 204

15 November 1945.

REF : LSC/1002/906.

OGGETTO: Labour and Wages Committee.

AL : Signor Comm. Francesco SIMEONE,
Direttore Generale del Lavoro,
Ministero del Lavoro e della
Previdenza Sociale,
R O M A .

Caro Commendatore,

1. Unitamente alla presente troverà quattro copie dell'Ordine del Giorno per la continuazione della conferenza del Sotto-Comitato del Comitato per il Lavoro ed i Salari. Ella vorrà compiacersi di rilevare che questa conferenza avrà luogo Lunedì, 19 Novembre 1945, alle ore 9.30 nella Sala delle Conferenze dell' A.F.L.H.S. (A.F.M.G.) in Piazza dell'Emedra.68, IIº piano, Roma, come fu stabilito nella seduta precedente.

2. Ella vorrà essere tanto gentile di trasmettere una copia del suddetto Ordine del Giorno ai rappresentanti della C.G.I.L.

Con i migliori saluti

F. PROCTOR
Labour Sub-Commission

4 allegati

4868

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

HEADQUARTERS ALLIED COMMISSION
APO 394
LABOUR SUB-COMMISSION

FP/ce

TEL : 489081 - 204

15 November 1945

REF : LSC/1004/906.

SUBJECT: Labour and Wages Committee.

TO : Comm. Francesco SIMEONE,
Direttore Generale del Lavoro,
Ministero del Lavoro e della
Previdenza Sociale,
R O M A

Caro Commendatore,

1. Attached hereto are 4 copies of the Agenda for the resumed meeting of the Sub-Committee of the Labour and Wages Committee. You will note that the resumed meeting will be held at 9.30 hours on Monday, the 19th November 1945, in the A.F.L.R.S.(A.F.H.Q.) Conference-room, 2nd floor, 68, Piazza dell'Esedra, Rome, as was arranged at the previous meeting.

2. Perhaps you will be good enough to transmit one copy of the Agenda to the Confederazione Generale Italiana del Lavoro Representatives.

Yours sincerely,

4867

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

LSC/906

Fill

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

LRS/214P/5.

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

TEL : 66275 ROME

14 November 1945

SUBJECT : Minutes - Allied Force Labour & Wages Committee - Sub-Committee.

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

1. Enclosed herewith for your information are six copies of the minutes of the Sub-Committee meeting of the Allied Force Labour & Wages Committee held on 9th November 45.

2. These minutes have not been distributed as it is intended to combine the minutes of the meetings of the 9th and 19th November before they are circulated.

S.J.B. LOUIEN, Major, DAQMG,
Acting Chief of Section (Br),
A.F.L.R.S.

SJBL/gs.

4866

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

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

LRS/214F/5.

TEL : 56275 : ROME

19 November 1945

ALLIED FORCE LABOUR & WAGES COMMITTEE

SUB-COMMITTEE - MINUTES

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

PRESENT:

Chairman

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

Representatives of:

A.F.L.R.S., A.F.H.Q.
C.C., MTOUSA
Labour, GHQ, CMF.
Labour Sub-Commission,
HQ Allied Commission

Italian Delegation

Representatives of:

Italian Government, Ministry of Labour
Comm. SIMEONE
Dott. PESTILLO
Sig. PUPPIN

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

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Chairman

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

Representatives of:

A.F.L.R.S., A.F.H.Q.
C.G., ATOUSA
Labour, GHQ, CMF.
Labour Sub-Commission,
HQ Allied Commission

Italian Delegation

Representatives of:

Italian Government, Ministry of Labour
Comm. SIMONE
Dott. CASTILLO
Sig. PURPURA

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

4865

2. MEETING OF 9TH NOVEMBER:

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

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

/The Italian.....

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

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

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

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

(a) Christmas Bonus:

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

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

(b) All Other Indemnities:

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

(c) Consolidated Bonus:

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

Declassified E.O. 12065 Section 3-402/NNDC NO. 1785021

(a) Christmas Bonus:

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

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

(b) All Other Indemnities:

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

(c) Consolidated Bonus:

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

E.O. 12065 Section 3-402/NNDC NO. 785021

Declassified E.O. 12065 Section 3-402/NND NO. 785021

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

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

TEL : 66275 : ROME

LRS/214F/5.

19 November 1945

ALLIED FORCE LABOUR & WAGES COMMITTEE

SUB-COMMITTEE - MINUTES

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

PRESENT:

Chairman

Mr. David C. SACHS
Labour Sub-Commission, ACC

Representatives of:

A.F.L.R.S., A.F.H.Q.
C.C., MTOUSA
Labour, GHQ, CMF.
Labour Sub-Commission,
HQ Allied Commission

Italian Delegation

Representatives of:

Italian Government, Ministry of Labour
Comm. ZIRONI
Dott. PRETTILLO
Sig. FORTUNA

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

PRESENT:

Chairman

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

Representatives of:

A.F.L.M.S., A.F.H.Q.
C.C., MTOUSA
Labour, G3, CAF.
Labour Sub-Commission,
HQ Allied Commission

Italian Delegation

Representatives of:

Italian Government, Ministry of Labour
Comm. SIMONE
Dott. PESTILLO
Sig. PURGUE

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

4864

2. MEETING OF 9TH NOVEMBER:

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

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

/The Italian.....

Declassified E.O. 12065 Section 3-402/NARS NO. 785021

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

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

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

(a) Christmas Bonus:

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

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

(b) All other indemnities:

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

(c) Consolidated Bonus:

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

F.O. Confidential F.O. 12065 Section 1-402/MISC. No. 47850/21

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

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

LRS/214F/5.

TEL : 56275 : ROME

19 November 1945

ALLIED FORCE LABOUR & WAGES COMMITTEE

SUB-COMMITTEE - MINUTES

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

PRESENT:

Chairman

Mr. David C. BARNES
Labour Sub-Commission, ACC/G4

Representatives of:

A.P.L.R.S., A.F.H.Q.
C.G., MTOUSA.
Labour, CHQ, CMF.
Labour Sub-Commission,
HQ Allied Commission

Italian Delegation

Representatives of:

Italian Government, Ministry of Labour
Comm. SIDERONE
Dott. MESTELLO
Sig. FURGIA.

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

4563

2. MEETING OF 9TH NOVEMBER:

Allied Commission H.Q. 12065 Section 1-402/MISC. No. 785021

Chairman

Mr. David C. SACHS
Labour Sub-Commission, AFCOM

Representatives of:

A.F.L.R.S., A.F.H.Q.
C.G., MTOUSA
Labour, CHQ, CMF.
Labour Sub-Commission,
HQ Allied Commission

Italian Delegation

Representatives of:

Italian Government, Ministry of Labour
Comm. GLEONE
Dott. FESTILLO
Sig. FURFURA

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

4863

2. MEETING OF 9TH NOVEMBER:

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

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

/The Italian.....

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

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

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

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

(a) Christmas Bonus:

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

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

(b) All Other Indemnities:

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

(c) Consolidated Bonus:

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

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

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

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

TEL : 66275 : ROME

LRS/214F/5.

19 November 1945

ALLIED FORCE LABOUR & WAGES COMMITTEE

SUB-COMMITTEE - MINUTES

1. In accordance with the instructions of the Allied Force Labour & Wages Committee at its meeting held on 25 October 1945 (minute 8 refers), meetings of the Sub-Committee were held on the 9th and 19th November 1945 in the AFLRS (AFHQ) Conference Room, ROME.

PRESENT:

Chairman

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

Representatives of:

A.F.L.R.S., A.F.H.Q.
C.C., MTOUSA
Labour, GHQ, CMF.
Labour Sub-Commission,
HQ Allied Commission

Italian Delegation

Representatives of:

Italian Government, Ministry of Labour
Comm. SIMEONE
Dott. FESTILLO
Sig. PURPURA

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

Declassified E.O. 12065 Section 1-402/NND NO. 785021

PRESENT:

Chairman

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

Representatives of:

A.F.L.H.S., A.F.H.Q.
C.G., MTOUSA
Labour, GHQ, CMF.
Labour Sub-Commission,
HQ Allied Commission

Italian Delegation

Representatives of:

Italian Government, Ministry of Labour
Comm. SIMEONE
Dott. FENTILLO
Sig. PURPURA

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

2. MEETING OF 9TH NOVEMBER:

4862

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

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

/The Italian.....

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

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

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

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

(a) Christmas Bonus:

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

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

(b) All Other Indemnities:

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

(c) Consolidated Bonus:

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

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

LABOR SUB-COMMISSION
A.C.
Routing Slip

	Initials	Date
Mr. W. H. BRAINE		
Mr. SACHS		
Mr. HIRD		
Mr. SCOTT		
Mr. PROCTOR		
Miss STEVENSON		
Miss SANSEVERINO		
Chief Clerk		

4861

Mr. D. C. Sachs

Seen

RESTRICTED

HEADQUARTERS ALLIED COMMISSION
APO 394
ECONOMIC SECTION

Ref: 1.27/E3

14 November 1945

MINUTES OF ECONOMIC SECTION STAFF MEETING
HELD 14 NOVEMBER 1945

Present:

Economic Section	Mr. Cleveland Col. Densmore Col. Walton Col. Walker Dr. Holstein Lt. Col. Moore Maj. Scotten Mr. Hughes Capt. Highland
Food & Agriculture Sub-Commission	Mr. Merritt
Finance Sub-Commission	Col. Mempaco Lt. Col. Timmons
Commerce (Foreign Trade) Sub-Commission	Lt. Col. Tooby Major Gent
Industry & Utilities Sub-Commission	Mr. Sullivan Col. Rintoul Mr. Hayes Maj. Newings
Labor Sub-Commission	Mr. Braine Mr. Sachs
Transportation & Shipping Sub-Commission	Col. Buchanan Lt. Col. Scoggins
Captured Enemy Materials Branch	Maj. Trevor-Wilson

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

	Mr. Hughes Capt. Highland
Food & Agriculture Sub-Commission	Mr. Merritt
Finance Sub-Commission	Col. Menapace Lt. Col. Timmons
Commerce (Foreign Trade) Sub-Commission	Lt. Col. Tooby Major Gent
Industry & Utilities Sub-Commission	Mr. Sullivan Col. Ristedt Mr. Hayes Maj. Fewings
Labor Sub-Commission	Mr. Fraine Mr. Sachs
Transportation & Shipping Sub-Commission	Col. Buchanan Lt. Col. Scoggins
Captured Enemy Materials Branch	Maj. Trevor-Wilson
AC Milan Office	Mr. White

Mr. Cleveland presided:

1. Work is continuing on the 1946 program of imports, primarily in Milan, with the group including Col. Tooby and Mr. Luzzatto. A draft has been produced for the expenditure of 61.5 million dollars for January 1946. This is something in the nature of a loan from the UNRRA appropriation of 550 million dollars which is expected to be through the Senate by the end of the week. The appropriation of 1 billion 350 millindollars has gone up before the House Foreign Affairs Comittee today.

4860

2. A meeting on Foreign Trade was held last week with the Inter-Ministerial Comittee for Reconstruction and the Under-Secretarydesignate. After a long discussion of the obstacles, Italian and Allied, which presently inhibit the opening of free trade channels, a sub-committee was created, headed up in the Finance Sub-Commission. There has been a meeting of this sub-committee

Declassified E.O. 12065 Section 3-402/NND No. 785021

and the work in well under way, as follows:

a. Two custom officials, acting under instructions from Minister Storoni, presented to the Finance Sub-Commission a memorandum purporting to set forth the places where the customs are not satisfactorily functioning. This memorandum was too general to be serviceable. They were requested to draw up another, outlining the situation more specifically. As yet this has not been received.

b. At the meeting of the sub-committee on Foreign Trade, attended by representatives of the various Ministries and Allied Commission, the Italian representatives presented a memorandum setting forth the rules, and procedure, on the control of Foreign Trade, accompanied by a series of forms from "A" to "P". Although the plan seems well formulated, no immediate approval was given in order to provide sufficient time for further study. It is proposed to make announcement of the plan through the Chambers of Commerce, relying on them to disseminate the information. The question was raised as to the possibility of shipping becoming a limiting factor. It is understood that Italy is negotiating for the purchase of a number of Liberty ships when they become available. However, there has been no announcement on this.

c. It was requested that anybody involved in a representation of the Allied Commission or the Italian Government on special groups and committees existing in Brussels, Paris, London, etc., advise Col. Dennison. There seem to be varying opinions of Italy's status and it is advisable to get a general ruling sheet, insofar as possible, at putting the Italians appointed to these groups. Col. Dennison recommended that at these meetings the term "membership" be used instead of "representation."

d. It has not been decided whether AFHQ will move to Rome. It is understood that a cable has been sent, advising that unless instructions to the contrary are received, AFHQ will move to Rome 1 December and that the deadline for the receipt of such instructions is 20 November.

e. The supply picture on major commodities is brighter than last week. The coal strike is not having the effect on arrivals in Italy that might have been expected. Although December shipping was short, some of the ships intended for that month slipped into October, thus forestalling a gap. On wheat, although actual figures are not presently available, it is probable that we will get approximately 75% of the additional quantity requested. Washington was advised that 5,000 are facilities here for handling this flour.

Declassified E.O. 12065 Section 3-402/NND NO. 785021

understood that Italy is negotiating for the purchase of a number of Liberty ships when they become available. However, there has been no announcement on this.

3. It was requested that anybody involved in representation of the Allied Commission or the Italian Government on special groups and committees meeting in Brussels, Paris, London, etc., advise Col. Donovan. There seem to be varying opinions of Italy's status and it is advisable to get a general ruling sired, insofar as possible, in getting the Italians appointed to these groups. Col. Donovan recommended that at those meetings the term "membership" be used instead of "representation."

4. It has not been decided whether AFHQ will move to Rome. It is understood that a cable has been sent, advising that unless instructions to the contrary are received, AFHQ will move to Rome 1 December and that the deadline for the receipt of such instructions is 20 November.

5. The supply picture on major commodities is brighter than last week. The coal strike is not having the effect on arrivals in Italy that might have been expected. Although September shipping was short, some of the ships intended for that month slipped into October, thus forestalling a gap. On wheat, although actual figures are not presently available, it is probable that we will get approximately 75% of the additional quantity requested. Washington was advised that there are facilities here for handling bulk flour.

6. There was opened for discussion the question of whether the character of AMG operations in the North should be changed by pulling out all of the Economic offices from the various regions and concentrating them in Milan, on the theory that the control of the Italian side is exercised by the various Ecards working out of Milan. The office to be established by AC would, in effect, be an advance headquarters of the Economic Section. It seemed probable that such a concentration might function more effectively than an organization spread thinly over the entire North:

a. Mr. White concurred in bringing the men from the field into Milan, emphasizing the point that the personnel of the field offices were so few and charged so frequently that they could not accomplish the functions originally intended.

RESTRICTED

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

j. Mr. White expressed the belief that there would be a decided advantage, particularly in the light of existing communication facilities, in being able to make immediate distribution of materials without the necessity of resorting to Rome for a decision.

k. Mr. Cleveland expressed his belief that the plan was a practicable possibility, with some exceptions, and that a proposal would be drafted, based on the actual people available and the general point of view expressed by each group. This would be presented with ample time for studying before being finalized.

The meeting adjourned at 1320 hours.

Leslie S Moore

LESLIE S. MOORE
Lt. Colonel, AGD
Chief, Admn. & Pers. Branch

DISTRIBUTION
"A"

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Lt. Colonel, AGD
Chief, Admn. & Pers. Branch

DISTRIBUTION
"A"

4859

RESTRICTED

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

27 NOV. 945

b. Mr. Merritt stated that because so many officers in the North had left and because the Italian Government is actually performing food and agricultural functions through their agencies in all of the Provinces, he considered it practicable to centralize in Milan, so long as there is someone in the Provinces to back up the Prefects. Maj. Cowper said his immediate reaction was guarded and that he was not entirely converted to making the capital of the North, Milan. Mr. Merritt, however, felt that on the food side they might tend toward a geographical breakdown, having representatives working out of Milan.

c. As for Industry, Mr. Sullivan felt that at first appearance the plan seemed like an excellent one, though he had not had time to study it sufficiently to make a firm statement. Maj. Fewings felt that if the Regional officers were brought into Milan, their functions would be destroyed since the actual need was for them to be in the field, assisting with problems of rehabilitating the industries. Mr. Cleveland brought out the fact that the time had come to think in terms of changed functions and of the type of set up needed for 1946.

d. Col. Buchanan, speaking for Transportation, said that the work of coordination was already being carried out in Milan; that even after the North has been turned back in its entirety, they would still like to retain transportation officers in the various Regions.

e. Col. Kintzel likewise felt that there were arguments against concentration in Milan, the principal one being that the financing of Public Works is now being carried out on a Regional basis and that a change of such procedure would entail considerable delay in the approval of projects because of the slow machinery of the Italian Government for processing approval. In this Col. Menapace concurred. Mr. Cleveland recommended that steps be taken to remedy this situation and to assist in establishing a system whereby the Italian Government could expedite approval. In addition to the obstacle of financing, Col. Menapace also brought out the objections that the Finance Sub-Commission has no individual office presently in Milan and that they have no continuing functions. He favored keeping the financial control on a Regional basis.

f. Maj. Cent foresaw only one possible objection to centralization of the North in Milan and that was the possibility of encouraging the North to act separately from the Central Government. If that could be

Declassified E.O. 12065 Section 3-402/NNDC NO. 78502

type of set up needed for 1946.

d. Col. Buchanan, speaking for Transportation, said that the work of coordination was already being carried out in Milan; that even after the North has been turned back in its entirety, they would still like to retain transportation officers in the various Regions.

e. Col. Rintoul likewise felt that there were arguments against concentration in Milan, the principal one being that the financing of Public Works is now being carried out on a Regional basis and that a change of such procedure would entail considerable delay in the approval of projects because of the slow machinery of the Italian Government for processing approval. In this Col. Kenspace concurred. Mr. Cleveland recommended that steps be taken to remedy this situation and to assist in establishing a system whereby the Italian Government would expedite approval. In addition to the obstacle of financing, Col. Kenspace also brought out the objections that the Finance Sub-Commission has no individual office presently in Milan and that they have no continuing functions. He favored keeping the financial control on a Regional basis.

f. Maj. Gent foresaw only one possible objection to centralization of the North in Milan and that was the possibility of encouraging the North to act separately from the Central Government. If that could be avoided, he was in accord with the change.

g. Lt. Col. Pooby favored centralization in Milan, with the installation of an inspectoral system to see that imported goods are used as allocated and that the type of goods authorized are actually manufactured, i.e. that they do not use imported goods for the manufacture of luxury items.

h. Mr. Reins said that so far as the normal labor function is concerned, there was no objection to immediate centralization in Milan, but that as long as there existed responsibility for public safety, there might be some problems for there is a strong possibility of serious labor difficulties in the North.

i. Col. Dalton's primary concern was that expressed by Maj. Gent - the possibility of the area's looking toward Milan as the capital rather than Rome.

RESTRICTED

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

LABOR SUB-COMMISSION
A.C.
Routing Slip

	Initials	Date
Mr. W. H. BRAINE Mr. SACHS Mr. HIRD Mr. SCOTT Mr. PROCTOR ← B Miss STEVENSON Miss SANSEVERINO Chief Clerk		16/1

Declassified E.O. 12065 Section 3-402/NND 785021

1. To receive from the Italian delegation their advice on the steps considered desirable for the Allied Forces to take in respect of the following points :-

(a) Christmas Bonus:

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

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

(b) All Other Indemnities:

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

(c) Consolidated Bonus:

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

4837

S.J.H. LOUREN, Major, RAOMC
Secretary,
ALLIED FORCE LABOUR & WAGES COMMITTEE,
SUB-COMMITTEE.

SJHL/gs

DISTRIBUTION

Copy No:	1/2	AFLRS, AFHQ	
	3/4	Labour, GHQ, CMF.	
	5/6	OG, MTOUSA	
	7/14	HQ AIOCM, Labour Sub-Commission (Includes copies for Italian Government delegation)	15/17 War Diary 18 File 19/25 Spares.

COPY NO: 14

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

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

TEL : 66275 : ROME

LRS/214P/L.

13 November 1945

ALLIED FORCE LABOUR & WAGES COMMITTEE

SUB-COMMITTEE - AGENDA

A meeting of the Sub-Committee established by the Allied Force Labour & Wages Committee at its first meeting (minute 5 refers) will be held at 0930 hrs on Monday 19 November 45, in the AFLRS (AMG) Conference Room, 2nd Floor, 66 Piazza dell'Esedra, Rome, to consider the following Agenda :-

1. To receive from the Italian delegation their advice on the steps considered desirable for the Allied Forces to take in respect of the following points :-

(a) Christmas Bonus:

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

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

(b) All Other Indemnities:

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

Selfridges H.Q. 12065 Section 3-402/NHDC No. 785021

1. To receive from the Italian delegation their advice on the steps considered desirable for the Allied Forces to take in respect of the following points :-

(a) Christmas Bonus:

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

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

(b) All Other Indemnities:

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

(c) Consolidated Bonus:

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

4857

S.J.B. LOUDEN, Major, D.A.D.C.
Secretary,
ALLIED FORCES LABOUR & WAGES COMMITTEE,
SUB-COMMITTEE.

EJBL/28

DISTRIBUTION

Copy No: 1/2 AFLWS, AFHQ
3/4 Labour, CMQ, CMF.
5/6 CG, MTOUSA
7/14 HQ ALCOA, Labour Sub-Commission (Includes copies for Italian Government delegation)
15/17 War Diary
18 File
19/25 Spares.

WO 204/12065 Section 1-402/MISC NO. 785021

ISC/906

COPY NO: 88

Fdly

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

LRS/2145/11.

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

TEL: 66275 : ROME

13 November 1945

ALLIED FORCE LABOUR & WAGES COMMITTEE

A G E N D A

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

1. To receive the minutes of the first meeting of the Committee held on 26th October 1945.

2. To receive the findings of the Sub-Committee established at the last meeting of the Committee (Minute 6 refers), resulting from the meetings of the 9th and 10th November 1945.

3. To complete any outstanding business with a view to the disbandment of this Committee by 30 November 1945.

4. Any other business.

E.J.B. LOCKET, Major, RAMC,
Secretary,
ALLIED FORCE LABOUR & WAGES COMMITTEE.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

The second meeting of the Allied Force Labour & Welfare Committee will be held at 0930 hours on Wednesday 21st November 1945 in the AFLRS (AFHQ) Conference Room, 2nd Floor, 65 Piazza dell'Esedra, ROME, to consider the following Agenda :-

1. To receive the minutes of the first meeting of the Committee held on 26th October 1945.

2. To receive the findings of the Sub-Committee established at the last meeting of the Committee (minute 5 refers), resulting from the meetings of the 9th and 15th November 1945.

3. To complete any outstanding business with a view to the disbandment of this Committee by 30 November 1945.

4. Any other business.

W. J. B. LOUDEN, Major, D.A.A.G.,
Secretary,
ALLIED FORCE LABOUR & WELFARE COMMITTEE.

W.J.B./ge.

4856

DISTRIBUTION

See page two

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

DISTRIBUTION

Copy No:

1/2 C-in-C, Med
3 CAO, AFHQ
4 D/CAO, AFHQ
5/6 G-5, AFHQ
7 CG, MTOUSA
8/15 G-4, MTOUSA
16 AG Civ Pers Div, MTOUSA
17 Fiscal Director, MTOUSA
18 Q(Maint), GHQ, CMF
19 Q(ME), GHQ, CMF
20 D.M., GHQ, CMF
21 Ord, GHQ, CMF
22 ADSE, GHQ, CMF
23 S & T, GHQ, CMF
24/25 Labour, GHQ, CMF
26 DeIC, GHQ, CMF
27 PA, GHQ, CMF
28 A.O.C., AIR HQ, RAF, Italy
29/32 Naples Air Force General Depot
33 A/Pa, Air HQ, RAF, Italy
34/35 HQ, 214 Group, RAF
36/37 HQ, XIII Corps (Includes one copy for Local Sub-Committee)
38/39 D.M.S., ITALY
40/41 CG, PBS (Includes one copy for Local Sub-Committee forHQ)
42/43 CO, PBS (South) (Includes one copy for Local Sub-Committee)
44 CO, PBS (East)
45 AG Civ Pers Div PBS
46 AG Civ Pers Div PBS (South)
47/49 HQ, No 2 District (Includes copy for Local Sub-Committee)
50/59 HQ, No 3 District (Includes copies for Local Sub-Committee)
60/65 CG, Rome Area Allied Command (Includes copy for Local Sub-Committee)
66 FOIL, Rome
67 A.S.C.O., FOIL, Rome
68 SENADISNO
69 CS, TARANTO
70 COMNAV, PALERMO
71/72 NOIC, NAPLES
73 NOIC, TRIESTE
74 SNO, Eastern Sicily
75 LWTS
76 WDA
77 Standard Naval offices, CMF

Declassified E.O. 12065 Section 3-402/NSDC NO. 785021

27 PS, HQ, G&P
28 a.D.C., AIR HQ, RAF, Italy
29/32 Naples Air Force General Depot
33 a/Sn, Air HQ, RAF, Italy
34/35 HQ, 214 Group, RAF
36/37 HQ, XIII Corps (Includes one copy for Local Sub-Committee)
38/39 D.M.S., ITALY
40/41 CG, PBS (Includes one copy for Local Sub-Committee Forlini)
42/43 CO, PBS (South) (Includes one copy for Local Sub-Committee)
44 CO, PBS (East)
45 a/G Civ Pers Div PBS
46 a/G Civ Pers Div PBS (South)
47/49 HQ, No 2 District (Includes copy for Local Sub-Committee)
50/59 HQ, No 3 District (Includes copies for Local Sub-Committee)
60/65 CG, Rome Area Allied Command (Includes copy for Local Sub-Cttee)
66 FOIL, Rome
67 a.N.S.O., FOIL, Rome
68 GENERALISSMO
69 CINCSOUTH
70 COMNAVSOUTH, PALERMO
71/72 NOIC, NAPLES AREA
73 NOIC, TRIESTE
74 SNO, Eastern Sicily
75 NAVTS
76 WAC
77 Resident Naval Officer, [illegible]
78 Chief Commissioner, [illegible]
79 HQ, AMGOT
80 Vice-President, Economic Section, HQ AMGOT
81/86 Economic Section, HQ AMGOT
87 Finance Sub-Commission, HQ AMGOT
88/89 Labour Sub-Commission, HQ AMGOT
90 MWTS & Shipping Sub-Commission
91 DSP, UDF, G.F.
92 No 8 Command Pay Office
93 Chairman, Allied Force Labour & Wages Committee
94/96 War Diary
97 File
98/125 Spares.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

LABOR SUB-COMMISSION
A.C.
Routing Slip

	Initials	Date
Mr. W. H. BRAINE Mr. SACHS		
Mr. HIRD		
Mr. SCOTT		
Mr. PROCTOR		15/11
Miss STEVENSON		
Miss SANSEVERINO		
Chief Clerk		

REMARKS:

4855

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

file L5c/906

ALLIED FORCES LOCAL RESOURCES SECTION
AFLRS

LRS/214D/423

Postal Address :
AFLRS, Rome Area Allied Command,
CMF.
Tel : ROME 66275.

SUBJECT : Pay on Engagement of
Italian Civilians Employed
by the Allied Forces.

TO : Labour Sub-Commission, HQ ALCOM
(Attn : Mr. W.H. Braine).

8 November 1945

The attached letter was apparently forwarded to this Section in error and is returned to you for information. The original is already on the files of this office.

S.J.B. LOUDEN, Major, DAQMG,
Acting Chief of Section (Br),
A.F.L.R.S.

WGM/dd

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

HEADQUARTERS ALLIED COMMISSION
Office of the Chief Commissioner
APO 394

Ref: LSC/906

5 November 1945

SUBJECT: Pay on Engagement of Italian Civilians Employed by the Allied Forces.

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

1. Reference is made to your memorandum LRS/214D/414 of 30 October 1945, regarding the proposal to modify Para 4 (d) (1) of AFHQ Administrative Memorandum No. 74, 1945 to permit of labour be ng trade-tested on engagement, and thereafter being paid at rates commensurate with skill and ability within the scales prescribed in the Appendices to Administrative Memorandum No. 74.

2. It is agreed that the conditions existing when Para 4(d) (1) of Memorandum No. 74 was originally drafted no longer apply. It was at one time advisable to require all skilled labour to be engaged and paid at the minimum of the scale for at least seven days, in order to avoid competition and possible poaching of labour as between employing units. Now however, the position has changed in that Allied Force Units are dispersed over a wider area and are not engaging large numbers of workers in competition with one another. There is now no reason why a worker should not be engaged and paid forthwith at the rate of wages commensurate with his skill and ability.

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

(sgd) Ellery W. Stone

ELLERY W. STONE
Rear Admiral, USNR
Chief Commissioner

cc: C.A.O. AFHQ

Chairman, Allied Force Labour and Wages Committee.
(for information)

4853

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

MR. PROCTOR

HEADQUARTERS ALLIED CONTROL COMMISSION
APO 394
LABOUR SUB COMMISSION

F2/ac

PROT : LSC/906

6 Novembre 1945

OGGETTO: Comitato Controllo Lavoro e Salari

AL : Sig. Gaetano Barbareschi
Ministro del Lavoro e della Previdenza Sociale
Governo Italiano
Roma.

Cont.mo Sig. Barbareschi,

1. Facendo seguito alla nostra conversazione di stamattina, ho il piacere di inviarle copia del rapporto fatto dai rappresentanti Italiani alla riunione del Sottocomitato per il Premio di Liberazione del Comitato Controllo Lavoro e Salari.

2. Il rapporto comprende alcuni benefici supplementari dei quali godono gli impiegati industriali nell'industria privata, benefici che non sono compresi nell'elenco dei salari e stipendi delle Forze Armate Alleate.

Con cordiali saluti,

DAVID C. SACKS

1 8 L 91

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

HEAD UARTERS ALLIED COMMISSION
APO 534
LABOUR SUB COMMISSION

FP/mb

REF : L&W906

6 November 1945

SUBJECT: Labour and Wages Control Committee

TO : Sig. Gaetano Barbarenchi
Minister of Labour and Social Security
Italian Government
Rome.

Dear Sig. Barbarenchi,

1. With reference to our meeting this morning, I have pleasure in attaching here statement which was put forward by Italian representatives at the meeting of the Liberation Bonus Sub-Committee of the Labour and Wages Control Committee.

2. The statement is said to represent certain additional benefits which Italian industrial employees in private industry enjoy but which are not incorporated in the Armed Forces Wage Scales.

DAVID C. SACKS
Deputy Director,
Labour Sub-Commission

4831

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

LABOUR SUB COMMISSION
A. C.
Routing Slip

	Initials	Date
Mr. W.H. BRAINE		
Mr. SACHS		
Mr. HIRD		
Mr. SCOTT		
Mr. PROCTOR		
Miss STEVENSON	D.	3/11
Miss SANSEVERINO		
Chief Clerk		

REMARKS:

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

Sadon s/c file copy
(to be returned after
signature)

5 November 1945

REF : LEC/906

SUBJECT: Pay on Engagement of Italian Civilians Employed by the Allied Forces.

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

1. Reference is made to your memorandum LRS/5140/414 of 30 October 1945, regarding the proposal to modify Para 4 (d) (1) of AFHQ Administrative Memorandum No. 24, 1945, to permit of labor being trade-tested on engagement, and thereafter being paid at rates commensurate with skill and ability within the scales prescribed in the Appendices to Administrative Memorandum No. 24.

2. It is agreed that the conditions existing when Para 4 (d) (1) of Memorandum No. 24 was originally drafted no longer apply. It was at one time advisable to require all skilled labor to be engaged and paid at the minimum of the scale for at least seven days, in order to avoid competition and possible poaching of labor as between employing units. Now, however, the position has changed in that Allied Force Units are dispersed over a wider area and are not engaging large numbers of workers in competition with one another. There is now no reason why a worker should not be engaged and paid forthwith at the rate of wages commensurate with his skill and ability.

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

/s/ Ellery W. Stone

ELLERY W. STONE
Rear Admiral, USNR
Chief Commissioner

CC: C.A.O., AFHQ

4830

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

HEADQUARTERS ALLIED COMMISSION
APO 394
ECONOMIC SECTION

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: PAY ON ENGAGEMENT OF ITALIAN CIVILIANS EMPLOYED BY THE ALLIED FORCES

No	Date	To	REMARKS	From
1	1/11	Econ.Sec.	1. Draft reply for the Chief Commissioner's signature is attached. 2. A memorandum outlining the proposed modification to Admin. Memo. No. 34, and suggesting that the Chief Commissioner might agree to approve, was submitted to the Chief Commissioner on 29 Oct., by Mr. Braine, Chairman of the Allied Force Labor and Wages Committee. K. J. HIRD Labor Sub-Commission	Lab. S/C
2	2 Nov	Exec Commr	Request approval and signature of Chief Commissioner on letter opposite. L D Denman Col Dep Cy. HARLAN CLEVELAND Acting Vice President	Econ Sec Econ
3.	5/Nov.	Econ. Sec.	Letter signed & returned for dispatch. CC & EC copies have been withdrawn	7/11
4	5 Nov	Lab S/C	For dispatch.	CH

PAGE .....

Use other side

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

Economic Section: 30 Oct 45

Please prepare appropriate reply to the attached letter from AFLRS, AFHQ. This matter should be considered urgent and requested reply should reach the Chief Commissioner's Office not later than 5 November.

L. W. STEARNS
Lt Col, AGD
Staff Officer to CC

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

OCT 8 0 RECD

CSO

404

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

LRS/214D/414.

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

Tel: 66275 ROME.

30 October 1945.

SUBJECT : Pay on Engagement of Italian civilians employed by the Allied Forces.

TO : CAO, AFHQ.
Chief Commissioner, Allied Commission.

1. The Allied Force Labour & Wages Committee, at its meeting held on 26 October 1945 considered the existing regulations in respect of the pay on engagement of Italian civilian employees of the Allied Forces. (Minute 7 refers).

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

3. The above recommendation is passed to you for consideration in accordance with established procedure. It is requested that you notify this section of your approval or otherwise on the recommended changes in order that this section may take the necessary action to have AFHQ Administrative Memorandum No. 34 of 1945 appropriately amended.

THOMAS R. GIBSON, Colonel, AUS,
Chief of Section (US),
A.F.L.R.S.

S.J.B. LOUDEN, Major, RAOC,
Acting Chief of Section (Br),
A.F.L.R.S.

SJBL/Mrs.

4646

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

ECONOMIC SECTION Date 31 OCT 1945

Fr	INTERNAL	To	Fr	EXTERNAL	To
	Vice President			ECONOMIC SECTION	
	Col. Densmore			Ind & Commerce Div	
	Col. Walton			Commerce S/C	
	Lt. Col. Moore			Industry S/C	
	Lt. Col. Tooby			PW & U S/C	
	Maj. Smith			Supply Division	
✓	Capt. Highland			Requisition Branch	
	Lt. Arensberg			Agriculture S/C	
	Lt. Morgan			Food S/C	
	Lt. DiLoreto			Transportation S/C	
	Lt. Durber			WMD S/C	✓
	Mr. Sullivan			Labor S/C	
	Mr. Setrina			Finance S/C	
	Mr. Dickens			Chief Commissioner	
	Mr. Hughes			Executive Commissioner	
	Admin & Personnel Br			Civil Affairs Section	
	Price Control Branch			Establishment Section	
	Message Center			G-1 (American)	
				G-1 (British)	
				ATTENTION:	

✓	For appropriate Action		Note and Return
	Remarks/Recommendations		Signature
	Dispatch		Investigation & Report
	Information		File
	Circulation & Return		Note & Retain
	Please see me		Concurrence

REMARKS: Pls prepare appr reply, for sig of Ch Commn.

Attn invited to request by SO & CC that reply reach CC by 5 Nov. cH

4847

COPY NO: 25

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

L54/906 in Spare

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

TEL : 66275 ROME

LRS/2142/3.

31 October 1945

ALLIED FORCE LABOUR & WAGES COMMITTEE

SUB-COMMITTEE - AGENDA

A meeting of the Sub-Committee established by the Allied Force Labour & Wages Committee at its first meeting (minute 3 refers) will be held at 0930 hours on Friday 9 November 45, in the AFLRS (AFHQ) Conference Room, 2nd Floor, 68 Piazza dell'Esedra, Rome, to consider the following Agenda :-

1. To receive from the representatives of the Italian Government its advice on the steps which it considers desirable to overcome the present apparent disparity between the benefits enjoyed by employees of Italian Industry in comparison with those enjoyed by employees of the Allied Forces.

2. To submit its recommendations on Item 1 above to the Allied Force Labour & Wages Committee.

3. To study and to recommend to the Allied Force Labour & Wages Committee what action, if any, should be taken by the Allied Forces in respect of a Christmas Bonus payment to Allied Force employees for Christmas 1945.

S.J.F. LOUDEN, Major, RACMP,
Secretary,
ALLIED FORCE LABOUR & WAGES COMMITTEE
SUB-COMMITTEE.

SJFL/ga.

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

desirable to overcome the present apparent disparity between the benefits enjoyed by employees of Italian Industry in comparison with those enjoyed by employees of the Allied Forces.

2. To submit its recommendations on Item 1 above to the Allied Force Labour & Wages Committee.

3. To study and to recommend to the Allied Force Labour & Wages Committee what action, if any, should be taken by the Allied Forces in respect of a Christmas Bonus payment to Allied Force employees for Christmas 1945.

S.J.B. LOUDEN, Major, D.S.C.,
Secretary,
ALLIED FORCE LABOUR & WAGES COMMITTEE
SUB-COMMITTEE.

SJBL/ga.

DISTRIBUTION

Copy No:

1/2	AFLES, AFHQ
3/4	Labour, GHQ, CMF
5/6	CG, MTOUSA
7/14	HQ ALOOM, Labour Sub-Commission (Includes copies for Italian Government delegation)
15/17	War Diary
18	File
19/25	Spares.

4815

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

LSC/906

COPY NO: _____

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

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

TEL : 66275 ROME

26 October 1945

LRS/2142/4.

ALLIED FORCE LABOUR & WAGES COMMITTEE

M I N U T E S

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

PRESENT:

Chairman

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

REPRESENTATIVES OF:

Flag Officer ITALY and LIAISON
A.O.C., AIR HQ, RAF, ITALY
Labour, CHQ, CMF
D.M.R., ITALY
AAFSC/MTO
C.G., P.B.S.
HQ, 2 District
HQ, 3 District
HQ, P.B.S. (South)
HQ, P.B.S. (East)
C.G., Rome Area Allied Command

IN ATTENDANCE:

DAG&C, AFLRS, AFHQ
P.A., AIR HQ, RAF, ITALY

AND REPRESENTATIVES OF:

P.A., CHQ, CMF
Chief of Section (US), AFLRS, AFHQ

4815

2. ESTABLISHMENT OF THE COMMITTEE:

Declassified E.O. 12065 Section 3-402/NND No. 785021

PRESENT:

Chairman

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

REPRESENTATIVES OF:

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

IN ATTENDANCE:

DAQMG, AFLAS, AFHQ
F.A., AIR HQ, RAF, ITALY

AND REPRESENTATIVES OF:

F.A., GHQ, CMF
Chief of Section (UB), AFLAS, AFHQ

4815

2. ESTABLISHMENT OF THE COMMITTEE:

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

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

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

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

/Minute 4.....

Collection 3-162/MISC No. 78502/1
Section 2, G.O. 12065

4. NO. 3 DISTRICT LOCAL SUB-COMMITTEE - BARI:

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

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

5. 52 A/Tk. LOCAL SUB-COMMITTEE - TARANTO:

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

6. XIII CORPS LOCAL SUB-COMMITTEE - TRIESTE:

(a) Meeting of 21 September 1945

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

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

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

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

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

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

Declassified E.O. 12065 Section 3-402/NND No. 785021

(c) Meeting of 21 September 1945

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

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

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

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

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

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

(d) Meeting of 19 October 1945 (Annexure 1 attached).

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

/Minute 7.....

Released U.O. under Section 1-402/NRDC No. 1785021

7. PAY ON ENGAGEMENT:

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

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

8. LIBERATION BONUS SUB-COMMITTEE:

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

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

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

A.P.L.R.S., A.F.H.Q.
Labour, G5, C.M.F.,
C.C., MTOUSA.
HQ, AIOC.

was set up to :-

(a) receive and to study such advice given by the Italian Government, and to submit its recommendations to the Committee;

Declassified E.O. 12065 Section 3-402/NND NO. 785021

Memorandum No 34, 1945, be amended to permit of labour being trade-tested on engagement and thereafter receive a rate of pay commensurate with their skill and ability below or within the wages set out in Appendices "A", "B", "C", "D", "E", "F" and "G" to AFHQ Administrative Memorandum No 34 of 1945.

8. LIBERATION BONUS SUB-COMMITTEE:

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

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

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

A.P.L.S.S., A.F.H.Q.
Labour, GHQ, C.M.F.
C.C., MTOUSA
HQ, ALCOM.

was set up to :-

(a) receive and to study such advice given by the Italian Government, and to submit its recommendations to the Committee;

(b) study and to recommend to the Committee what action, if any, should be taken by the Allied Forces in respect to a Christmas Bonus payment to Allied Force employees for Christmas 1945.

4814

9. CORTINA REST CENTRE:

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

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

/Minute 10.....

NARA E.O. 11065 Section 3-402/NNDC NO. 785021

10. LOCAL SUB-COMMITTEES:

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

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

11. NEXT MEETING:

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

S.J.B. LOUIEN, Major, RAOMC,
Secretary,
ALLIED FORCE LABOUR & WAGES COMMITTEE.

SJBL/ge.

DISTRIBUTION

See page 5

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

DISTRIBUTION

Copy No:

1/2 C-in-C, Med.
3/5 Comdr., US Naval Forces NW African Waters
6 CAO, AFHQ
7 D/CAO, AFHQ
8/9 G-5, AFHQ
10 CG, MTOUSA
11/18 G-4, MTOUSA
19 Engineer Section, MTOUSA
20 Fiscal Director, MTOUSA
21 Q(Maint), AFHQ
22 Q(AE), GHQ, CMF
23 D.W., GHQ, CMF
24 Ord, GHQ, CMF
25 REME, GHQ, CMF
26 S & T, GHQ, CMF
27/28 Labour, GHQ, CMF
29 DPIC, GHQ, CMF
30 FA, GHQ, CMF
31 A.O.C., AIR HQ, RAF, Italy
32/35 AAFSC/MTO
36 A/FA, Air HQ, RAF, Italy
37/38 HQ 214 Group RAF
39/40 HQ, XIII Corps (Includes one copy for Local Sub-Committee)
41/42 DMR, ITALY
43/44 CG, PBS (Includes one copy for Local Sub-Committee for infm)
45/46 CO, PBS (South) (Includes one copy for Local Sub-Committee)
47/48 CO, PBS (East)
49 AG Civ Pers Div PBS
50 AG Civ Pers Div PBS (South)
51/53 HQ No 2 District (Includes two copies for Local Sub-Committees)
54/63 HQ No 3 District (Includes nine copies for Local Sub-Committees)
64/69 CG, Rome Area Allied Command (Includes copy for Local Sub-Cmttee)
70 FOIL, ROME
71 ANSO, FOIL, ROME
72 SENALUSNO, ITALY
73 CS, TARANTO
74 COMNOB, PALERMO
75 NOIC, NAPLES
76 NOIC, TRIESTE
77 SNO, Eastern Sicily
78 NWTB
79 WSA
80 Chief Commissioner, HQ, ALCOM
81 HQ, ALCOM
82 Vice-President, Economic Section, HQ ALCOM
83/88 Economic Section, HQ ALCOM

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

57/38 HQ 214 Group RAF
39/40 HQ, XIII Corps (Includes one copy for Local Sub-Committee)
41/42 DMR, ITALY
43/44 CG, PBS (Includes one copy for Local Sub-Committee for infm)
45/46 CO, PBS (South) (Includes one copy for Local Sub-Committee)
47/48 CO, PBS (East)
49 AG Civ Pers Div PBS
50 AG Civ Pers Div PBS (South)
51/53 HQ No 2 District (Includes two copies for Local Sub-Committees)
54/63 HQ No 3 District (Includes nine copies for Local Sub-Committees)
64/69 CG, Rome Area Allied Command (Includes copy for Local Sub-Cmttee)
70 FOIL, ROME
71 ANSO, FOIL, ROME
72 SENALUSNO, ITALY
73 CS, TARANTO
74 COMNOB, PALERMO
75 NOIC, NAPLES
76 NOIC, TRIESTE
77 SNO, Eastern Sicily
78 MWTB
79 WSA
80 Chief Commissioner, HQ, ALCOM
81 HQ, ALCOM
82 Vice-President, Economic Section, HQ ALCOM
83/88 Economic Section, HQ AICOM
89 Finance Sub-Commission, HQ AICOM
90/91 Labour Sub-Commission, HQ AICOM
92 MWTB & Shipping Sub-Commission
93 DSP, UDF, ChF
94 No 8 Command Pay Office
95 Chairman, Allied Force Labour & Wages Committee.
96/98 War Diary
99 File
100/130 Spares.

4813

Declassified E.O. 12065 Section 3-402/NNDS No. 785021

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

PAY ON ENGAGEMENT OF ITALIAN CIVILIANS EMPLOYED BY
THE ALLIED FORCES

1 1/11 Econ.Sec. 1. Draft reply for the Chief Commissioner's signature is attached.

2. A memorandum outlining the proposed modification to Admin. Memo. No. 34, and suggesting that the Chief Commissioner might agree to approve, was submitted to the Chief Commissioner on 29 Oct., by Mr. Braine, Chairman of the Allied Force Labor and Wages Committee.

Lab. S/C

K. J. HIRD
Labor Sub-Commission

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

REF : L30/906 November 1945

SUBJECT: Pay on Engagement of Italian Civilians Employed by the Allied Forces.

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

1. Reference is made to your memorandum LRS/214B/414 of 30 October 1945, regarding the proposal to modify Para 4 (d) (i) of AFHQ Administrative Memorandum No. 34, 1945, to permit of labor being trade-tested on engagement, and thereafter being paid at rates commensurate with skill and ability within the scales prescribed in the Appendices to Administrative Memorandum No. 34.

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

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

ELLERY W. STONE
Rear Admiral, USNR
Chief Commissioner

CC: C.A.C., AFHQ

4841

[illegible]

LIE/906

[illegible]

LAB/214/10/17

Postal address :
AFHQ, Base Area Allied Command, CMF.

[illegible] : 52 Area Local [illegible]. Telephone : [illegible] 66275.

TO : Financial Adviser
C.M.F., CMF.

30 October 1945

Copies to: Labour C.M.F., CMF.
: Fiscal Director [illegible].
: A.F.H.Q. Mis Mi, MMP., Italy.
: HQ 52 Labour Sub-Commission.

1. Ref. Minute 2 of the fourth meeting of the 52 Area Labour Sub-Committee held on Tuesday 14 Aug 45, and Minute 473 of the thirty-ninth meeting of the Labour & Wages Control Committee.

2. The following information has now been received from HQ 3 District in support of the proposed new grades in respect of employees of the Anglo Oxygen & Acetylene Factory, [illegible] :-

(a) The workers involved are employed directly by the Allied Forces and subject to complete control by the A.F.H.

(b) The daily rates prior to the proposed increase were :-

Grade.	Men. Daily Rate.	Girls.	Rate. Time Rate
Unskilled	135	107	2/8
Operator	175	115	220
Labourer	85	115	200

(c) Comparison figures in respect of other plants in Italy are attached hereto.

(d) The workers involved are as follows :-

Unit.	Engineer Battalion 1
Oxygen & Acetylene Specialists	6
Oxygen & Acetylene Cylinder Fillers	5.

3. It would be appreciated if your views on the proposed increase could be forwarded to this Section.

[illegible]

[illegible]

Declassified E.O. 12065 Section 3-402/NSC Memo. 11/85/82

785021

(b) The daily rates prior to the proposed increase were :-

Grade	Max. Daily Rate	S.L.S.	Max. Take Home
Mechanic	135	107	242
Operator	105	115	220
Labourer	85	115	200

(c) Comparison figures in respect of other plants in Italy are attached hereto.

(d) The numbers involved are as follows :-

Naval Engineer Mechanic 1
Oxygen & Acetylene Specialists 6
Oxygen & Acetylene Cylinder Fillers 2.

3. It would be appreciated if your views on the proposed increases could be forwarded to this section.

[signature]

[illegible], Col., GS,
Chief of Section (US),
A.F.H.Q.S.

[signature]

S.J.H. [illegible], Major, [illegible],
Acting Chief of Section (UK),
A.F.H.Q.S.

CMS/GS

Enclosures:-
1) Milan, Turin, Bologna & Genoa rates.
2) Venice, Private & Civil rates.
3) Copy of minutes of 52 Area Labour Sub-Committee meeting of 14 Aug 43.

4840

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

(a) [illegible]

The low basic rate shown in Steps 3 below are effective from 1 [illegible] the only one of four in this Area to paying the higher rate at present. These rates are quoted in [illegible]

Grade	Basic Rate (Like per day)	New Basic Rate eff 1 [illegible]	Daily diff'ce for family of 4	Rent	Emergency Dues	[illegible]
(1) Refrigerator Engineer Mechanic	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
(2) Oxygen & Acetylene Specialist	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
(3) Oxygen & Acetylene Cylinder Filler	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	

(b) [illegible]

	— Rate per day —		— Rate per week —		
Grade	Basic Pay	Overseas Duty (or contingency)	Rate diff'ce	6 Children allowance	
(1) Refrigerator Engineer Specialist	[illegible]	[illegible]	[illegible]	[illegible]	
(2) Oxygen & Acetylene Specialist	[illegible]	[illegible]	[illegible]	[illegible]	
(3) Oxygen & Acetylene Cylinder Filler	[illegible]	[illegible]	[illegible]	[illegible]	

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

[illegible] to [illegible]

Enclosure I.

4B31

[illegible] 3 below are effective from 1 Oct 43, but only on that end of the [illegible] as posted. These rates are quoted in Lire per Day.

[illegible] Rate [illegible]	Daily Allow. for Daily of 6	[illegible]	[illegible] Rate	Total Daily Rate	Per Week Rate
[illegible]	20	15	450	20.50	154.50
[illegible]	25	15	450	25.50	192.00
[illegible]	25	15	450	25.50	192.00

[illegible]	Lire per week		Total Daily	
[illegible] Daily [illegible]	Six All'es	2 Sundays Allowance	Rate Lire Daily	Remarks
[illegible]	60	90	255	1) All Reserves ship are paid by the Employer
[illegible]	60	90	255	2) Overtime hours to [illegible] in Rate Tab.
[illegible]	60	90	255	3) A special "Allowance to the Technician Alliance" is paid - 3 Lire per hour - all grades.
				4) Special Bonus (13th month) [illegible] Rate Tab.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

(c) [redacted] AREA

GRADE	PAY	MEALS	
		Wife	1 Child
(1) Chief Sup Engineer	$30,000 - 320,000 like per annum (Including Allowances)	— Like	— Included
(2) Maintenance Engineer Mechanic	7,500 - 10,000 per month (288.46 - 384.61 per day)	5.70	4.00
(3) Oxygen & Acetylene Specialists	200 - 256 per day	5.70	4.00
(4) Oxygen & Acetylene Cylinder Filler	192 - 200 per day	5.70	4.00
(5) Technical Engineer	11,000 - 12,000 per month (423.07 - 461.54 per day)	5.70	4.00

(d) [redacted] AREA

GRADE	MONTHLY PAY	MONTHLY HOURS
(1) Maintenance Engineer Mechanic	None employed	
(2) Oxygen & Acetylene Specialist	7,500	742
(3) Oxygen & Acetylene Cylinder Filler	6,000 - 6,500	742

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

	Number of Dependents, FW3			
	None	1 Child	2 Children	3 Children
	Gross per day			
3,000 Line (Including Allowances)	Included in Annual Salary			
00 per month (4.64 per day)	5.70	4.00	5.35	6.35
r day	5.70	4.00	5.35	6.35
r day	5.70	4.00	5.35	6.35
000 per month (4.54 per day)	5.70	4.00	5.35	6.35

	712	6,212
00	712	6,712 - 7,212

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

PLANT	GRADE	Basic Pay Daily Rate	PLUS Premium Indemnity	PLUS 5 Legged stiffs	PLUS Corrosive	PLUS Gas
SOCIETA DI ITALIANA OSSIGENO (VARESE AREA)	Maintenance Engineer Mechanics	104		28		
	Oxygen Specialist	98.49 - 104		28		
	Acetylene "	90.49 - 95.88		28		
	Oxygen & Acetylene Cylinder Filler	88.16 - 93.38		28		
SOCIETA GAS COMPRESSI (TURIN)	Maintenance Engineer Mechanic	125.5				
	Oxygen Specialist	125.5				
	Acetylene "	109				
	Oxygen & Acetylene Cylinder Filler	94				
SOCIETA DI ITALIANA OSSIGENO (GENOA)	Maintenance Engineer Mechanic	80		28	40	
	Oxygen Specialist	72		28	40	
	Oxygen Filler	65.60		28	40	

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

Enclosure 3

Daily Pay / Daily Rate	Insurance / Indemnity	PLUS 3 Imprest cash	Overtime	Contingency 4 3/7 1	Take Home	REMARKS
104	28		130	262		
98.40 - 112	28		150	276.40-302		
90.40 - 92.80	28		150	268.40-270.80		
88.16 - 97.28	28		150	266.16-275.28		
126.5			115	284.5		All base pay rates include a bonus of 25% of normal daily rate ('bonus'
126.5			115	284.5		
109			115	224		
94			115	209		From a special allowance of 10 Lire each time I cook in addition - usually once per day
80	28	40	135	283		
72	28	40	135	275		
65.60	28	40	135	268.60		

Enclosure 3

ANNEXURE I.

MINUTES OF THE FOURTH MEETING OF 52 AREA LABOUR SUB-COMMITTEE HELD ON TUESDAY, 14 AUGUST 45.

- -

Present :-	Major	F.W.R. Sexton (Chairman)	D.A.Q.M.G.
	Major	H. Chandler	O.C. 2910 CLU
	Major	W. Brown	82 CRE (Works)
	Major	G. Williams	Port Supt.
	Capt.	D.J. Underwood	91 Garrison
	Sub Lieut.	Gibson	RN Civil Labour Office
	Lieut.	E. Boardman	2903 CLU
	Lieut.	W.J. McIlroy	OC 748 Service Sta REME

1. MINUTES OF PREVIOUS MEETING.

Minutes of the previous meeting, held on 5 June 1945 were read and approved.

2. SAPIO OXYGEN & ACETYLENE FACTORY, TARANTO - NEW GRADES & RATES OF PAY.

OC 2910 CLU moved that the following new grades and rates of pay provisionally established by OC 2910 CLU with the Liaison Officer, AC BARI in respect of employees of SAPIO Oxygen & Acetylene Factory, TARANTO, wef 16 July 45 be approved by this Committee.

Proposed New Grades	Min. Basic.	Max. Basic.
Maintenance Engineer Mechanic	165 lire	225 lire
Oxygen & Acetylene Specialist	150 "	225 "
Oxygen & Acetylene Cylinder Filler	145 "	200 "

OC 2910 CLU went on to explain that owing to continual unrest and threatened strikes this matter had demanded immediate action, specially since these employees were the only available oxygen - acetylene workers in the TARANTO Area providing all the oxygen and acetylene for 52 Area and 50% of demands for BARI and MARIETTA.

After investigation it was found that these workers were highly specialised and could not be replaced without seriously impeding the output and safety of the installation. He was of the opinion that these new grades and rates of pay (solely applicable to SAPIO) were justified. The proposal was seconded by Port Supt., put to the vote and carried unanimously.

3. THE 48 hrs WEEK (REF ADMIN MEMO 34). 4836

The OC 2910 CLU referred the committee to Admin Memos 34 and 37 regarding the 48 hrs week and overtime from which he read extracts and intimated that those points in the memo which were at variance with the existing Regulations

Declassified E.O. 12065 Section 3-402/NARS Date 7/25/02 NO. 785021

45 be approved by this Committee.

Proposed New Grades	Min. Basic.	Max. Basic.
Maintenance Engineer Mechanic	165 lire	225 lire
Oxygen & Acetylene Specialist	150 "	225 "
Oxygen & Acetylene Cylinder Filler	145 "	200 "

OC 2910 CLU went on to explain that owing to continual unrest and threatened strikes this matter had demanded immediate action, specially since these employees were the only available oxygen - acetylene workers in the TARANTO Area providing all the oxygen and acetylene for 52 Area and 50% of demands for BARI and BARLETTA.

After investigation it was found that these workers were highly specialised and could not be replaced without seriously impeding the output and safety of the installation. He was of the opinion that these new grades and rates of pay (solely applicable to BARIO) were justified. The proposal was seconded by Port Supt., put to the vote and carried unanimously.

3. THE 48 hrs WEEK (REF ADMIN MEMO 34). 4836

The OC 2910 CLU referred the committee to Admin Memos 34 and 37 regarding the 48 hrs week and overtime from which he read extracts and intimated that those points in the memo which were at variance with the existing Regulations would be brought to the notice of all installations by publication of an A.R.O.

4. TRANSFER OF RESPONSIBILITY FOR THE PAYMENT ETC OF CIVILIAN DOCK LABOUR TO THE ITALIAN MINISTRY OF MARINE.

The Port Supt explained to the comditee that he had been instructed by D.D.Tn to hand over the paying of dock labour to the Italian Ministry of Marine regarding which a meeting took place in the Port Supt's office on the 10 August 45. Those present were the Port Supt., OC 2910 CLU and the Capitaneria di Porto. The latter stated that no organisation exists in TARANTO for the supply, Payment and administration of quay labour but subject to confirmation by the Italian Ministry of Marine he would undertake physical payment against Muster Rolls presented by the Port Supt on 31 August and supply pay and administration wef 1 September.

Restricted F.O. 12065 Section 1-402/MDC No. 785021

OC 2910 CLU said that his unit would maintain a close liaison with the Marine organisation.

The Port Supt informed the committee that when the handover was complete he would then indent to the Italian Labour Pool for labour as required.

It was stated that the above would also apply to BRINDISI. The D.A.Q.M.G. said that no information had been received through Staff channels. He would therefore take up the matter with 3 District.

5. THE APPLICABILITY OF THE LAST INCREASE IN C.O.L.B. TO CROTONE AREA

2903 CLU ... asked, if the question of applying the last increase in C.O.L.B. to CROTONE Area could be left to the discretion of OC Troops and OC 2903 CLU. He reminded the committee that at the request of OC Troops CROTONE and DADL 2903 CLU it was agreed that the increase in C.O.L.B. as approved at the last meeting of this committee would apply to CROTONE Area.

2903 CLU Rep considered that it would be necessary to issue an increase in C.O.L.B. during the winter months and moved that it be left to OC Troops in conjunction with SLCO 2903 CLU to authorise all or part of the increase when the necessity arose.

OC 2910 CLU proposed that any recommendations by OC Troops CROTONE be submitted to the Chairman who could authorise on behalf of the committee. This proposal was seconded by 91 Garrison Rep, put to the vote and carried.

The meeting then closed.

(Signed)
.....Major,
(F.W.R.SEXTON, Major, D.A.Q.M.G.),
Chairman.

Declassified E.O. 12065 Section 1-402/NNSC NO. 785021

Regulation 56 Defence (G) Regulations S.O. 12065 Section 3-402/NWDC NO. 795021

LOCAL SUB-COMMITTEES OF LABOUR AND WAGES CONTROL COMMITTEE

QUESTIONNAIRE

1. Reason for Meeting. (i.e. was there evidence of disparity of rates of wages)	1. To approve new grades and rates of pay provisionally established by OC 2910 CLO with L.O. AC RAAF relating to employees of SAPIO Oxygen and Acetylene Factory, LAE&MTO wef 16 July 45. Disparity of rates shown on the attached form.
2. Source of infm for the Italian Industry Rates as on the attached form.	2. Tosi's Shipyard.
3. Steps taken to verify the infm referred to in para. 2 above.	3. Infm gained thro' personal interview with Managing Director of Tosi's Shipyard.
4. Increase/Decrease agreed, with explanation of any variations in proportions of the award as between occupations.	4. Increase agreed - see att.
5. Is the award in the form of a Bonus or of an augmentation of the Basic Pay?	5. Augmentation of the Basic Pay.
6. Effective date and area of the award.	6. 16 July 45. 52 Area.

4033

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

46.34

SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES '45

Suggested new grades and rates of pay.

Grade	Male or Female	Allied Force Basic Rate Basic Max	PLUS C of L	TAKE HOME	Base Pay	PLUS Presence Indemnity	Wife	Two Children	Cere vita	Cere pane	ITALIAN INDUSTRY RA
Maintenance Engineers Mechanic	Male	225	95	320	81.60	10.00		26.00	30.00	100	
Oxygen and Acetylne Specialist	Male	225	95	320	79.60	10.00		26.00	30.00	100	
Oxygen and Acetylene Cylinder Filler	Male	200	95	295	69.60	10.00		26.00	30.00	100	

Note :- 1. The first Carovita allowance is now part of the basic rate.

2. The Incentive Bonus represents 70% of basic wage guaranteed rising to a possible maximum of 150%.

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

TABLE : CIVILIAN LABOUR RATES '45

	ITALIAN INDUSTRY RATES						PLUS			MINUS	
ay	Presence Indemnity	Wife	Two Children	Caro vita	Caro pane	150%Incentive Bonus		Soc.Ins. & Tax	TAKE HOME		
0	10.00		26.00	30.00	100	122.40		24	346.00		
0	10.00		26.00	30.00	100	119.40		23	342.00		
0	10.00		26.00	30.00	100	104.40		23	317.00		

ce is now part of the basic rate.

ents 70% of basic wage guaranteed rising
150%-

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

LABOUR SUB COMMISSION
A. C.
Routing Slip

	Initials	Date
Mr. W.H. BRAINE		
Mr. SACHS		
Mr. HIRD		
Mr. SCOTT		
Mr. PROCTOR		
Miss STEVENSON		
Miss SANSEVERINO		
Chief Clerk		

REMARKS:

AC-3

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

LSC/906

29 October 1945

MEMORANDUM FOR MR. PROCTOR

1. Please see minute 8 of the new Allied Force Labor and Wages Committee meeting of 26 October 1945. You will attend the Sub-Committee as representing Headquarters, ALCOM. Approaches should be made to the Italian Ministry of Labor on the lines indicated in order to obtain firm proposals from them on the general question of adjustment of Allied Force wages to keep in line with the general benefits enjoyed by workers in industry.

W. H. BRAINE
Director
Labor Sub-Commission

Sub. Cttee
9th Nov = 9:30
Grazia D'Eredia

Rec'd 19/11/45
9.30 am

4832

COPY NO: 26

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

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

TEL : 66275 ROME

LRS/214P/3.

31 October 1945

ALLIED FORCE LABOUR & WAGES COMMITTEE

SUB-COMMITTEE - AGENDA

A meeting of the Sub-Committee established by the Allied Force Labour & Wages Committee at its first meeting (minute 8 refers) will be held at 0930 hours on Friday 9 November 45, in the AFLRS (AFHQ) Conference Room, 2nd Floor, 68 Piazza dell'Esedra, Rome, to consider the following Agenda :-

1. To receive from the representatives of the Italian Government its advice on the steps which it considers desirable to overcome the present apparent disparity between the benefits enjoyed by employees of Italian Industry in comparison with those enjoyed by employees of the Allied Forces.

2. To submit its recommendations on Item 1 above to the Allied Force Labour & Wages Committee.

3. To study and to recommend to the Allied Force Labour & Wages Committee what action, if any, should be taken by the Allied Forces in respect of a Christmas Bonus payment to Allied Force Employees for Christmas 1945.

4831

S.J.H. IDULEN, Major, IMAAG,
Secretary,
ALLIED FORCE LABOUR & WAGES COMMITTEE
SUB-COMMITTEE.

Declassified E.O. 12065 Section 3-402/NRDC NO. 785021

1. To receive from the representatives of the Italian Government its advice on the steps which it considers desirable to overcome the present apparent disparity between the benefits enjoyed by employees of Italian Industry in comparison with those enjoyed by employees of the Allied Forces.

2. To submit its recommendations on Item 1 above to the Allied Force Labour & Wages Committee.

3. To study and to recommend to the Allied Force Labour & Wages Committee what action, if any, should be taken by the Allied Forces in respect of a Christmas Bonus payment to Allied Force employees for Christmas 1945.

4831

S.J.E. LOUDEN, Major, D.C.M.G,
Secretary,
ALLIED FORCES LABOUR & WAGES COMMITTEE
SUB-COMMITTEE.

SJEL/gs.

DISTRIBUTION

Copy No:

1/2 AFHQ, AFHQ
3/4 Labour, G(A), G(P
5/6 G(, UNOUS.
7/14 15] AL[illegible], Labour Sub-Commission (Includes copies for Italian Government delegation)
15/17 War Diary
18 File
19/25 Spares.

1

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

COPY NO. 116

ALLIED FORCE LOCAL LABOUR CONTROL
A.F.H.Q.

LAB/2143/1.

Postal address:
A.F.H.Q. Base Area Allied Command
C. M. F.
Telephone 56275 Rome

19th October 1945

ALLIED FORCE LABOUR & WAGES COMMITTEE

A G E N D A

The first meeting of the Allied Force Labour & Wages Committee will be held at 0930 hours on Friday, 26th October 1945 in the A.F.H.Q. (A.M.G.) Conference Room, 2nd Floor, 68 Piazza dell' Esedra, Rome, to consider the following Agenda :-

1. To receive the minutes of the thirty-ninth meeting of the Labour & Wage Control Committee held on 26 SEP 45.

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

   (a) XIII Corps Local Sub-Committee - TRIESTE meeting of 21 SEP 45. (Annexure 1)

3. To receive the findings of the Sub-Committee established at the last meeting of the Labour & Wage Control Committee (minute 229 refers) to receive a delegation from the Italian Government on the payment of a liberation bonus. (Findings are attached at Annexure 2)

4. To receive a request from [illegible] Headquarters for approval of the following new grades and rates of pay :-

Skd Run Maintainer	300 - 360	daily
Skd Loop Maintainer	350 - 420	"
Skd Instructor	400 - 450	"
Skd Leader (Trade)	360 - 420	"
Bob run driver	300 - 360	"
Bob run foreman	360 - 420	"
Bob run Maintainer	300 - 360	"

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

1. To receive the minutes of the [illegible] meeting of the Labour & Wages Control Committee held on 26 SEP 45.

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

(a) XIII Corps Local Sub-Committee - TRIESTE meeting of 24 SEP 45. (Annexure 1)

3. To receive the findings of the Sub-Committee established at the last meeting of the Labour & Wages Control Committee (minute 229 refers) to receive a delegation from the Italian Government on the payment of a Liberation Bonus. (Findings are attached at Annexure 2)

4. To receive a request from HQ 2 District for approval of the following new grades and rates of pay :-

Ski Run Maintainer	300 - 350	daily
Ski Lodge Maintainer	340 - [illegible]	"
Ski Instructor	300 - 350	"
Ski Leader (Teach)	250 - [illegible]	"
Bob run Driver	200 - 250	"
Bob run Brakeman	250 - 300	"
Bob run Maintainer	[illegible] - 250	"
Ice Rink Attendant	300 - 350	"
Ice Rink Sweeper	[illegible] - [illegible]	"
Ice Rink Electrician	290 - 320	"
Ice Rink Instructor	300 - 350	"

4630

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

5. Any other business.

6. To set a date for the next meeting.

[illegible signature]

M.J.F. [illegible], [illegible]
Secretary,
ALLIED [illegible] & WAGES COMMITTEE.

SHS/[illegible].

DISTRIBUTION - [illegible]

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

31	A.C.C. Air HQ, S...E., ITALY
32/35	AAFSO/MTO
36	A/E., Air HQ, AAF, ITALY
37/38	HQ 214 Group RAF
39/40	HQ, XIII Corps (Includes copy for Local Sub-Committee)
41/42	D.M.E., ITALY
43/44	CG, PBS (Includes one copy for Local Sub-Committee)
45/46	CO, PBS (South) (Includes one copy for Local Sub-Committee)
47	CO, PBS (East)
48	A.G. Civ. Pers. Div. PBS
49	A.G. Civ. Pers. Div. PBS (South)
50/52	HQ 2 District (Includes 2 copies for Local Sub-Committee)
53/62	HQ 3 District (Includes 9 copies for Local Sub-Committees)
63/68	CG, Rome Area Allied Command (Copy for Local Sub-Committee)
69	F.C.I.L., Rome
70	A.M.G.O., F.C.I.L., Rome.
71	SEN.ALUSNO, ITALY
72	C.G., TARANTO
73	CONSUL, PALERMO
74/75	NOIC, Naples
76	NOIC, Trieste
77	END, Eastern Sicily
78	AMTB
79	MSA
80	Chief Commissioner, AL/PW
81	HQ, ALOC
82	Vice-President, Economic Section
83/86	Bermuda Section
87	Finance Sub-Commission
90/91	Labour Sub-Commission
92	MVT & Shipping Sub-Commission
93	Chairman, Allied Force Labour & Wages Committee
94	DDP, DDF, CAF
95	G Base Command Pay Office
96/98	War Diary
99	File
100/125	Spares.

Declassified E.O. 12065 Sec. 3-402/NNDC No. 785021

ANNEXURE 'I'.

Appdx 'H' XIII Corps, MSR.

Date:- 21 September 1945

ALLIED POWERS (ITALIAN) BOARD

LABOUR AND WAGES CONTROL COMMITTEE

XIII CORPS LOCAL SUB COMMITTEE

1. The Second Meeting of the XIII Corps Local Sub Committee of the Labour & Wages Control Committee was held at Rear H.Q. XIII Corps on 21 Sept 45.

2. PRESENT

CHAIRMAN Lieut.Col. F. OWEN WARD A.D. . XIII Corps

REPRESENTATIVES OF :

M.G.I.C. Trieste	Lt.Cdr.	HAIGH-SMITH	R.
A.M.G. Udine Province Capo.		GIVEN HALL	E.
201 Sub Area	Major	GENVARD	J.
Q Branch XIII Corps	Major	FITZGERALD	B.A.R.
A (Mov) XIII Corps	Major	WILSON	D.C.M.
RE(Wks) XIII Corps	Lt.Col.	JEFFRY	M.W.
CMT XIII Corps	Major	TERRIDGE	J.C.
2901 Civil Lab Unit	Major	MOGENT	L.(S.)H.
2920 Civil Lab Unit	Major	MITCHELL	J.D.

IN ATTENDANCE R.E. (Wks) XIII Corps Major CAMERON W.R.

SECRETARY : Major I.M. PATTERSON - D.A.D.L. XIII Corps

3. APPOINTMENT OF CHAIRMAN AND SECRETARY

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

4. MINUTES OF THE FIRST MEETING

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

5. MATTERS ARISING OUT OF MINUTES OF THE FIRST MEETING

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

4823

6. COST OF LIVING BONUS

Appendix 'A' to these minutes was produced, and [illegible]

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

2920 Civil Lab Unit Major MITCHELL J.D.

IN ATTENDANCE R.E. (Wks) XIII Corps Major CATHRON W.R.

SECRETARY : Major I.M. RAFASCHICK - D.A.D.L. XIII Corps

3. APPOINTMENT OF CHAIRMAN AND SECRETARY

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

4. MINUTES OF THE FIRST MEETING

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

5. MATTERS ARISING OUT OF MINUTES OF THE FIRST MEETING

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

4823

6. COST OF LIVING BONUS

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

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

DAILY PAID WORKERS

MALES . . . . . Lire 25 per day
FEMALES . . . . . Lire 20 per day
JUVENILES . . . . . Lire 10 per day

MONTHLY PAID WORKERS

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

See also Appendix 'B' attached.

...../Sheet 2

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

7. EXTRA FOOD FOR CIVILIAN EMPLOYEES OF THE ALLIED FORCES

This Sub Committee views with concern that A.M.G. XIII Corps and A.M.G.Region XII did not, in response to H.Q. XIII Corps signal 31253 of 17 Sept 45, send representatives competent to discuss the projected discontinuance of Supplementary Rations and the substitution of a Midshift Meal.

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

In view of Draft AFHQ Admin. Memo, attached to Agenda of Labour & Wages Control Committee Meeting to be held on 26 Sept 45, which will have the effect of cancelling Admin. Memo No. 30 and thereby instituting a Midshift Meal with entitlement to additional Civilian Rations for heavy workers only, the position in XIII Corps requires immediate adjustment.

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

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

8. WAGES OF MESS GRADES

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

ALLIED FORCE SCALE

Cook (Lire 2700 per month, Basic)	Lire 90 per day
" (Lire 1325 per month, C of L)	Lire 44 per day
	Lire 134 per day
Deduct Rations	30 per day
	Lire 104 per day

Declassified E.O. 12065 Sec. 3-402/NND NO. 785021

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

8. WAGES OF MESS GRADES

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

ALLIED FORCE SCALE

Cook (Lire 2700 per month, Basic)	Lire 90 per day
" (Lire 1325 per month, C of L)	Lire 44 per day
	Lire 134 per day
Deduct Rations	30 per day
	Lire 104 per day

UNEMPLOYED MALE
(WIFE and TWO CHILDREN)

UNEMPLOYMENT BENEFIT	Lire 120 per day

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

9. 'Z' CRAFT - VENICE

Crews of 'Z' Craft in VENICE harbour are paid at 'HARBOUR CRAFT' rates under Appendix 'E' to Admin Memo 34. They will shortly be required to go to sea on ferry duties to Southern Italy.

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

...../Sheet 3

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

9. (Contd)

It was agreed that, while in port, 'E' Craft crews should continue to be paid at Harbour Craft Rates and for all days at sea they should be paid at Sea-Going Rates (Schooners) under Appendix 'E' to Admin Memo 34.

10. PLANES OF PAY - TRADESMEN.

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

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

(a) Wage Scales should be re-adjusted to produce a minimum difference on gross pay of 30% between Unskilled and Skilled Labour.

(b) That the provisions of para 4 (d) (1) of Admin Memo No.34 be relaxed in order to make it possible to engage highly skilled workers at rates above the minimum as the highly skilled workers which exist in this Command refuse to commence work at Allied Force minimum rates. R.E. Officers are capable of assessing a man's skill within a few hours of commencing work.

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

11. FEMALE RATES - UNSKILLED LABOUR.

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

12. NEXT MEETING.

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

/GA

T.M. PATERSON, Major.
D.A.D.L. Secretary.

Distribution : Copies No's

CAO, AFHQ.	1 - 2
AFLDS, Rome	3 - 5
AIGCA, Rome	6 - 7
Labour Sub-Com. HQ MC	8 - 9
Labour Directorate, AFHQ	10-11
Asst XIII Corps (Rear)	36
Ord Rear XIII Corps	37
REME Rear XIII Corps	38

4829

Declassified E.O. 12065 Section 3-402/NNDC NO. 185021

within a few hours of commencing work.

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

11. FEMALE RATES - UNSKILLED LABOUR.

Certain Units ex Eighth Army are paying 69 Lire whereas the authorized rate is 85 - 13% = Lire 72. It was agreed that Female Unskilled labour should be paid the authorized rate of Lire 72 per day throughout XIII Corps.

12. NEXT MEETING.

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

I.M. PATASCHNICK, Major.
D.A.D.L. Secretary.

/rd

Distribution: Copies No's

CAO, AFHQ.	1 - 2
APLIS, Rome	3 - 5
AMGOT, Rome	6 - 7
Labour Fld-Com. HQ AG	8 - 9
Labour Directorate, AFHQ	10-11
D.D.L. & I District	12
D.D.L. & I District	13
A.D.L. [illegible], AFHQ.	14
A.M.G. XIII Corps	15-16
A.M.G. Region XII	17-18
Financial Adviser AFHQ	19
D.P.I./[illegible].	20
No.8 Control Paymaster	21
'G' Branch Rear XIII C.	22-24
55 Area	25-26
86 Area	27-28
201 Sub Area	29-30
Q(Mov) Rear XIII Corps	31
PS(Maj) Rear XIII Corps	32
SI Rear XIII Corps	33
N.C.I.O. Caserta	34
345 I.W.T. Coy R.E.	35
Med XIII Corps (Rear)	36
Ord Rear XIII Corps	37
POW Rear XIII Corps	38
N.C.I.C. Venice	39
Rear HQ D.A.P. (Org)	40
5 Base Area PAF Mestre	41
2901 Civil Labour Unit	42 - 43
2920 Civil Labour Unit	44 - 45
File	46
War Diary	47 - 48
Spare	49 - 50

A&Q?

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES

Grade	Male or Female	Allied Force Basic Rate: Basic Pay	Plus C of L.	TAKE HOME	WAGE PAY	PLUS: Privilege Indemnity	3 Dependents	Corresponding ITALIAN RATES: Corresponding	Corresponding & Cas
UNSKILLED									
TRIESTE	M	85	75	160	76	--	16.40		
VENICE	"	"	"	"	67	--	16.40		
UDINE	"	"	"	"	92	--	16.40		
SEMI-SKILLED									
TRIESTE	M	120	75	195	92	--	16.40		
VENICE	"	"	"	"	103	--	16.40		
UDINE	"	"	"	"	110	--	16.40		
SKILLED									
TRIESTE	M	135	67	202	100	--	16.40		
VENICE	"	"	"	"	106	--	16.40		
UDINE	"	"	"	"	113	--	16.40		
COOK									
TRIESTE	M	4000	1175	5175	2000	--	492.00		
VENICE	"	"	"	"	2000	--	492.00		
UDINE	"	"	"	"	2100	--	492.00		
CLERK, OFFICE									
TRIESTE	M	3600	1690	5290	3000	--	492.00		
VENICE	"	"	"	"	3000	--	492.00		
UDINE	"	"	"	"	3000	--	492.00		
JUN. ADM. ASS.									
TRIESTE	M	5400	1470	6870	-	--	-		
VENICE	"	"	"	"					
UDINE	"	"	"	"					

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

LABOUR RATES

Appendix 'A'

e Rate TAKE HOME	BASE PAY	FLAT RATES Presence Indemnity	3 Dependents	Overtime	CONTINGENCY RATES Contingency Campane	Social Ins, etc.	TAKE HOME	DIFFERENTIAL
160	76	- -	16.40		115	3.68	203.72	43.72
"	87	- -	16.40		120	4.12	219.33	59.28
"	94	- -	16.40		120	4.40	226.80	66.00
195	92	- -	16.40		115	4.32	232.07	72.07
"	103	- -	16.40		120	4.77	250.63	90.63
"	110	- -	16.40		120	5.05	261.35	101.35
202	100	- -	16.40		115	4.65	226.72	76.72
"	106	- -	16.40		120	4.89	257.51	107.51
"	115	- -	16.40		120	5.27	244.23	94.23
5175	2000	- -	492.00		5430	200.00	5742.00	567.00
"	2000	- -	492.00		5600	200.00	5892.00	717.00
"	2100	- -	492.00		5600	200.00	5926.20	751.20
5290	3000	- -	492.00		2675	279.00	6038.00	795.00
"	3000	- -	492.00		3075	279.00	6238.00	995.00
"	3000	- -	492.00		3075	279.00	6238.00	995.00
6870)	-	- -	-		-	-	9000.00	
")							8000.00	1150.00
")							8000.00	

Appendix 'B'

1. Reason for Meeting

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

Difficulty in filling vacancies in Mess Grades at W.D. rates and general complaint at disparity between W.D. rates for unskilled labour and local civilian Industry.

2. Source of Information for the Italian Industry rates as on attached Form

UFFICIO DEL LAVORO, confirmed by A.M.G. Officers XIII Corps and Region XII.

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

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

4. Increase/Increase spread, with explanation of any variations in proportions of the award as between decent rs

As per paragraph No.6 to these Minutes.

5. Is the award in the form of , Bonus or of an augmentation of the basic Rate

Bonus.

6. Effective date and scale of Award

1 Oct 45.
whole of XIII Bonus.

1826

Declassified E.O. 12065 Section 3-402/NNDS MO. 78502

ANNEXURE - 7

Copy No. 116

ALLIED FORCE HEAD QUARTERS SECTION
APO

Postal address :
AFHQ, Rome Area, Allied Command,
APO
Telephone : ROME 66275

12 October 1945

LABOUR & MANPOWER CONTROL COMMITTEE

LIBERATION BONUS FOR ITALIAN WORKERS

1. In accordance with the instructions of the Labour & Manpower Control Committee at its meeting held on 26 September 1945 (Item 3 of Minutes), a meeting of the Sub-Committee was held on Friday, 12 October 1945 at the Ministry of Labour Rome.

Present :-

Chairman

Mr. David B. Saxe,
Labour Sub-Commission AFHQ.

Secretariat :-

S.H.A.E.F.
C.C.S. (MMA).
Labour, A.F.H.Q. Chf.

Italian Delegation

Representatives of :-

Under Secretary of State to the Italian Government.
Director General of Labour.
Vice Ing Consigli of the C.G.I.L.

2. Liberation Bonus

The representative of the C.C.I.L. reported to the Sub-Committee that a Liberation Bonus has been paid to workers in Northern Italy as a reward for their services to Italy during the German occupation. The payment had however been extended to Central & Southern Italy to alleviate the difficult

Declassified E.O. 12065 Section 3-402/NRDC NO. 785021

Present : -

Chairman

Mr. David C. [illegible],
Labour Sub-Commission A.C.C.

Representatives of :-

A.F.H.Q., M.T.O.
C.C.,M.T.O.A.
Labour, C.M.L. etc.

Italian Delegation

Representatives of :-
Under Secretary of Labour to the Italian Government.
Director General of Labour.
Italian Delegation of the C.C.I.L.

4023

2. Liberation Bonus

The representative of the C.C.I.L. reported to the sub-committee that a Liberation Bonus has been paid to workers in Northern Italy as a reward for their services to Italy during the German occupation. The payment had however been extended to Central & Southern Italy to allow for the difficult economic situation of the workers. A copy of the relevant agreement is attached as appendix "A". He pointed out that as the employees of the Allied Forces enjoyed a preferential position in comparison with employees in Italian Industry but that this preference has now been lost and that in support of both wages and food supplies, employees of the Allied Forces were (unofficially on a level with employees in civilian industry. The latter were known enjoyed certain advantages over those available to employees of the Allied Forces (see ruling of 3 below) and that the non-payment of a liberation bonus to employees of the Allied Forces placed them at a still further disadvantage in comparison with employees of Italian industry.

The Chairman explained to the Italian delegation that in view of the above report it appeared that the liberation bonus had now become a gratuity to allay in part the economic difficulties of the workers and that the military financial structure did not lend itself to a uniform payment not related to work performed.

The Sub-Committee agreed to recommend to the Labour Wages Control Committee that a Liberation Bonus as such be not paid to employees of the Allied Forces on account of

- 1 -

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

(a) the probable objection from financial & fiscal authorities;

(b) the inadvisability of authorising gratuitous payments which were not related to work performed.

(c) the administrative difficulty which employing units would experience in establishing the work history of each employee for the six months period prior to August 1st 1945.

3. Comparison of Conditions of Employment.

When the Allied Force Trade Wage Scale was originally established on 1 February 1944, cognisance had been taken of

(a) Paid National holidays.
(b) Paid annual holidays.
(c) 13th month payment (Christmas Bonus).
(d) Extra pay for work performed during religious festivities.

and the Trade Wage was made compensatingly higher than the Basic Pay in civilian industry. Due to subsequent amendments to the Allied Force Trade Wage Scale, Bonuses, and the prevailing practice of Local Collective Agreements governing the "take-home" wage packet of Allied Force employees with that of employees of Italian industry without taking the above into account, the continuation of the above discrepancies between Allied Force and civilian industrial employment has been lost.

According to the statements of the Italian delegation the present "take-home" wage for allied employees is approximately equivalent to that of Italian industrial employees. The latter however enjoy the following additional benefits:

(a) One month's wages as a Christmas bonus:

This is calculated in proportion to the time of employment during the preceding year for clerical workers the bonus is calculated on the basis of one month additional wage and bonuses for extra working employment and for manual workers on the basis of 200 hours' pay and bonuses for twelve months employment.

4824

(b) Dismissal bonus:

This is calculated in proportion to the length of the worker's service. It is not related to any payment made in lieu of notice.

(c) Summer holidays

For office workers up to 30 months holiday with pay and for manual workers up to 15 days

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

civilian industry. Due to subsequent amendments to [illegible] Taxes and Bonuses, and the prevailing practice of Local Sub-Committees in computing the "take-home" wage packet of Allied Force employees with that of employees of Italian industry without taking the above into account, the compensation for the above discrepancies between Allied Force and civilian industrial employment had been lost.

According to the statements of the Italian Delegation the present "take-home" wage for Allied employees is approximately equivalent to that of Italian industrial employees. The latter employees however enjoy the following advantages :

(a) One month's wages as Christmas bonus :

This is calculated in proportion to the time of employment during the preceding year. For clerical workers the basis is calculated on the basis of one months additional pay and bonuses for twelve months employment and for manual workers on the basis of 200 hours' pay and bonuses for twelve months employment

4024

(b) Dismissal Bonus :

This is calculated in proportion to the length of the worker's service. It is not related to any payment made in lieu of notice.

(c) Summer Holidays with pay :

For office workers up to one month's holiday with pay and for manual workers up to 15 days' holiday with pay is granted. The extent of the holiday varies below the above maxima in proportion to the length of service.

(d) Pay on National Holidays recognised in Labour Contracts :

The following national holidays with pay are recognised :

(i) 1 May.
(ii) 2 May.
(iii) 4 Nov.

Workers employed on these days receive double pay.

Declassified E.O. 12065 Section 3-402/NNDC NO. 78502

(d) Pay on national holidays recognized in Labour Contracts (Contd) :

(e) Religious and National holidays :

To the above three days at present recognized will be added in due course two further national holidays.

The following religious and national holidays are recognized :-

(i) All Sundays.
(ii) The first day of the New Year
(iii) 6 January, Epiphany.
(iv) 11 February, Anniversary of Treaty with Holy See.
(v) 19 March, St Joseph's Day.
(vi) Easter.
(vii) Ascension Day.
(viii) Corpus Domini.
(ix) 29 June St Peter & St Paul's day.
(x) 15 August, Virgin Mary's Day.
(xi) 1st September, Birthday of the Sovereign of the Realm.
(xii) 12 October, Anniversary of the discovery of America.
(xiii) 1 November, All Saint's Day.
(xiv) 8 December, Virgin Mary's Day
(xv) 25 December, Christmas Day.
(xvi) The local small town or village patron saint's day.

workmen employed on the above days shall be paid at double the ordinary rate of pay in addition to the normal wages for the work performed.

(f) Pay to clerical workers during sickness :

Pay for clerical workers during periods of sickness is only covered by the state social insurance scheme. Employers are responsible for paying full wages up to a maximum of six weeks and half wages for a further three months.

(g) Family Allowances :

These are calculated according to the number of persons dependent on the worker.

4623

It was pointed out to the delegation that the Labour Code did not deal with this matter by treating all employees as [illegible]

Declassified E.O. 12065 Section 1-402/NNDC No. 785021

(c) Pay to clerical workers during sickness :

(d) Family Allowances :

(e) Overtime :

(xii) 15 September, birthday of the Lt. General of the Tombs.
(xiii) 12 October, anniversary of the discovery of America.
(xiv) 1 November, All saint's day.
(xv) 8 December, Virgin Mary's Day.
(xvi) 25 December, Christmas Day.
(xvii) The local small town or village patron saint's day.

Workers employed on the above days ... time and one half. No payment is ... where no work is performed.

... for clerical workers during periods of sickness is ... covered by the State social insurance scheme. ... employers are responsible for paying full wages to ... up to ... to three sick leave and half wages for a further three months.

These are calculated according to the number of persons dependent on the worker.

4623

It was pointed out to the delegation that the Philippines has dealt with this matter by granting all employees receiving three dependents when receiving their home rates of pay.

After the normal eight hours work, overtime is paid. The extent of the payment varies and different rates are collected for work performed in daytime or at night.

The delegation was informed that Filipino people paid overtime at the rate of time and one half and that this rate of pay is increased by 100% for all workers employed on night shift.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

(i) Factory Canteens : Italian workers have the benefit of a factory canteen with meals comprising a fair quantity of pasta and vegetables.

The non payment to Allied Force employees of the Liberation Bonus, which in Central and Southern Italy has been granted solely to assist workers in the present difficult economic conditions, will make their position even more unfavourable in comparison with that of employees in Italian industry.

It would therefore appear advisable that a review should be made of the present level of the "take-home" wages of Allied Force employees.

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

Copies DISTRIBUTION

1/2 AFLRS.
3/4 Labour CHQ CMF.
5/6 C.G., MTOUSA.
7/8 HQ. ALCOM Labour Sub-Commission
9/150 For circulation with Agenda for the next meeting of the Allied Force Labour & Wages Committee.

4822

declassified E.O. 12065 Section 3-402/NNDC No. 785021

Appendix "A"

LIBERATION BONUS

Industry

On 4th August in Rome, between the Confederation of Italian Industry, and the General Confederation of Labour :

HAVING CONSIDERED :

(1) that the General Italian Confederation of Labour, in order to solemnize the total liberation of the national territory in an atmosphere of concord and harmony among the different production factories, and having considered the several circumstances in which it is necessary to alleviate, even provisionally, the difficult economic situation of the workers, has asked for the concession of a Liberation Bonus to be paid also in the territories already liberated before the insurrection of the end of April;

(2) that it is the opinion of the above Confederation that such request will not be out of keeping with the recent statement of the Management that a general increase in salaries would not be opportune, and that it was necessary to proceed with the efforts to reach an adjustment between prices and the actual standard of remuneration;

(3) that the General Confederation of Italian Industry has taken note of the above statement;

(4) that the General Confederation of Italian Industry has accepted the expense as per the present agreement with the reservation that the burden will be accepted by public Administration in the necessary calculation of costs for contracts and concessions;

the following has been agreed and will be effective for industrial establishments south of the Gothic Line.

Art.1. AMOUNT OF THE BONUS.

The workers (office and manual workers) employed in industrial establishments at the date of the present agreement, and who have been working at least for six months, will receive a liberation bonus in the following amounts :

I. - Men and women over 21 years who are entitled to family allowances Lire 3,000 (three thousand).

II. - Men and women between 18 and twenty-one years entitled to family allowances Lire 2,500 (two thousand five hundred).

III.- Men and women over 21 years who are not entitled to family allowances Lire 2,500 (two thousand five hundred).

4821

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

(3) That the General Confederation of Italian Industry has taken note of the above statement;

4. That the General Confederation of Italian Industry has accepted the expense as per the present agreement with the reservation that the burden will be accepted by Public Administration in the necessary calculation of costs for contracts and commissions.

The following has been agreed and will be effective for industrial establishments south of the Gothic Line.

Art.1. AMOUNT OF THE BONUS.

The workers (office and manual workers) employed in industrial establishments at the date of the present agreement, and who have been working at least for six months, will receive a liberation bonus in the following amounts :

I. - Men and women over 21 years who are entitled to family allowances Lire 3,000 (three thousand).

II. - Men and women between 18 and twenty-one years entitled to family allowances Lire 2,500 (two thousand five hundred).

III.- Men and women over 21 years who are not entitled to family allowances Lire 2,500 (two thousand five hundred).

IV. - Men and women between 18 and 21 years of age who are not entitled to family allowances Lire 2,000 (two thousand).

V. - Men and women from 16 to 18 years 1,500 lire (one thousand five hundred).

VI. - Boys and girls between 14 and 16 years 1,000 lire (thousand).

The workers temporarily absent for sickness, accidents while at work, vacations, maternity, release, suspension not for disciplinary reasons and for less than 6 months will be considered as employed.

Art.2. REDUCTION FOR LOW SENIORITY. - For the workers who at the date of the present agreement have at least two weeks of service, but less than 6 months, the liberation bonus will be paid in the amount of 1/6 for each completed month of service. After the two first weeks, each fraction of a month will be considered as a complete month.

Art.3. PROVISIONS FOR PAYMENT BY INSTALLMENTS. - Having considered the financial difficulties in which many establishments find themselves, the payment of the premium may be divided in 3 installments, half of the total amount to be paid before 15th August, one quarter before 15th September, and the remaining quarter before 15th October.

4821

Declassified E.O. 12065 section 3-402/NNCP NO. 785021

Declassified E.O. 12065 Section 3-402/NNSC NO. 785021

Art. 4. ITEMS IN SPECIAL CIRCUMSTANCES. - The liberation bonus will be redu
to the extent for the establishments which are inactive or which are in process
reactivation without having started production.

The same reduction will be made for the establishments which are carrying o
an extremely reduce activity, by means of agreement between the establishment
the Internal Commission, or in case of disagreement between the appropriate
associations.

Art. 5. WORKERS EMPLOYED IN MORE THAN ONE ESTABLISHMENT A PART-TIME WORKERS.

For the workers who have worked for more than one employer the responsibility
for the payment of the bonus will be divided among the employers in proportion to
the hours normally worked in each establishment.

For part-time workers employed in industrial establishments for less than
four hours a day, the bonus will be paid in an amount corresponding to as many
eighths as hours of work performed.

Art. 6. ADJUSTMENT. - The sums provided for by the present agreement will
absorb up to the total amount of larger payments which in relation to the liberation
have already been accorded, even under a different name, except in the case of
particular indemnity supplies as may be paid by the establishments carrying on
public utility services in accordance with D.L. No. 369 of 4th June 1945, without
any modification to the already existing provisions established by local and
territorial agreements.

The present agreement will not apply to those regions in which at the time
of its conclusion special agreements have been made for the same purpose, even
with different methods of payment (for example, Florence).

For the region or municipality in which after the June wage agreements have
been made existing accords between the owners and the local association will
establish a fixed amount the liberation bonus will be reduced.

Art. 7. WORKERS UNDER A PENDING CASE. - For the workers suspended pending an
investigation, the payment of the bonus will be suspended until the result of
the process will be known.

Art. 8. TAX DEDUCTIONS & DEDUCTIONS. - Owing to its return the liberation
bonus is exempt from any deduction, for taxes or social contributions.

The parties will take steps with the Italian government to obtain exemption
from [illegible].

Art. 9. PERIOD OF VALIDITY. - Special agreements will be made for
[illegible]

...hours of work performed.

Art.6. ADJUSTMENT. - The bonus provided for by the present agreement will observe in its total amount the ... payments which in relation to the liberation have already been conceded, even under a different name, except in the case of continuance indemnity specified as such paid by the establishments carrying on public utility services in connection with D.L. No.319 of 4th June 1945, without any modification to the already existing provisions established by local and individual agreements.

The present agreement will not apply to those regions in which at the time of its conclusion special agreements have been made for the same purpose, even with different methods of payment (for example, Florence)

For the region or establishment in which after 1st June wage agreements have been made bringing economic betterments to the worker, the local association will consider if and to what amount the liberation bonus will be reduced.

Art.7. WORKERS UNDER SUSPENSION - For the workers suspended pending an agreement, the payment of the bonus will be suspended until the result of the present will be known.

Art.8. TAX DEDUCTIONS & CONTRIBUTIONS - Owing to its nature the liberation bonus is exempt from any deduction, for income or social contribution.

The parties will take steps with the Italian Government to obtain exemption from income tax.

Art.9. SPHERE OF APPLICATION - Special agreements will be made for building ... and artisan undertakings, owing to their special condition.

As for the Sicily provinces are concerned, the General Confederation of Labour has not been able to complete the consultation of the interested local associations, and therefore they asked for a delay in the final decision.

The General Italian Confederation of Labour accepted such suspension but they also stressed their intention of extending the present agreement also to the Sicilian territory. The two Confederations have agreed that a further meeting will be held on 7th August to consider the situation of Sicily.

Declassified E.O. 12065 Section 3-402/NND No. 785021

COPY NO: 90

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

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

TEL : 66275 ROME

LRS/21AN/4.

26 October 1945

ALLIED FORCE LABOUR & WAGES COMMITTEE

M I N U T E S

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

PRESENT:

Chairman

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

REPRESENTATIVES OF:

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

IN ATTENDANCE:

DAQMG, AFLRS, AFHQ
F.A., AIR HQ, RAF, ITALY

AND REPRESENTATIVES OF:

F.A., GHQ, CMF
Chief of Section (US), AFLRS, AFHQ

4820

2. ESTABLISHMENT OF THE COMMITTEE:

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

Mr. W. H. EVANS, Labour Sub-Commission, ACC

REPRESENTATIVES OF:

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

IN ATTENDANCE:

DAQMG, AFLRS, AFHQ
F.A., AIR HQ, RAF, ITALY

AND REPRESENTATIVES OF:

F.A., GHQ, CMF
Chief of Section (US), AFLRS, AFHQ

4820

2. ESTABLISHMENT OF THE COMMITTEE:

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

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

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

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

/Minute 4.....

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

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

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

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

5. 52 (BR) CORPS LOCAL SUB-COMMITTEE - TARANTO:

It was reported that a reply to the queries raised by the Labour & Wages Control Committee at its 39th meeting (minute 225 refers) was in course of preparation by HQ 3 District for submission to AFLRS (AFHQ).

6. XIII CORPS LOCAL SUB-COMMITTEE - TRIESTE:

(a) Meeting of 21 September 1945

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

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

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

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

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

Recommendation (c) was not approved. It was pointed out that the question of a payment to those workers who supplied their own tools had been

Declassified E.O. 12065 Section 3-402/NND NO. 785021

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

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

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

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

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

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

(b) Meeting of 19 October 1945 (annexure 1 attached).

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

/Minute 7.....

Declassified E.O. 12065 Section 3-402/NND NO. 785021

7. PAY ON ENGAGEMENT:

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

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

8. LIBERATION BONUS SUB-COMMITTEE:

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

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

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

A.F.L.R.S., A.F.H.Q.
Labour, G4Q, C.M.F.
C.C., MTOUSA
HQ, ALCOM.

was set up to :-

(a) receive and to study such advice given by the Italian Government,

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

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

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

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

A.F.L.A.S., A.F.H.Q.
Labour, CMO, C.M.F.
C.C., MTOUSA
HQ, ALOCA.

was set up to :-

(a) receive and to study such advice given by the Italian Government, and to submit its recommendations to the Committee;

(b) study and to recommend to the Committee what action, if any, should be taken by the Allied Forces in respect to a Christmas Bonus payment to Allied Force employees for Christmas 1945.

9. CORTINA REST CENTRE:

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

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

/Minute 10.....

Declassified E.O. 12065 Section 3-402/NND No. 785021

10. LOCAL SUB-COMMITTEES:

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

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

11. NEXT MEETING:

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

W.J.B. TURNER, Major, DCLI,
Secretary,
ALLIED FORCE LABOUR & WAGES COMMITTEE.

WJBT/rm.

DISTRIBUTION

See page 5

Declassified E.O. 12065 Section 3.4(b)(NND) No. 785021

DISTRIBUTION

Copy No:

1/2 C-in-C, Med.
3/5 Comdr., US Naval Forces NW African Waters
6 G&D, AFHQ
7 D/CAO, AFHQ
8/9 G-5, AFHQ
10 G2, MTOUSA
11/18 G-4, MTOUSA
19 Engineer Section, MTOUSA
20 Fiscal Director, MTOUSA
21 C(Main), AFHQ
22 C(AIR), AFHQ, CMF
23 S.E., G&S, CMF
24 Ord, AFHQ, CMF
25 MTOE, GHQ, CMF
26 S A T, GHQ, CMF
27/28 Labour, GHQ, CMF
29 DMIC, GHQ, CMF
30 PW, GHQ, CMF
31 A.C.C., AIR HQ, MAF, Italy
32/35 AAFSC/MTO
36 A/PW, AIR HQ, MAF, Italy
37/38 G2 21A Group AAF
39/40 HQ, XIII Corps (Includes one copy for Local Sub-Committee)
41/42 DMS, TRAIN
43/44 G2, PBS (Includes one copy for Local Sub-Committee for info)
45/46 G2, PBS (South) (Includes one copy for Local Sub-Committee)
47/48 G2, PBS (West)
49 AF Civ Pers Div PBS
50 AF Civ Pers Div PBS (South)
51/53 HQ No 2 District (Includes two copies for Local Sub-Committees)
54/63 HQ No 3 District (Includes nine copies for Local Sub-Committees)
64/69 G2, Rome area Allied Command (Includes copy for Local Sub-Cmttee)
70 NOIL, NAPLES
71 AMSO, NOIL, NAPLES
72 SEALUSSIG, ITALY
73 OS, NAPLES
74 COMMOB, PALERMO
75 NOIB, NAPLES
76 NOIB, TARANTO
77 SMG, Eastern Sicily
78 MMLB
79 MSA
80 Chief Commissioner, HQ, AMGOT
81 HQ, AMGOT
82 Vice-President, Economic Section, HQ AMGOT
83/85 Economic Section, HQ AMGOT
86 Finance Sub-Commission, HQ AMGOT

4818

Declassified E.O. 12065 Section 3-402/NARS Date 7-25-02

31 A.C.C., AIR HQ, TAF, Italy
32/35 AAPSC/MTO
36 A/Pa, Air HQ, MAF, Italy
37/38 HQ 214 Group RAF
39/40 HQ, XXII Corps (Includes one copy for Local Sub-Committee)
41/42 DER, ITALY
43/44 CG, PBS (Includes one copy for Local Sub-Committee for infm)
45/46 CO, PBS (South) (Includes one copy for Local Sub-Committee)
47/48 CO, PBS (East)
49 AG Civ Pers Div PBS
50 AG Civ Pers Div PBS (South)
51/53 HQ No 2 District (Includes two copies for Local Sub-Committees)
54/63 HQ No 3 District (Includes nine copies for Local Sub-Committees)
64/69 CG, Rome Area Allied Command (Includes copy for Local Sub-Cmttee)
70 FOIL, ROME
71 ANSO, FOIL, ROME
72 SENALUSNO, ITALY
73 CS, TARANTO
74 COMNOB, PALERMO
75 NOIC, NAPLES
76 NOIC, TRIESTE
77 SNO, Eastern Sicily
78 NWPB
79 WEL
80 Chief Commissioner, HQ, AIOCC
81 HQ, AIOCC
82 Vice-President, Economic Section, HQ AIOCC
83/88 Economic Section, HQ AIOCC
89 Finance Sub-Commission, HQ AIOCC
90/91 Labour Sub-Commission, HQ AIOCC
92 NWPB & Shipping Sub-Commission
93 DSF, ULF, C&F
94 No 8 Command Pay Office
95 Chairman, Allied Force Labour & Wages Committee.
96/98 War Diary
99 File
100/130 Spares.

4818

Declassified E.O. 12065 Sec. 3.402/NND 785021

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

LSC/925 926

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

IRS/2147/5

Postal Address:-
AFLRS, Rome Area Allied
Command, CMF.

Tel: ROME 66275

31 OCT 45

ALLIED FORCE LABOUR & WAGES COMMITTEE

Reference this office IRS/2147/4, dated 26 OCT 45.

Annexure I was inadvertently omitted and is forwarded herewith.

S.J.B. LOUDFIL, Major, DAAG,
Secretary,
Allied Force Labour & Wages Committee.

WBF

DISTRIBUTION

As for Minutes

4817

ANNEXURE I

Reply to.....

Dear [illegible],
XIII Corps

20 Oct 45

ALLIED FORCE LOCAL RESOURCES SECTION

LABOUR AND WAGES CONTROL COMMITTEE

XIII CORPS LOCAL SUB COMMITTEE.

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

2. PRESENT

CHAIRMAN — Major J.D. MITCHELL - CMJO 2920 Civil Labour Unit

REPRESENTATIVES OF

M.O.I.C. TRIESTE — Lieut -Cdr. [illegible]
L.M.G. XIII CORPS — Capt. [illegible]
[illegible] XIII CORPS — Major [illegible]
TE(Wks) HQ XIII CORPS — Lt.Col. [illegible]
2904 CIV LAB UNIT — Major [illegible]

IN ATTENDANCE

08 (LR) DIVISION — Lieut.Col. [illegible]
1st Lieut. [illegible]
[illegible] — Capt. [illegible]
TE(Wks) HQ XIII CORPS — Capt. [illegible]
CMJO HQ XIII CORPS — Capt [illegible]

SECRETARY

Major W.W.F. [illegible]

4810

3. APPOINTMENT OF CHAIRMAN AND SECRETARY

[illegible]

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

19 Oct 45.

2. PRESENT

CHAIRMAN — Major J.D. MITCHELL - 5500 2920 Civil Labour Unit

REPRESENTATIVES OF

N.O.I.C. TERMINI — Lieut -Cdr. HARPER-SMITH R.
A.M.G. XIII CORPS — Capt. W.A. HOLDEN
'G1' BRAN XIII CORPS — Major D.A.L. FITZ-GIRALD
'E(Wks) BRAN XIII CORPS — Lt.Col. N.K. TWEED
2901 CIV LAB UNIT — Major D.G.H. HUTCHEON

IN ATTENDANCE

86 (US) DIVISION — Lieut.Col. JAMES J. CASTERLIN
1st Lieut. RAZALSKY
A. . 55 AREA — Capt. .A. WOOTEN
'E(Wks) BRAN XIII CORPS — Capt. A.S. CRAIG
QMG BRAN XIII CORPS — Capt L.C. WILLIS

SECRETARY

Major F.W.P. THORNE

4016

3. APPOINTMENT OF CHAIRMAN AND SECRETARY

In the absence of the A.D.L. and D.A.D.L. XIII Corps Major J.D. MITCHELL and Major F.W.P. THORNE were appointed Chairman and Secretary respectively.

4. MINUTES OF THE SECOND MEETING:

The Minutes of the SECOND meeting, held on the 21st SEPT 45, were approved.

5. MATTERS ARISING OUT OF THE MINUTES OF THE SECOND MEETING:

The Chairman stated that, as a result of the publication of S. .O. 175/45, the additional Cost of Living Bonus awarded at the SECOND meeting had been implemented. The procedure for the issue of rations and Mid-Shift Meals in conformity with ..F.H.Q. Admin Memo No.43/45 was in process of implementation throughout the Corps area.

..../D.A.A.G. XIII Corps.....

Declassified E.O. 12065 Section 3-402/NNDC NO. 78502

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

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

6. MATTERS ARISING OUT OF THE THIRTY-NINTH MEETING OF THE LABOUR AND WAGES CONTROL COMMITTEE (A.F.H.Q.)

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

7. RATES OF PAY - TRADESMEN

Appendix 'A' to these Minutes was examined.

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

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

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

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

The Sub-Committee accordingly recommended:

(a) That the minimum and maximum rates quoted in Appendix 'B' to 'Regulations for the Employment of Civilian Labour (Italy, Sicily and Sardinia) 1945' be increased by 25 lire for all skilled grades with the exception of female grades and [illegible]

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

employers.

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

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

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

The Sub-Committee accordingly recommended:

(a) That the minimum and maximum rates quoted in Appendix 'D' to 'Regulations for the Employment of Civilian Labour (Italy, Sicily and Sardinia) 1945' be increased by 25 Lire for all skilled grades with the exception of female grades and Artisan's Mate (Helper).

(b) That the above increases be effective from 1 NOV 1945 subject to the prior approval of the Labour and Wages Control Committee (A.F.L.P.S.).

* See also Appendix 'E' attached.

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

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

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

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

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

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

The Sub-Committee accordingly recommended:

(a) That the minimum and maximum rates for all Mess, Club and Hotel grades shown in Appendices 'B' and 'C' to Regulations for the Employment of Civilian Labour (Italy, Sicily and Sardinia) 1945' be increased by 30%.

(b) That the above increases be effective from 1 NOV 1945 subject to the prior approval of the Labour and Wages Control Committee (A.F.L.R.S.).

See also Appendix 'D' attached.

NOTES:

(1) A percentage increase is recommended to maintain the existing balance between grades.

(2) Only a small number of Hotels are affected, the majority of which are controlled by the U.S. Military Authorities.

(3) The proposed amended Basic Rates are shown in Appendices 'C' and 'D'.

9. RATES OF PAY - ADMINISTRATIVE GRADES

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

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

10. NEXT MEETING

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

Declassified E.O. 12065 Section 3-402/NNDC NO. 185021

NOTES:

(1) A percentage increase is recommended to maintain the existing balance between grades.

(2) Only a small number of Hotels are affected, the majority of which are controlled by the U.S. Military Authorities.

(3) The proposed amended Basic Rates are shown in Appendices 'C' and 'D'.

9. RATES OF PAY - ADMINISTRATIVE GRADES

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

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

10. NEXT MEETING

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

4815

F.W. TYORNE
Major,
D.A.D.L.
Secretary

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Basic Rate			HOURS				MINOR	ZONE	
	DAILY	BASE	Overtime	5 Day/week	Over-	Contingency	Social	FOOD	DIFFERENTIAL
£	RATE	RATE	Intensity	Units	time		Ins etc		
91	190-222	76	} Included	28	30	120	3	251	-29
100	190-220	76	} in	28	30	120	3	251	-31
95	207-227	76	} Base	26	30	120	3	251	-24
92	190-227	76	} Pay	28	30	120	3	251	-24
92	190-227	76	}	28	30	120	3	251	-24
880	190-230	120	} Nothing	16.4	-	115	5.4	246	-26
100	190-226	120	} extra-	16.4	-	115	5.4	246	-26
95	200-227	120	} Daily.	16.4	-	115	5.4	246	-21

375-	375-	Hotel workers can pick a small medical aid,	
925	4925	plus a percentage of service charges. The Commercial Worker's Union and the Association of Hotel Proprietors state that an average Cook and Waiter earns 6500 Lire per month (less 200 Lire Social Insurance = 6300 Lire per month)	6300 -1575
375-	375-		6300 -1575
925	4925		
375-	375-	Free meals and accommodation are provided.	6300 -1575
925	4925		
375-	375-		6300 -1575
925	4725		

...ers in Service Firms in Rome. In ristoranti, alberghi, ecc.

Declassified E.O. 12065 Section 3-402/NSC MO. 785021

SCALE OF PAY

Grade	Male or Female.	Allied Forces Basic Rate			BASE PAY.	Flat Francs Indemnity	Dependents
		Male	Plus C or L	TAUX HOMME.			
TRIESTE							
Blacksmith	Male	90-125	100-97	190-222	76	Included in Base Pay	28
Carpenter	"	90-120	100-100	190-220	76		28
Fitter M.T.	"	100-135	100- 92	200-227	76		28
Turner	"	90-135	100- 92	190-227	76		28
Welder, etc	"	95-135	100- 92	190-227	76		28
TRIESTE X							
Bricklayer	"	90-120	100-100	190-220	120	Nothing Offic- ially.	16.4
Carpenter	"	90-120	100-100	190-220	120		16.4
Fitter M.T. etc.	"	100-135	100- 92	200-227	120		16.4
VENICE							
Cook	"	2700-4000 (Less 900)	1975-1825	3775-4925			
Waiter	"	2700-3700 (Less 900)	1975-1925	3775-4725			
TRIESTE							
Cook	"	2700-4000 (Less 900)	1975-1825	3775-4925			
Waiter	"	2700-3700 (Less 900)	1975-1825	3775-4725			

Total workers are pa
plus a percentage o
Commercial Worker's
of Hotel Proprietors
Cook and Waiter earn
(Less 200 Lire Soci
per month)

Free meals and accom

X Italian rates are those recognised & paid by civilian firms in TRIESTE. In

78581

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

TRIAL [illegible]

Grade	White or Female.	Allied Forces Basic Rate			Hours	Pay	Public [illegible]
		Basic	Plus C or L	Plus LOCAL	Basic Per.	Premiums Industry	& Deferments.
VENICE							
Blacksmith	Male	90-125	100-97	190-222	76	Included in Basic Pay	24
Carpenter	"	90-120	100-100	190-220	76		28
Fitter M.T.	"	100-135	100- 92	200-227	76		28
Turner	"	90-135	100- 92	190-227	76		28
Welder, etc	"	95-135	100- 92	190-227	76		26
TRIESTE X							
Bricklayer	"	90-120	100-100	190-220	120	Nothing certain.	16.4
Carpenter	"	90-120	100-100	190-220	120		16.4
Fitter M.T. etc.	"	100-135	100- 92	200-227	120	Daily.	16.4
VENICE							
Cook	"	2700-4000 (Less 900)	1975-1825	3775-4925		Hotel workers are paid a plus a percentage of serv Commercial Worker's Union of Hotel Proprietors sets Cook and Waiter earns 650 (Less 200 Lire Social Ins per month)	
Waiter	"	2700-3700 (Less 900)	1975-1925	3775-4725			
TRIESTE							
Cook	"	2700-4000 (Less 900)	1975-1825	3775-4925		Free meals and accommodat	
Waiter	"	2700-3700 (Less 900)	1975-1825	3775-4725			

X Italian rates are those recognised as paid by civilian firms in TRIESTE. In practice

Declassified E.O. 12065 Section 3-402/NNBG NO. 785021

CONFIDENTIAL

Rate WAGE HOME.	BASE PAY.	ALLOWANCES Presence Indemnity	ALLOWANCES Depend ents.	ALLOWANCES Cere- vita.	ALLOWANCES Contingency	ALLOWANCES Social Ins etc	TAX RATE	DIFFERENTIAL
190-222	76	Included	26	30	120	3	251	-29
190-220	76	in	28	30	120	3	251	-31
200-227	76	Base	28	30	120	3	251	-24
190-227	76	Pay	28	30	120	3	251	-24
190-227	76		28	30	120	3	251	-24
190-220	120	Nothing	16.4	-	115	5.4	246	-26
190-220	120	Offic-	16.4	-	115	5.4	246	-26
200-227	120	ially.	16.4	-	115	5.4	246	-21
3775-4925		Hotel workers are paid a small nominal wage, plus a percentage of service charges. The Commercial Worker's Union and the Association of Hotel Proprietors state that an average Cook and Waiter earns 6500 Lire per month (Less 200 Lire Social Insurance = 6300 Lire per month)					6300	-1575
3775-4725							6300	-1575
3775-4925		Free meals and accomodation are provided.					6300	-1575
3775-4725							6300	-1575

...id by civilian firms in ROMA. ...ll erotic civilian firms, no pleasure, ...y more.

Appendix 'B'

QUESTIONNAIRE.

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

Difficulty in recruiting Mens Grades and Skilled Grades at existing W.D. rates compared with Civilian Rates.

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

UFFICIO DEL LAVORO, confirmed by A.M.G. Officers XIII Corps and Region XII.

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

A.M.G. and C.L.N. interviews with civilian firms and employees with examination of wage agreements.

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

As in paras 7 and 8 of these Minutes

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

Augmentation of the Basic Rate.

6. Effective date and area of award.

1 NOVEMBER 1945. Whole of XIII Corps.

- :::::::::: -

13

Declassified E.O. 12065 Section 3-402/NND NO. 785021

3. Steps taken to verify the information [illegible]

A.M.G. and C.L.U. interviews with civilian firms and employees with examination of wage agreements.

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

As in paras 7 and 8 of these Minutes

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

Augmentation of the Basic Rate.

6. Effective date and area of award.

1 NOVEMBER 1945. Whole of XIII Corps.

- :::::::::: -

4813

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Appendix '

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

GRADE	Live Monthly Min	Max
Assistant Cook	3250	3640
Assistant Manager	3900	6500
Assistant Waiter	3250	3640
Barman	4550	5850
Cashier	3250	4680
Cook	3510	5200
Dish Washer	3250	3640
Handyman	3250	3640
Head Cook	3770	7150
Head Waiter	3900	6500
Housekeeper (Female)	3120	4420
Laundry Hand (Male)	3510	4550
Linen Keeper Linen hand (Female)	2730	4420
Manager	5070	8450
Orderly (British Mess)	3250	5900
Waiter	3510	4810
Waitress	2860	4030
Juveniles (Male and Female under 18 years of age) all grades	-	1950

4812

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Appendix 'D'

PROPOSED BASIC WAGE SCALE
HOTEL GRADES
(Monthly Rates)

GRADES	LIRE MONTHLY Min	Max
Manager	5070	9620
Assistant Manager, Head Receptionist or Personal Controller	4550	7670
Chief Cashier	3250	5720
Book-Keeper	2600	5200
Hall Porter	3900	7670
Porter	3250	4290
Hotel Waterman	3510	5070
Telephone Operator (English Speaking) (Male or Female)	2730	4680
Telephone Operator (Non English Speaking) (Male or Female)	2145	3250
Elevator Operator	3250	3640
Bell Boy	3250	3640
Bell Boy (under 18 years of age)		1950
Doorman	3250	4290
Head Waiter	4420	8450
Waiter, Second Head	4420	7150
Waiter	3510	5720
Waitress	2860	4030
Assistant Waiter	3250	3640
Barman	4550	5650
Head Cook or Chef	3770	9100
Chef, Second	3770	7800
Cook	3510	5720
Assistant Cook	3250	3640
Pot or Utensil Washer	3250	3900
Dish Washer	3250	3640
Storeman, Pantryman	3250	4680
Still Room Hand	3250	3900
Housekeeper (Female)	3120	4420
Linen Keeper, Linen Hand (Female)	2730	4420
Chambermaid	2730	3900
Laundry Hand (Male)	3510	4550
Laundry Hand (Female) or Ironing Woman	2730	3770
Hotel Plumber	3120	4095
Hotel Electrician	3315	4680
Hotel Painter	3315	4095
Hotel Boilerman	3120	4095

4811

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Waiter, Second Head	4420	2450
Waiter	4420	7150
Waitress	3510	5720
Assistant Waiter	2860	4030
Barman	3250	3640
Head Cook or Chef	4550	5850
Chef, Second	3770	9100
Cook	3770	7800
Assistant Cook	3510	5720
Pot or Utensil Washer	3250	3640
Dish Washer	3250	3900
Storeman, Pantryman	3250	3640
Still room Hand	3250	4680
Housekeeper (Female)	3250	3900
Linen Keeper, Linen Hand (Female)	3120	4420
Chambermaid	2730	4420
Laundry Hand (Male)	2730	3900
Laundry Hand (Female) or Ironing Women	3510	4550
Hotel Plumber	2730	3770
Hotel Electrician	3120	4095
Hotel Painter	3315	4680
Hotel Boilerman	3315	4095
Hotel Mason	3120	4095
Hotel Carpenter	3120	4290
Juveniles (Male and Female under 18 years of age) all Grades	3120	4095

4811

1950

Reclassified E.O. 12065 Section 3-402/NNDC NO. 785021

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

LABOUR SUB COMMISSION

A. C.

Routing Slip

	Initials	Date
Mr. W.H. BRAINE		
Mr. SACHS	[illegible]	1/11
Mr. HIRD		
Mr. SCOTT	[illegible]	1/11
Mr. PROCTOR		
Miss STEVENSON		
Miss SANSEVERINO		
Chief Clerk		

REMARKS:

4810

COPY NO: 9

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

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

TEL : 66275 ROME

LRS/2142/3.

31 October 1945

ALLIED FORCE LABOUR & WAGES COMMITTEE

SUB-COMMITTEE - AGENDA

A meeting of the Sub-Committee established by the Allied Force Labour & Wages Committee at its first meeting (minute 8 refers) will be held at 0930 hours on Friday 9 November 45, in the AFLRS (ARMG) Conference Room, 2nd Floor, 63 Piazza dell'Esedra, Rome, to consider the following Agenda :-

1. To receive from the representatives of the Italian Government its advice on the steps which it considers desirable to overcome the present apparent disparity between the benefits enjoyed by employees of Italian Industry in comparison with those enjoyed by employees of the Allied Forces.

2. To submit its recommendations on Item 1 above to the Allied Force Labour & Wages Committee.

3. To study and to recommend to the Allied Force Labour & Wages Committee what action, if any, should be taken by the Allied Forces in respect of a Christmas Bonus payment to Allied Force employees for Christmas 1945.

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

Declassified E.O. 12065 Section 3-402/NND No. 785021

Industry in comparison with [illegible]
of the Allied Forces.

2. To submit its recommendations on Item 1 above to the Allied Force Labour & Wages Committee.

3. To study and to recommend to the Allied Force Labour & Wages Committee what action, if any, should be taken by the Allied Forces in respect of a Christmas Bonus payment to Allied Force employees for Christmas 1945.

S.J.B. LOUDEN, Major, DAQMG,
Secretary,
ALLIED FORCE LABOUR & WAGES COMMITTEE
SUB-COMMITTEE.

SJBL/gp.

DISTRIBUTION

4809

Copy No:

1/2 AFLWC, AFHQ
3/4 Labour, CMF, CMF
5/6 CG, MEDUSA
7/14 MG AFHQ, Labour Sub-Commission (Includes copies for Italian Government delegation)
15/17 War Diary
18 File
19/25 Spares.

1

Declassified E.O. 12065 Section 3-402/NNDS No. 785021

COPY NO: 8

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

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

TEL : 66275 ROME

LRS/214F/3.

31 October 1945

ALLIED FORCE LABOUR & WAGES COMMITTEE

SUB-COMMITTEE - AGENDA.

A meeting of the Sub-Committee established by the Allied Force Labour & Wages Committee at its first meeting (minute 8 refers) will be held at 0930 hours on Friday 9 November 45, in the AFLRS (AFHQ) Conference Room, 2nd Floor, 68 Piazza dell'Esedra, Rome, to consider the following Agenda :-

1. To receive from the representatives of the Italian Government its advice on the steps which it considers desirable to overcome the present apparent disparity between the benefits enjoyed by employees of Italian Industry in comparison with those enjoyed by employees of the Allied Forces.

2. To submit its recommendations on Item 1 above to the Allied Force Labour & Wages Committee.

3. To study and to recommend to the Allied Force Labour & Wages Committee what action, if any, should be taken by the Allied Forces in respect of a Christmas Bonus payment to Allied Force employees for Christmas 1945.

S.J.B. LOUDEN, Major, DAQMG,
Secretary,
ALLIED FORCE LABOUR & WAGES COMMITTEE
SUB-COMMITTEE.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

at 0930 hours on Friday 9 November 45, in the [illegible] 2nd Floor, 68 Piazza dell'Esedra, Rome, to consider the following Agenda :-

1. To receive from the representatives of the Italian Government its advice on the steps which it considers desirable to overcome the present apparent disparity between the benefits enjoyed by employees of Italian Industry in comparison with those enjoyed by employees of the Allied Forces.

2. To submit its recommendations on Item 1 above to the Allied Force Labour & Wages Committee.

3. To study and to recommend to the Allied Force Labour & Wages Committee what action, if any, should be taken by the Allied Forces in respect of a Christmas Bonus payment to Allied Force employees for Christmas 1945.

S.J.B. LOUDEN, Major, DAQMG,
Secretary,
ALLIED FORCE LABOUR & WAGES COMMITTEE
SUB-COMMITTEE.

SJBL/ga.

DISTRIBUTION

Copy No:

1/2	AFLWS, AFHQ
3/4	Labour, GHQ, CMF
5/6	OG, MTOUSA.
7/14	HQ AAI/CM, Labour Sub-Commission (Includes copies for Italian Government delegation)
15/17	War Diary
18	File
19/25	Spares.

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

LABOR SUB COMMISSION
A. C.
Routing Slip

	Initials	Date
Mr. W. H. BRAINE		
Mr. SACHS		
Mr. HIRD		
Mr. SCOTT		
Mr. PROCTOR		
Miss STEVENSON		
Miss SANSEVERINO		
Chief Clerk		

REMARKS:

4807

Extra Copy 2c LSC/906

COPY NO: 7

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

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

TEL : 66275 ROME

LRS/2142/3.

31 October 1945

ALLIED FORCE LABOUR & WAGES COMMITTEE

SUB-COMMITTEE - AGENDA

A meeting of the Sub-Committee established by the Allied Force Labour & Wages Committee at its first meeting (minute 8 refers) will be held at 0930 hours on Friday 9 November 45, in the AFLRS (AFHQ) Conference Room, 2nd Floor, 68 Piazza dell'Esedra, Rome, to consider the following Agenda :-

1. To receive from the representatives of the Italian Government its advice on the steps which it considers desirable to overcome the present apparent disparity between the benefits enjoyed by employees of Italian Industry in comparison with those enjoyed by employees of the Allied Forces.

2. To submit its recommendations on Item 1 above to the Allied Force Labour & Wages Committee.

3. To study and to recommend to the Allied Force Labour & Wages Committee what action, if any, should be taken by the Allied Forces in respect of a Christmas Bonus payment to Allied Force employees for Christmas 1945.

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

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

1. To receive from the representatives of the Italian Government its advice on the steps which it considers desirable to overcome the present apparent disparity between the benefits enjoyed by employees of Italian Industry in comparison with those enjoyed by employees of the Allied Forces.

2. To submit its recommendations on Item 1 above to the Allied Force Labour & Wages Committee.

3. To study and to recommend to the Allied Force Labour & Wages Committee what action, if any, should be taken by the Allied Forces in respect of a Christmas Bonus payment to Allied Force employees for Christmas 1945.

S.J.E. LOUDEN, Major, DAQMG,
Secretary,
ALLIED FORCE LABOUR & WAGES COMMITTEE
SUB-COMMITTEE.

RJH1/gs.

4806

DISTRIBUTION

Copy No:	
1/2	AFHQ, AFHQ
3/4	Labour, G(S), CMF
5/6	CG, NTOUSA
7/14	HQ AIRCOM, Labour Sub-Commission (includes copies for Italian Government delegation)
15/17	War Diary
18	File
19/25	Spares.

1

Archives file S.O. 12065 Section 3-402/NNDC NO. 785021

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

HEADQUARTERS ALLIED COMMISSION
APO 394
LABOUR SUB-COMMISSION

FP/oo

TEL : 489081 - 204 30 October 1945.

REF : LSC/313+906.

OGGETTO: Genio Militare.

Il Ministro,

A : Ministero del Lavoro e della Previdenza Sociale,
ROMA

1. In base ad informazioni ricevute, alla suddetta organizzazione compete la responsabilità del pagamento dei salari a certe categorie di lavoratori alberghieri, ecc. delle Forze Alleate nel territorio di Firenze.

2. In una riunione tenutasi il 4 Agosto u.s. dal Sottocomitato Alleato per il Lavoro ed i Salari responsabile per la determinazione delle tariffe da pagarsi ai lavoratori delle Forze Alleate nel territorio di Firenze è stato deciso che l'ammontare del premio mensile per i lavoratori alberghieri sarebbe suscettibile di aumento dal primo periodo salariale, a partire dal 30 Giugno 1945.

3. Gli aumenti autorizzati del premio in parola sono i seguenti:

fino a 3,600	3,601-3,700	3,701-3,800	3,801-4,900	4,901-5,000	5,001-5,100	5,101-5,200	5,201 e più	giovani
2,105	2,055	2,005	1,955	1,905	1,855	1,805	1,735	520

4. Da quanto ci consta, il Genio Militare non ha ancora provveduto a mettere in atto i detti aumenti, e saremo grati se vorrete prendere le necessarie misure, affinchè gli aumenti concessi siano pagati al più presto ai lavoratori interessati del territorio di Firenze.

1803

W. H. BRAINE
Director
Labour Sub-Commission

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

HEADQUARTERS ALLIED COMMISSION
APO 394
LABOUR SUB-COMMISSION

WF/ee

TEL : 489081 - 204 — 30 October 1945.

REF : LSC/313+906.

OGGETTO: Genio Militare.

Il Ministro,
A : Ministero del Lavoro e della Previdenza Sociale,
ROMA

1. In base ad informazioni ricevute, alla suddetta organizzazione compete la responsabilità del pagamento dei salari a certe categorie di lavoratori alberghieri,ecc. delle Forze Alleate nel territorio di Firenze.

2. In una riunione tenutasi il 4 Agosto u.s. dal Sottocomitato Alleato per il Lavoro ed i Salari responsabile per la determinazione delle tariffe da pagarsi ai lavoratori delle Forze Alleate nel territorio di Firenze è stato deciso che l'ammontare del premio mensile per i lavoratori alberghieri sarebbe suscettibile di aumento dal primo periodo salariale, a partire dal 30 Giugno 1945.

3. Gli aumenti autorizzati del premio in parola sono i seguenti:

fino a 3,600	3,601-3,700	3,701-3,800	3,801-4,900	4,901-5,000	5,001-5,100	5,101-5,200	5,201 e più	giovani
2,105	2,055	2,005	1,955	1,905	1,855	1,805	1,735	520

4. Da quanto ci consta, il Genio Militare non ha ancora provveduto a mettere in atto i detti aumenti, e saremo grati se vorrete prendere le necessarie misure, affinchè gli aumenti concessi siano pagati al più presto ai lavoratori interessati del territorio di Firenze.

4803

W. H. BRAINE
Director
Labour Sub-Commission

OK 1+S

HEADQUARTERS ALLIED COMMISSION
APO 394
LABOUR SUB-COMMISSION

FP/ce

TEL : 489081 - 204

29 Oct.1945.

REF : LSC/913-906.

SUBJECT: Genio Militare.

TO : The Minister,
Ministry of Labour and Social Security,
Rome

1. Information has been received that the above described organization is responsible for the payment of wages to certain employees of the Allied Forces working in hotels etc. in the Florence area.

2. At a meeting of the Allied Local Labour and Wages Sub-Committee responsible for rates of pay to Allied Forces workers in the Florence area it was decided that the amount of bonus payable each month to hotel workers should be increased as from the first pay period commencing from the 30th June 1945.

3. The increases in bonus authorized were as follows:

up to 3,600	3,601-3,700	3,701-3,800	3,801-4,900	4,901-5,000	5,001-5,100	5,101-5,200	5,201 & above	Juvs.
2,105	2,055	2,005	1,955	1,905	1,855	1,805	1,735	520

4. It is understood that Genio Militare have not yet taken action to implement such increases, and it would be appreciated, if you would be good enough to take the necessary steps to ensure that the increases granted are paid to the employees concerned in the Florence area, as early as possible.

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

employees of the Allied Forces working

Florence area.

2. At a meeting of the Allied Local Labour and Wages Sub-Committee responsible for rates of pay to Allied Forces workers in the Florence area, it was decided that the amount of bonus payable each month to hotel workers should be increased as from the first pay period commencing from the 30th June 1945.

3. The increases in bonus authorized were as follows:

up to 3,600	3,601-3,700	3,701-3,800	3,801-4,900	4,901-5,000	5,001-5,100	5,101-5,200	5,201 & above	Juvs.
2,105	2,055	2,005	1,955	1,905	1,855	1,805	1,735	520

4. It is understood that Genio Militare have not yet taken action to implement such increases, and it would be appreciated, if you would be good enough to take the necessary steps to ensure that the increases granted are paid to the employees concerned in the Florence area, as early as possible.

4804

W.H. BRAINE
Director
Labour Sub-Commission

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

ALFA B Gr. Sec No 13. 1 14/5/45. Secret

AFHQ/1229/G(Main).

Rear - Turret Mech Duty

Asst Sgt (Sec Mech)

0803

Extra Copy LSC/906

ROME AREA ALLIED COMMAND
APO 794, US ARMY

Entertainments Section,
Army Welfare Services,
Rome Area Allied Command.

To: COMMANDING OFFICERS,
ALL UNITS, R.A.A.C.

29th Oct, 1945.

Information has been received from Army Welfare Services HQ, that a situation is arising whereby, Unit Welfare Entertainment Officers are engaging Italian stage performers for troops entertainment at salaries much higher than those which ENSA, under their imposed salary limits, are permitted to pay.

A recent example of this was the engagement of an Italian soloist at £35 weekly, who, had previously been content to accept the ENSA maximum of £20.

The overall result of this has been to inflate salaries demanded by Italian Artists, in some cases by as much as 33⅓%.

In order to avoid Unit Entertainment Officers paying Italian performers salaries higher than those laid down in the deliberations of Sub Committee of the Labour and Wages Control Committee, Labour Directorate, the following scale is shown for reference :-

SCALE OF SALARIES FOR ITALIAN CIVILIAN ARTISTS

STAR		8,000 Lire per week	= £20
SPECIALITY ACTS	1st Grade	6,000 Lire per week	= £15
	2nd Grade	4,000 Lire per week	= £10
	Assistants	2,000 - 2,800 Lire per week	= £5 - £7
DANCERS	1st Grade	4,000 Lire per week	= £10
	2nd Grade	2,800 Lire per week	= £7

1802

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

salaries demanded by Italian Artists, in some cases by as much as 33%.

In order to avoid Unit Entertainment Officers paying Italian performers salaries higher than those laid down in the deliberations of Sub Committee of the Labour and Wages Control Committee, Labour Directorate, the following scale is shown for reference :-

SCALE OF SALARIES FOR ITALIAN CIVILIAN ARTISTS

STAR		8,000 Lire per week = £20
SPECIALITY ACTS	1st Grade	6,000 Lire per week = £15
	2nd Grade	4,000 Lire per week = £10
	Assistants	2,000 - 2,800 Lire per week = £5 - £7
DANCERS	1st Grade	4,000 Lire per week = £10
	2nd Grade	2,800 Lire per week = £7
SINGERS	1st Grade	6,000 Lire per week = £15
	2nd Grade	4,000 Lire per week = £10

I, [illegible], Ospedin,
Entertainments Officer,
For D.A.D.A.W.S.
British Army Welfare Services,
ROME AREA ALLIED COMMAND.

IS/sb
Distribution 'B'
Plus 50 copies - Army Welfare Services.

4802

Declassified E.O. 12065 Sec. 3-402/NNDC NO. 78502

Declassified E.O. 12065 Section 3-402/NMDC NO. 785021

file - Z + wks
cs/906

ALLIED FORCE LABOR & WAGES COMMITTEE
Rome, Italy

TEL : Ext. 204 29 October 1945

REF : LRB/214M/4

SUBJECT: Pay on Engagement of Italian Civilian Employees of Allied Forces.

TO : Chief Commissioner
Allied Commission Headquarters

1. The Allied Force Labor & Wages Committee at its meeting of 26 October 1945 recommended an Amendment of Para 4 (d) (i) of AFHQ Administrative Memorandum No. 24, 1945. At present that memorandum requires all skilled labor to be engaged and paid at the minimum of the scale for at least seven (7) days. Thereafter the rate of pay may be raised, according to the skill and capacity of the worker, to the maximum of the scale or to some intermediate point. The reason for this rule, instituted when large numbers of workers were being engaged by various employing services in particular localities, was to avoid competition and poaching of labor as between units.

2. The position has changed in that Allied force Units are dispersed over a wider area and are not engaging ~~in~~ large numbers in competition with one another. But they are requiring skilled workers of various categories from time to time and the requirement to engage at the minimum of the wage scale is reported to cause considerable difficulty in making initial engagements of workers of the necessary skill.

3. The proposed amendment enables the pay of skilled workers to be assessed during the first pay period so that the first payment may be in accordance with the capacity of the worker.

4. The Labor and Wages Committee with a representative attendance were unanimous that the time had now come for a change on the lines proposed. It is recommended that the proposal be approved. AFLRS are submitting proposal, recommending approval also of the C.A.O., AFHQ.

4801

W. H. BRAINE
Chairman
Allied Force Labor and
Wages Committee

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

LSC/906

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

Postal Address :
AFLRS, ROME AREA
ALLIED COMMAND,
C. M. F.

TEL : 66275 ROME

LRS/2141/56.

26 October 1945

SUBJECT : Returns - Numbers of Civilian Employees.

TO : HQ ALCOM, Labour Sub-Commission.

1. The total figures so far submitted to this Section in respect of Allied Force civilian employees as on 1st OCT 45 are as follows :-

	Unskilled	All other labour
Male	96,912	95,623
Female	24,744	25,554
Male Juvenile	3,200	1,000
Female Juvenile	700	400
	125,556	122,577

GRAND TOTAL 248,133

2. All returns are not yet to hand, a consolidated return will be forwarded when received by this Section.

3. Detailed report submitted by Civilian Personnel Division MTOUSA is attached for information.

4. Returns are awaited from Royal Navy, R.A.F., M.R.S. and Chief of Staff HQ ALCOM.

S.J.B. LOUDEN, Major, DAQMG,
Acting Chief of Section (Br),
A.F.L.R.S.

SJBL/gs.

4806

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Civilian Personnal Labor Report.

1 Civ Pers Div AG — AF Local Resources Section AFHQ APO 794 — 23 Oct 1945

Transmitted herewith are reports relating to the employment of Italian Civilian Personnel for the month of September 1945.

ROGER M. CROSBY
Lt. Col., AGD
Chief, Civilian Personnel Division

4793

Declassified E.O. 12065 Section 3-402/NWDG NO. 785021

MONTHLY LABOR REPORT
(Average number employed daily)

M T O U S A

Month of September

	OFFICE M	OFFICE F	SKILLED M	SKILLED F	COMMON M	COMMON F	CONTRACT M	CONTRACT F	TOTAL MALE	TOTAL FEMALE	GRAND TOTAL	P… T…
ANCONA	8	8	28	2	31	--	--	--	67	10	77	
BAY AREA	22	31	256	248	272	169	--	--	550	448	998	
BARI	248	286	2193	433	2348	245	--	--	4789	964	5753	
CASERTA	191	103	1009	104	1736	755	--	--	2936	962	3898	
FLORENCE	47	81	815	178	704	348	--	--	1566	607	2173	
FOGGIA	19	20	133	8	389	33	--	--	541	61	602	
GREECE	14	15	33	20	22	10	--	--	69	45	114	
NAPLES	961	993	11776	1993	10464	1333	52	--	23253	4319	27572	
LEGHORN	465	530	7338	1409	5678	1007	--	--	13481	2946	16427	
ROME	308	236	1537	289	1685	222	--	--	3530	747	4277	
SICILY	61	48	2013	--	437	59	--	--	2511	107	2618	
VENICE	8	15	40	4	46	63	--	--	94	82	176	
Totals	2352	2366	27171	4688	23812	4244	52	--	53387	11298	64685	

(*) - Included in Grand Total.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

MONTHLY LABOR REPORT
(Average number employed daily)

Month of September

	COMMON M	COMMON F	CONTRACT M	CONTRACT F	TOTAL MALE	TOTAL FEMALE	GRAND TOTAL	PAID FR OTHER THAN U.S. GOVT FUNDS (*)
2	31	--	--	--	67	10	77	--
248	272	169	--	--	550	448	998	492
33	2348	245	--	--	4789	964	5753	526
04	1736	755	--	--	2936	962	3898	172
178	704	348	--	--	1566	607	2173	709
8	389	33	--	--	541	61	602	67
20	22	10	--	--	69	45	114	15
993	10464	1333	52	--	23253	4319	27572	3225
409	5678	1007	--	--	13481	2946	16427	1799
289	1685	222	--	--	3530	747	4277	909
--	437	59	--	--	2511	107	2618	--
4	46	63	--	--	94	82	176	77
1688	23812	4244	52	--	53387	11298	64685	7991

nd Total.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

MONTHLY LABOR REPORT
(Average number employed daily)

M T O U S A

Month of September

	OFFICE M	OFFICE F	SKILLED M	SKILLED F	COMMON M	COMMON F	CONTRACT M	CONTRACT F	TOTAL MALE	TOTAL FEMALE	GRAND TOTAL	P W
AAFSC/MTO	353	390	3862	284	4372	730	52	--	8639	1404	10043	
ABC	159	210	1056	430	1606	213	--	--	2821	853	3674	
ATC	81	54	452	7	499	110	--	--	1032	171	1203	
AFHQ Hq Comd	156	103	762	104	1061	753	--	--	1979	960	2939	
CECCHIGNOLA	6	1	17	--	15	--	--	--	38	1	39	
MRS	--	--	1	2	133	--	--	--	134	2	136	
RAAC	133	109	817	20	410	47	--	--	1360	176	1536	
PBS	1149	1071	16989	3146	13691	1254	--	--	31829	5471	37300	
RED CROSS	214	314	952	592	906	684	--	--	2072	1590	3662	
U. S. NAVY	66	50	2056	79	536	59	--	--	2661	188	2849	
USC	16	13	43	--	250	235	--	--	309	248	557	
7TH REPL DEPOT	18	48	66	--	145	10	--	--	229	58	287	
Totals												

(*) - Included in Grand Total.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

MONTHLY LABOR REPORT
(Average number employed daily)

Month of September

...LED F	CONTRACTOR M	CONTRACTOR F	SUB-CONTRACT M	SUB-CONTRACT F	TOTAL MALE	TOTAL FEMALE	GRAND TOTAL	PAID BY OTHER THAN U.S. GOVT FUNDS (*)
284	4372	730	52	--	8639	1404	10043	184
430	1606	213	--	--	2821	853	3674	367
7	499	110	--	--	1032	171	1203	32
104	1061	753	--	--	1979	960	2939	167
--	15	--	--	--	38	1	39	--
2	133	--	--	--	134	2	136	--
20	410	47	--	--	1360	176	1536	39
3146	13691	1254	--	--	31829	5471	37300	2655
592	906	684	--	--	2072	1590	3662	3662
79	536	59	--	--	2661	188	2849	11
--	250	235	--	--	309	248	557	254
--	145	10	--	--	229	58	287	553

...rand Total.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

MONTHLY LABOR REPORT
(Average number employed daily)

M T O U S A

Month of September

	OFFICE M	OFFICE F	SKILLED M	SKILLED F	COOLIE M	COOLIE F	CONTRACT M	CONTRACT F	TOTAL MALE	TOTAL FEMALE	GRAND TOTAL	PAID THAI
27TH REPL DEPOT	1	--	61	18	74	16	--	--	136	34	170	
34TH INF DIV	--	--	36	--	113	122	--	--	149	122	271	
88TH INF DIV	--	3	1	6	1	11	--	--	2	20	22	
Totals	2852	2966	27171	4688	23812	4244	52	--	53387	11298	64685	

(*) - Included in Grand Total.

...SSIFICATION E.O. 12065 Section 3-402/NWDC NO. 785021

MONTHLY LABOR REPORT
(Average number employed daily)

Month of September

...LED F	COMMON M	COMMON F	CONTRACT M	CONTRACT F	TOTAL MALE	TOTAL FEMALE	GRAND TOTAL	PAID FROM OTHER THAN U.S. GOVT FUNDS (*)
18	74	16	--	--	136	34	170	22
--	113	122	--	--	149	122	271	54
6	1	11	--	--	2	20	22	--
4686	23812	4244	52	--	53387	11298	64685	7991

...rand Total.

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

SALES

	Government Funds	Private Funds
AAFSC/MTO	557.762.53	8,692.32
ABC	247,628.91	22,463.35
ATC	96,712.72	1,729.99
AFHQ HQ COMD	147,730.82	12,978.03
CECCHIGNOLA	2,772.88	---
MFS	7,058.09	---
RAAC	119,920.55	3,424.72
PBS	2,800,501.90	148,276.37
RED CROSS	---	205.59358
U.S. NAVY	204,384.12	---
UTC	24,624.75	11,151.74
7TH REPL DEPOT	22,239.11	18,006.99
27TH REPL DEPOT	9,807.22	722.00
34TH INF DIV	6,977.38	4,400.18
88TH INF DIV	733.03	---
TOTAL	4,248,854.01	437,379.27

479[illegible]

Grand Total 4,686,233.28

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

LSC/906

SUBJECT: Distribution of Civilian Labour - Sep 45

CHQ CMF

31 Oct 45

TO : Q (Maint) CHQ CMF
AFLRS HQ Rome Area
Labour Sub-Commission HQ AC

IA./69/5

1. Attached for information is a copy of Distribution of Civilian Labour by Employing Services as at 30 Sep 45.

2. The figures shown are the average number of civilian employees supplied daily to the Allied Forces by the British Civil Labour Units during the month of September 45.

3. The numbers supplied to the British Army have fallen by 3372 during the month under review.

(C. S. BOSWELL) Major, D. A. D. L.
for Colonel,
Deputy Director of Labour.

CSB/RP.

4794

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

A793

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

DISTRIBUTION OF CIVILIAN LABOUR AS AT 30 SEP 45

EMPLOYING SERVICE	SKILLED LABOUR						TOTAL SKILLED	UNSKILL		
	BTA	XIII Corps	2 Dist	3 Dist	GREECE	BTKA		BTA	XIII Corps	2 Dl
W & Tn										
(a) Docks		516	4	1972	66		2546		491	
(b) Tn Plys	26	103	154	332			670	19	378	
(c) Misc	51	47		431			529	55	35	
RE										
(a) Constr	68	491	1030	2016	1453		5057	20	1702	21
(b) Roads	221	358	62		128		769	5	893	1
(c) W/Shops	32	550	529	2867	764	1	4722	375	737	
(d) Stores	254	112	111	930	81		1488	569	1054	1
(e) Misc		315	610	2388	63		3376		475	
S & T										
(a) Supplies	565	255	312	1380	230	67	2729	448	1778	1
(b) Petrol	5	20	106	257	34		424	29	1603	1
(c) Tpt	80	714	1396	5358	309		7967	115	409	
(d) Misc		104	39	2004	19		2166		73	
EME										
(a) W/Shops	838	569	1560	18604	491	119	22980	309	224	
(b) Misc			100	431			531			
ORDNANCE										
(a) Stores	612	107	231	10962	410	88	12430	412	396	
(b) Ammn	1737	3	40	462	37		2329		815	
(c) Misc	146	10	53	2367	91	74	2771	1599	359	
MISC										
(a)										
(b) Salvage	5	7	96	523		434	915	44	71	
(c) Medical	121	41	214	678	120		1074	368	1027	1
(d) Signals		15	120	119	12		266		11	
(e) Sundry	3400	3017	5730	10750	1339		24236	3013	3125	6
RE ARMY TOTALS	3211	7337	12176	65700	5636	823	99383	7390	15691	17
OTHER EMPLOYERS										
(a) RF		670	1581	6944	114	91	9500		510	
(b) RAF	166	417	182	5818	36	1021	7040	241	627	
(c) UNRRA					198		198			
TOTALS	3377	8324	13939	77862	5954	1935	116421	7631	16828	17

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

...ION OF CIVILIAN LABOUR AS AT 30 SEP 45

...TNA	TOTAL SKILLED	UNSKILLED LABOUR						TOTAL UNSKILLED	TOTAL SKILLED & UNSKILLED
		BTA	XXIX Corps	2 Dist	3 Dist	GS [illegible]	STWA		
	2546		691		1061	621		2573	4919
	670	19	578	706	72			1175	1845
	529	68	35	16	651			757	1286
	5057	20	1732	2137	3146	1394		8989	14046
	769	5	695	1211		371		2480	3249
1	4722	375	737	645	2730	266		4794	9516
	1498	568	1034	1038	5125	676	127	8574	10062
	3276		475	634	2884	45		4038	7314
57	2729	448	1778	1123	7098	911	337	12290	15089
	424	29	1608	1134	2851	516	1	5902	6126
	7557	116	409	657	1606	885		3272	11129
	2166		73		3955	126		4154	6320
119	22980	309	224	591	4700	147	18	6989	29969
	531			62	120			182	713
68	12430	412	356	717	3698	643	31	10897	23327
	2529		515	225	6674	114		7728	10255
74	2771	1599	359	60	1963	77		4089	6829
454	913	44	91	106	926		250	1397	1310
	1074	366	1627	1027	3320	933		5289	7354
	266		11	136	225	45		417	683
	24296	3015	3195	5035	15476	1482		26201	50497
823	99883	7350	15691	17160	71554	9536	744	121946	221828
91	9500		510		4905	113	75	5401	14701
1021	7040	241	427	430	5344	526	1213	7981	15021
	198					20		20	218
1935	116421	7621	16628	17590	81883	9995	2030	135349	251769

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

LABOUR SUB COMMISSION
A. C.
Routing Slip

	Initials	Date
Mr. W.H. BRAINE		
Mr. SACHS		
Mr. HIRD		27/4
Mr. SCOTT		
Mr. PROCTOR		29/10
Miss STEVENSON		
Miss SANSEVERINO		
Chief Clerk		

REMARKS:

Please note book & return when refused with. X is wanted.

27/X

4792

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

LSC/913+906

ALLIED FORCE LOCAL RESOURCES SECTION
A.F.H.Q.

Postal Address :
AFLRS, ROME AREA
ALLIED COMMAND,
C. M. F.

TEL : 66275 ROME

LRS/214D/410.

23 October 1945

SUBJECT : Local Labour & Wages Sub-Committees.

TO : HQ AICOM, Labour Sub-Commission.

1. Information has been received from HQ, No 3 District that Genio Militare has not yet taken action to implement the increase to the Cost of Living Bonus granted to the Florence Area at the third meeting of the P.B.S. Local Sub-Committee on the 8th August 45.

2. May representation please be made to the Genio Militare, Rome in order that the necessary authority to make the increases effective may be issued.

S.J.B. LOUDEN, Major, DAQMG,
Acting Chief of Section (Sr),
A.F.L.R.S.

SJBL/gs.

4791

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

LABOR SUB COMMISSION
A. C.
Routing Slip

	Initials	Date
Mr. W. H. BRAINE		
Mr. SACHS		
Mr. HIRD	[illegible]	2/x
Mr. SCOTT		
Mr. PROCTOR	[illegible]	3/x
Miss STEVENSON		
Miss SANSEVERINO		
Chief Clerk		

REMARKS:

Mr. Proctor

Do you know how we approach Ennis Hill? Direct, through Wat. Govt, or through Pub. Wks Dept?

[illegible]

4790

L 8c/906.

ALLIED FORCE NAVAL RESOURCES SECTION
...P.M.G.

Postal Address :
APLAS Naval Area Allied Command
C. M. F.

...S/2102/2.

Telephone 66278 Rome

19th October 1945.

SUBJECT : Allied Force Labour & Wages Committee.

TO : F.O.I.L., Rome
Comdr., US Naval Forces in African Waters
A.O.C., 21st TC, M.A.F., Italy
Labour, G(S), A.F.
Caserta, ITALY
...PAU/AdeO
HQ, XIII CORPS
CG, 2nd ADIV
CG, 4th DIV
CO, 5th EAST
CO, 2 District
CO, 3 District
CO, Base Area Allied Command
FO, AFHQ.

1. The Labour & Wages Control Committee at its last meeting recommended that on the dissolution of the Allied Force Local Resources (Italian) Board, the Allied Force Labour & Wages Committee be formed.

2. This recommendation has been approved by the C-in-C, APLAS and the Allied Commissioner Allied Commission.

3. The first meeting of the Allied Force Labour & Wages Committee, of which you are a member, will be held at 0930 hours on 26th October 1945 in the Allied (APLAS) Conference Room, 2nd Floor, 66, Piazza d'Illiadino, Rome. An agenda for this meeting has been circulated under this office reference L8c/906/4 dated 16 Oct 1945.

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

CO, [illegible]
CO, [illegible]
CO, [illegible]
HQ, 2 District
HQ, 3 District
CC, Rome Area Allied Command
HQ, AMMA.

---

1. The Labour & Manpower Control Committee at its last meeting recommended that on the dissolution of the Allied Force Local Resources (Italian) Board, the Allied Force Labour & Manpower Committee be formed.

2. This recommendation has been approved by the C-in-C, AFHQ and the Chief Commissioner Allied Commission.

3. The first meeting of the Allied Force Labour & Manpower Committee, of which you are a member, will be held at 0930 hours on 26th October 1945 in the Allied (AMG) Conference Room, 2nd Floor, 68, Piazza dell'Esedra, Rome. An agenda for this meeting has been circulated under this office reference L&S/2.6a/1 dated 19 OCT 1945.

4789

THOMAS R. GIBSON, Colonel, AUS,
Chief of Section (US),
A.F.L.M.S.

H.J.B. LOCKEN, Major, D.S.O.,
Acting Chief of Section (Br),
A.F.L.M.S.

Copy to:- Chairman, Allied Force Labour & Manpower Committee
(Director, Labour Sub-Commission, HQ, AMMA).

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

2 0 0 1

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

LABOR SUB COMMISSION
A. C.
Routing Slip

	Initials	Date
Mr. W. H. BRAINE Mr. SACHS		
Mr. HIRD		
Mr. SCOTT		
Mr. PROCTOR		
Miss STEVENSON		
Miss SANSEVERINO		
Chief Clerk		

REMARKS:

4783

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

L Sc/90C

DOPT NO: 93

ALLIED FORCE LOCAL RESOURCES SECTION
A.F.H.Q.

Postal address:
AFLRS Rome Area Allied Command
C. M. F.
Telephone 66275 Rome

LRS/214W/1.

19th October 1945

ALLIED FORCE LABOUR & WAGES COMMITTEE

A G E N D A

The first meeting of the Allied Force Labour & Wages Committee will be held at 0930 hours on Friday, 26th October 1945 in the AFLRS (AFHQ) Conference Room, 2nd Floor, 62 Piazza dell' Esedra, Rome, to consider the following Agenda :-

1. To receive the minutes of the thirty-ninth meeting of the Labour & Wages Control Committee held on 26 SEP 45.

2. To receive the minutes of the meeting of the following Local Sub-Committees :-

   (a) XIII Corps Local Sub-Committee - THIRTEEN meeting of 21 SEP 45. (Annexure 1)

3. To receive the findings of the Sub-Committee established at the last meeting of the Labour & Wages Control Committee (minute 229 refers) to receive a delegation from the Italian Government on the payment of a Liberation Bonus. (Findings are attached at Annexure 2)

4. To receive a request from HQ 2 District for approval of the following new grades and rates of pay :-

Ski Run Maintainer	300 - 350 Daily
Ski Loop Maintainer	350 - 400 "
Ski Instructor	300 - 350 "
Ski Leader (Track)	350 - 600 "
Bob run Driver	200 - 250 "
Bob run Brakeman	200 - 250 "
Bob run Maintainer	200 - 250 "

1. To receive the minutes of the twenty-fifth meeting Labour & Wages Control Committee held on 26 SEP 45.

2. To receive the minutes of the meeting of the following Local Sub-Committees :-

   (a) XIII Corps Local Sub-Committee - TRIESTE meeting of 21 SEP 45. (Annexure 1)

3. To receive the findings of the Sub-Committee established at the last meeting of the Labour & Wages Control Committee (minute 229 refers) to receive a delegation from the Italian Government on the payment of a Liberation Bonus. (Findings are attached at Annexure 2.)

4. To receive a request from HQ 2 District for approval of the following new grades and rates of pay :-

Ski Run Maintainer	300 - 350 daily
Ski Lcap Maintainer	350 - 400 "
Ski Instructor	300 - 350 "
Ski Leader (Track)	350 - 400 "
Bob run Driver	200 - 250 "
Bob run Brakeman	200 - 250 "
Bob run Maintainer	200 - 250 "
Ice Rink Attendant	300 - 350 "
Ice Rink Sweeper	300 - 350 "
Ice Rink Electrician	400 - 450 "
Ice Rink Instructor	300 - 350 "

   All the above are full rates and include cost of living bonus.

5. Any other business.

6. To set a date for the next meeting.

4787

S.J.B. LOUDEN, Major, DAQMG,
Secretary,
ALLIED FORCE LABOUR & WAGES COMMITTEE.

SJBL/ga.

DISTRIBUTION - SEE OVER

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

DISTRIBUTION

Copy No:

1/2	C-in-C, Med.
3/5	Comdr., US Naval Forces NW African Waters
6	CAO, AFHQ
7	D/CAO, AFHQ
8/9	G-5, AFHQ
10	CG, MTOUSA
11/18	G-4, MTOUSA
19	Engineer Section, MTOUSA
20	Fiscal Director, MTOUSA
21	Q(Maint), GHQ, CMF
22	Q(AE), GHQ, CMF
23	DW, GHQ, CMF
24	Ord, GHQ, CMF
25	REME, GHQ, CMF
26	S & T, GHQ, CMF
27/28	Labour, GHQ, CMF
29	PA, GHQ, CMF
30	D.P.I.C., GHQ, CMF
31	A.O.C. Air HQ, R.A.F., ITALY
32/33	AAFSC/ATO
34	A/Pa, Air HQ, RAF, ITALY
35/36	HQ 214 Group RAF
39/40	HQ, XIII Corps (Includes copy for Local Sub-Committee)
41/42	D.M.R., ITALY
43/44	CG, PBS (Includes one copy for Local Sub-Committee)
45/46	CO, PBS (South) (Includes one copy for Local Sub-Committee)
47	CO, PBS (East)
48	A.G. Civ. Pers. Div. PBS
49	A.G. Civ. Pers. Div. PBS (South)
50/52	HQ 2 District (Includes 2 copies for Local Sub-Committees)
53/62	HQ 3 District (Includes 9 copies for Local Sub-Committees)
63/68	CG, Rome Area Allied Command (Copy for Local Sub-Committee)
69	F.O.I.L., Rome
70	A.N.S.O., F.O.I.L., Rome.
71	SENALMENO, ITALY
72	C.S., TARANTO
73	COMNOB, PALERMO
74/75	NOIC, Naples
76	NOIC, Trieste
77	SNO, Eastern Sicily
78	MWTB
79	WSA

37/38 HQ 214 Group RAF
39/40 HQ, XIII Corps (Includes copy for Local Sub-Committee)
41/42 D.M.R., ITALY
43/44 CG, PRS (Includes one copy for Local Sub-Committee)
45/46 CO, PRS (South) (Includes one copy for Local Sub-Committee)
47 CO, PRS (East)
48 A.G. Civ. Pers. Div. PRS
49 A.G. Civ. Pers. Div. PRS (South)
50/52 HQ 2 District (Includes 2 copies for Local Sub-Committees)
53/62 HQ 3 District (Includes 9 copies for Local Sub-Committees)
63/68 CG. Rome Area Allied Command (Copy for Local Sub-Committee)
69 F.O.I.L., Rome
70 A.N.S.O., F.O.I.L., Rome.
71 SENALUSNO, ITALY
72 C.S., TARANTO
73 COMNOB, PALERMO
74/75 NOIC, Naples
76 NOIC, Trieste
77 SNO, Eastern Sicily
78 MWTB
79 WSA
80 Chief Commissioner, AICOM
81 HQ, AICOM
82 Vice-President, Economic Section
83/88 Economic Section
89 Finance Sub-Commission
90/91 Labour Sub-Commission
92 MWTB & Shipping Sub-Commission
93 Chairman, Allied Force Labour & Wages Committee
94 DCP, UDF, CMF
95 8 Base Command Pay Office
96/98 War Diary
99 File
100/125 Spares.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

ANNEXURE 1.

Near HQ XIII Corps, C.M.F.

Date:- 21 September 1945

ALLIED POST-LOCAL RESOURCES (ITALIAN) BOARD

LABOUR AND WAGES CONTROL COMMITTEE

XIII CORPS LOCAL SUB COMMITTEE

1. The Second Meeting of the XIII Corps Local Sub Committee of the Labour & Wages Control Committee was held at Near HQ XIII Corps on 21 Sept 45.

2. PRESENT

CHAIRMAN Lieut.Col. F. OWEN WADE A.D.L., XIII Corps

REPRESENTATIVES OF :

N.O.I.C. Trieste	Lt.Cdr.	HARVEY SMITH	R.
A.M.G. Udine Province	Capt.	GLYNN HALL	W.
201 Sub Area	Major	SELWALL	J.
Q Branch XIII Corps	Major	FITZGERALD	D.A.E.
Q (Mov) XIII Corps	Major	WILSON	D.C.R.
RE(Wks) XIII Corps	Lt.Col.	JENNER	H.N.
S&T XIII Corps	Major	PENROSE	J.O.
2901 Civil Lab Unit	Major	NUGENT	D.G.H.
2920 Civil Lab Unit	Major	MITCHELL	J.D.

IN ATTENDANCE R.E. (Wks) XIII Corps Major CAIRNCROSS W.R.

SECRETARY : Major I.M. DARLINGTON - D.A.D.L. XIII Corps

3. APPOINTMENT OF CHAIRMAN AND SECRETARY

It was agreed that permanent Chairman and Secretary of XIII Corps Local Sub-Committee should be A.D.L. and D.A.D.L. respectively.

4. MINUTES OF THE FIRST MEETING

The Minutes of the first meeting, held on 26 July 45, were approved.

5. MATTERS ARISING OUT OF MINUTES OF THE FIRST MEETING

For the benefit of newly joined members, the Chairman amplified the implementation of Minutes 7, 8 and 9 of the first meeting.

6. COST OF LIVING BOARD

Appendix 'A' to these minutes

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

G (Admin) XIII Corps	Major	FITZGERALD	E.A.S.
G (Mov) XIII Corps	Major	WILSON	D.C.R.
RE(Wks) XIII Corps	Lt.Col.	JESTER	H.N.
DAT XIII Corps	Major	PENROSE	J.O.
2901 Civil Law Unit	Major	NUGENT	D.G.H.
2920 Civil Law Unit	Major	MITCHELL	J.D.

IN ATTENDANCE R.E. (Wks) XIII Corps Major CAMERON W.R.

SECRETARY : Major I.M. PATACONSON - D.A.D.L. XIII Corps

3. APPOINTMENT OF CHAIRMAN AND SECRETARY

It was agreed that permanent Chairman and Secretary of XIII Corps Local Sub-Committee should be A.D.L. and D.A.D.L. respectively.

4. MINUTES OF THE FIRST MEETING

The Minutes of the first meeting, held on 26 July 45, were approved.

5. MATTERS ARISING OUT OF MINUTES OF THE FIRST MEETING

For the benefit of newly joined members, the Chairman amplified the implementation of Minutes 7, 8 and 9 of the first meeting.

6. COST OF LIVING BONUS

Appendix 'A' to these minutes was circulated, and it was agreed that the differentials shown between Allied Force Wages and those of Civilian Industry, plus representations which have been made by all classes of workers, call for an increase in pay in the form of a Cost of Living Bonus.

It was agreed that this Sub Committee should satisfy minimum requirements by the award of an overall Cost of Living Bonus, under authority AFHQ Admin.Memo No. 25 of 16 Apr 45, applicable throughout XIII Corps w.e.f. 1 Oct 45, as follows :-

DAILY PAID WORKERS

MALES . . . . . 1/- per day
FEMALES . . . . . 10d per day
JUVENILES . . . . . 8d per day

MONTHLY PAID WORKERS

MALES . . . . . £2 per month
FEMALES . . . . . £1 10s per month
JUVENILES . . . . . £1 per month

See also appendix 'B' attached.

...../Sheet 2

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

7. EXTRA FOOD FOR CIVILIAN EMPLOYEES OF THE ALLIED FORCES

This Sub Committee views with concern that A.M.G. XIII Corps and A.M.G.Region XII did not, in response to H. XIII Corps signal G1253 of 17 Sept 45, send representatives competent to discuss the projected discontinuance of Supplementary Rations and the substitution of a Midshift Meal.

The Chairman explained that a Heavy Workers' Supplementary Ration, arranged between Eighth Army HQ and A.M.G., was in force throughout XIII Corps Command to ALL Civilian Employees of the Allied Forces.
Workers in SCIENTE ONLY receive, in addition, a Midshift Meal.

In view of Draft ACHQ Admin. Memo, circulated to Agenda of Labour & Wages Control Committee Meeting to be held on 26 Sept 45, which will have the effect of cancelling Admin. Memo No. 30 and thereby instituting a Midshift Meal with entitlement to additional Civilian Rations for heavy workers only, the position in XIII Corps requires immediate adjustment.

The absence of an authoritative A.M.G. pronouncement made it impossible for this meeting to make recommendations to H XIII Corps as to the procedure to be adopted to comply with the new Admin. Memo on 1 Oct 45.

It was agreed, XIII Corps, undertook to write to A.M.G. requesting immediate clarification of their position regarding policy in VENEZIA GIULIA and VENEZIA EUGANEA and a declaration of their supply position. The letter would also state that if, as a result of no decision being possible at this meeting, it was found impossible to comply with the new Admin Memo in XIII Corps on 1 Oct 45, A.M.G. would be requested to continue the present system until the supply position is assured and final arrangements are made, in order to prevent any hiatus and minimise the possibilities of labour disturbances.

8. WAGES OF LOW GRADES

It was agreed that the Labour & Wages Control Committee be requested to examine wages received by Mess Staffs after deduction of Tax and pay per month for rations. Such employees are penalised a second time in the Lower Cost of Living Bonus, and the net cash payment to lower grade employees in these categories is less than unemployment benefit now received by an unemployed man with wife and two children :-

ATTCH, Stage SCALE

Cook (Lire 2700 per month, basic) ..... Lire 90 per day
" (Lire 1325 per month, 1 of 2) ..... Lire 44 per day

Lire 134 per day

Deduct
Rations 30 per day

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

result of no decision being [illegible]. It was decided that, if necessary, A.M.G. would be requested comply with the new Admin Memo in XIII Corps on 1 Oct 45, A.M.G. would be requested to continue the present system until the supply position is assured and final arrangements are made, in order to prevent any hiatus and minimise the possibilities of labour disturbances.

6. WAGES OF MESS GRADES

It was agreed that the Labour & Wages Control Committee be requested to examine wages received by Mess Staffs after deduction of Lire 900 per month for rations. Such employees are penalised a second time by the lower Cost of Living Bonus, and the net cash payment to lower grade employees in these categories is less than the net cash payment to lower grade employees in these categories is less than unemployment benefit now received by an unemployed man with wife and two children :-

ALLIED FORCE SCALE

Cook (Lire 2700 per month, Basic) ..... Lire 90 per day
" (Lire 1325 per month, C of L) ..... Lire 44 per day

Lire 134 per day

Deduct Rations 30 per day

Lire 104 per day

UNEMPLOYED MALE
(WIFE and TWO CHILDREN)

UNEMPLOYMENT BENEFIT Lire 120 per day

It is becoming impossible in this Command to engage Cooks at the minimum rate under para 4 (d) (1) of AFHQ Admin Memo No. 34 and it is recommended that minimum Basic rates be raised.

7. '2' CRAFT - VENICE

Crews of '2' Craft in VENICE harbour are paid at 'HARBOUR CRAFT' rates under Appendix 'C' to Admin Memo 34. They will shortly be required to go to sea on ferry duties to Southern Italy.

Naval representative confirmed that the type of work to be carried out would be comparable with that at present being done by Schooners.

...../Sheet 3

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

9. (Contd)

It was agreed that, while in port, [illegible] Craft crews should continue to be paid at Harbour Craft Rates and for all days at sea they should be paid at Sea-going Rates (Schooners) under Appendix 'E' to Admin Memo 34.

10. RATES OF PAY - TRADESMEN

C.R.E.(CORPS I, XIII Corps) stated that he was unable to obtain better class tradesmen for the reason that additions of Cost of Living Bonuses have reduced the proportionate differential between the Take-Home wages of Unskilled and Skilled workers to such a small margin that Highly Skilled workers are not attracted by Allied Force Rates and obtain employment at 'Black Market' rates in Civilian Industry or with Contractors.

It was agreed that the Labour & Wages Control Committee be requested to consider the following recommendations :-

(a) Wage Scales should be re-adjusted to produce a minimum difference on gross pay of 30% between Unskilled and Skilled Labour.

(b) That the provisions of para 4 (a) (1) of Admin Memo No.34 be relaxed in order to make it possible to engage highly skilled workers at rates above the minimum as the highly skilled workers which exist in this Command refuse to commence work at Allied Force minimum rates. R.E. Officers are capable of assessing a man's skill within a few hours of commencing work.

(c) Tradesmen supplying their own tools should be paid a bonus of from 10% to 25% on the basic Wage at the discretion of the Employer and in relation to the quantity and value of the tools supplied.

11. FEMALE RATES - UNSKILLED LABOUR

Certain Units ex Eighth Army are paying 65 Lire whereas the authorised rate is 85 - 15% = Lire 72. It was agreed that Female Unskilled Labour should be paid the authorised rate of Lire 72 per day throughout XIII Corps.

12. NEXT MEETING

It was agreed that HQ XIII Corps would call the next meeting of this Sub-Committee when warranted by circumstances.

/DS

Distribution :

Copies No's

CAO, AMGG,	1 - 2
ANLHQ, Rome	3 - 5
ADGAI, Rome	6 - 7
Labour Sub-Com. HQ AC	8 - 9
Hqs XIII Corps (Rear)	36

T.H. PATTERSON, Major.
D.A.D.L. Secretary.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

at Allied Force minimum rates. H.Q. C Tiers are capable of assessing a man's skill within a few hours of commencing work.

(c) Tradesmen supplying their own tools should be paid a bonus of from 10% to 25% on the Basic Wage at the discretion of the Employer and in relation to the quantity and value of the tools supplied.

11. FEMALE RATES - UNSKILLED LABOUR

Certain Units ex Eighth Army are paying 65 Lire whereas the authorized rate is 85 - 15% = Lire 72. It was agreed that Female Unskilled labour should be paid the authorized rate of Lire 72 per day throughout XIII Corps.

12. NEXT MEETING

It was agreed that HQ XIII Corps would call the next meeting of this Sub-Committee when warranted by circumstances.

T.H. WATSONBRICK, Major.
D.A.D.L.D. Secretary.

/12

Distribution: Copies No's

CAO, AFHQ.	1 - 2	Med XIII Corps (Rear)	36
AFLHQ, Rome	3 - 5	Ord Rear XIII Corps	37
ALCOA., Rome	6 - 7	[illegible] Rear XIII Corps	38
Labour Sub-Com. HQ AC	8 - 9	N.C.I.C. Venice	39
Labour Directorate, AFHQ	10-11	Base HQ D.A.P. (Org)	40
D.D.L.No 2 District	12	5 Base Area RAF Mestre	41
D.D.L.No 3 District	13	2901 Civil Labour Unit	42 - 43
A.D.L. HQ, R.A.C.	14	2940 Civil Labour Unit	44 - 45
A.M.G. XIII Corps	15-16	File	46
A.M.G. Rear XII	17-18	War Diary	47 - 48
Financial Adviser AFHQ	19	Spare	49 - 50
D.P.I.C., AFHQ.	20		
No.8 Command Paymaster	21		
'Q' Branch Rear XIII C.	22-24		
55 Area	25-26		
86 Area	27-28		
291 Sub Area	29-30		
G(Mov) Rear XIII Corps	31		
AA(Wks) Rear XIII Corps	32		
RE Rear XIII Corps	33		
N.C.I.C. Trieste	34		
845 F.W.T. Coy R.E.	35		

1785

Declassified E.O. 12065 Sec. 3-402/NNDC NO. 785021

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES

Grade	Male or Female	Allied Forces Basic Rate: Basic Pay	Allied Forces Basic Rate: Plus C of L.	Allied Forces Basic Rate: TAKE HOME	BASE PAY	PLUS: Presence Indemnity	PLUS: 3 Dependents	PLUS: Cost of Living	PLUS: Cost of Living
UNSKILLED									
TRIESTE	M	85	75	160	76	- -	16.40		
VENICE	"	"	"	"	87	- -	16.40		
UDINE	"	"	"	"	94	- -	16.40		
SEMI-SKILLED									
TRIESTE	M	120	70	190	92	- -	16.40		
VENICE	"	"	"	"	103	- -	16.40		
UDINE	"	"	"	"	110	- -	16.40		
SKILLED									
TRIESTE	M	135	67	202	160	- -	16.40		
VENICE	"	"	"	"	107	- -	16.40		
UDINE	"	"	"	"	113	- -	16.40		
COOK									
TRIESTE	M	4000	1175	5175	2000	- -	492.00		
VENICE	"	"	"	"	2000	- -	492.00		
UDINE	"	"	"	"	2100	- -	492.00		
CLERK, OFFICE									
TRIESTE	M	3600	1690	5290	3000	- -	492.00		
VENICE	"	"	"	"	3000	- -	492.00		
UDINE	"	"	"	"	3000	- -	492.00		
JUN. ADM. ASS.									
TRIESTE	M	5400	1470	6870)	-	- -	-		
VENICE	"	"	"	")					
UDINE	"	"	"	")					

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

R RATES)

Appendix 'A'

E	BASE PAY	PLUS Presence Indemnity	3 Dep erdents	Care- vita	STATUTORY RATES Conslingency & Overpayne	UNDE Social ins, etc.	TAXE HOLE	DIFFERENTIAL
	76	- -	16.40		115	3.68	203.72	43.72
	87	- -	16.40		120	4.12	219.28	59.28
	94	- -	16.40		120	4.40	226.00	66.00
	92	- -	16.40		115	4.30	213.07	33.63
	103	- -	16.40		120	4.77	234.53	59.63
	110	- -	16.40		120	5.05	241.35	46.35
	100	- -	16.40		115	4.65	226.75	26.75
	105	- -	16.40		120	4.85	237.51	37.51
	115	- -	16.40		120	5.17	244.25	44.25
	2000	- -	492.00		3450	200.00	5742.00	567.00
	2000	- -	492.00		3600	230.00	5892.00	717.00
	2100	- -	492.00		3600	206.00	5986.00	811.00
	3000	- -	492.00		2975	279.00	6088.00	798.00
	3000	- -	492.00		3075	279.00	6288.00	998.00
	3000	- -	492.00		3075	279.00	6288.00	998.00
	-	- -	-		-	-	8000.00	
							8000.00	1130.00
							8000.00	

Appendix 'B'

1. Reason for Meeting

(i.e. was there evidence of disparity of rates of wages)

Difficulty in filling vacancies in Less Grades at W.D. rates and general complaint of disparity between W.D. rates for unskilled labour and local civilian Industry.

2. Source of Information for the Italian Industry rates as on attached Form

UFFICIO DEL LAVORO, confirmed by A.M.G. Officers XIII Corps and Region XII.

3. Steps taken to verify the information referred to in para 2 above

A.M.G. and C.L.U. interviews with civilian Firms and Employees with scrutiny of agreements.

4. Increase/Decrease awarded, with explanation of any variations in proportions of the award as between occupations

As per paragraph No.6 of these Minutes.

5. Is the award in the form of a Bonus or of an augmentation of the Basic Rate

Bonus.

6. Effective date and term of Award

1 Oct 45.
whole of XIII Corps.

.....

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

A.M.C. and C.L.U. Interviews with civilian Firms and Employees with scrutiny of agreements.

4. Increase/Decrease agreed, with explanation of any variations in proportions of the award as between occupations

As per paragraph No.6 to these Minutes.

5. Is the award in the form of a Bonus or of an augmentation of the Basic Day

Bonus.

6. Effective date and term of Award

1 Oct 45.
whole of XIII Steps.

.....

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

ANNEXURE 1

Copy no. 93

ALLIED FORCE HEADQUARTERS
A.M.G.

Postal address :
A.M.G., Rome Area (Allied Command),
C/C.

Telephone : ROME 65615

12 October 1945

LABOUR & MANPOWER CONTROL SUB-COMMITTEE

LIMITATION BOARD (NON-ITALIAN) - ITALY.

1. In accordance with the instructions of the Labour & Manpower Control Committee at its meeting held on 26 September 1945 (Item 229 refers), a meeting of the Sub-Committee was held on Friday, 12 October 1945 at the Ministry of Labour Rome.

Present :-

Chairman

Mr. David C. Smith,
Labour Sub-commission A.M.G.

Representatives of :-

U.S., (MTO),
U.K., (MTO),
Labour, C.C.S., etc.

Italian Delegation

Representatives of :-

Under Secretary of State to the Italian Government.
Director General of Labour.
Chief Inspector of the C.G.I.L.

2. Liberation Bonus

The representative of the C.G.I.L. reported to the Sub-Committee that a Liberation Bonus had been paid to workers in Northern Italy as a reward for their services to Italy during the German occupation. It was now however, intended to extend the payment of the bonus to Central and Southern Italy as well. It was felt that

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

Present :-

Chairman

Mr. Bevin C. Baird,
Labour Sub-Commission AFHQ.

Representatives of :-

A.F.H.Q.
C.C.S.
Labour, C.C.S. 400.

Italian Delegation

Representatives of :-

Under Secretary of State to the Italian Government.
Director General of Labour.
Chief Inspector of the C.G.I.L.

2. Liberation Bonus

The representatives of the C.G.I.L. referred to the memorandum that a Liberation Bonus had been paid to workers in Northern Italy as a reward for their services to Italy during the German occupation. It was stated however that in order to combat a Northern Italy to alleviate the difficult economic situation of the workers. A copy of the said memorandum is attached as Appendix "A". He pointed out that at one time employees of the Allied Forces enjoyed a preferential position in comparison to employees in Italian industry but that this preference has now been lost and that in respect both wages and food supplies, employees of the Allied Forces are approximately on a level with employees in civilian industry. The Int or however enjoyed certain advantages over those available to employees of the Allied Forces (See Minute 3 below) and that the non-payment of a Liberation Bonus to employees of the Allied Forces placed them at a still further disadvantage in comparison with employees of Italian industry.

The Chairman explained to the Italian delegation that in view of the above report it appeared that the Liberation Bonus had now become a gratuity to allay in part the economic difficulties of the workers and that the military financial structure did not lend itself to granting payments not related to work performed.

The Sub-Committee agreed to recommend to the Labour Import Control Committee that a Liberation Bonus as such be not paid to employees of the Allied Forces on account of

4182

- 1 -

Declassified E.O. 12065 Section 3-402/NSDC NO. 785021

(a) the probable objection from Finmeccanica & Fiscal authorities;

(b) the inadvisability of establishing precedents which were not related to work performed.

(c) the administrative difficulty which analogous units would experience in establishing the work history of each employee for the six months period prior to August 16th 1954.

3. Comparison of conditions of employment.

When the ANIAI Works Basic Wage Scale was originally established on 1 February 1954, consideration had been taken of

(a) Paid National Holidays.
(b) Paid Annual Holidays.
(c) 13th month payment (Christmas Bonus).
(d) Extra pay for work performed during multiform festivities.

and the basic wage was made considerably higher than the Basic Wage in Italian industry. Due to a subsequent agreement between the Allied Forces and Defence for the Brandlin granting to local sub-contractors in connection the "Euro-Dollar" ways project of 11500 Force employees with that of employees of Italian industry without taking the above into account, the comparison from the above description between Allied Force and civilian industrial employment has been lost.

In order to the statements of the Italian delegation the remark "Force Basic wage for Allied employees is approximately equivalent to that of Italian industrial employees. The latter, however, enjoy the following additional benefits:

(a) One month's wage as a Christmas bonus:

This is calculated in proportion to the time of employment during the preceding year. Not identical as both the bonus is calculated on the basis of one months salary and may and because the twelve months employment applies for normal workers on the basis of 200 hours' pay and bonuses for twelve months employment

(b) Dismissal Bonus:

this is calculated in proportion to the length of the worker's service. It is not due in any payment made in lieu of notice

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

civilian industry. Due to disagreement on elements to be taken into consideration in the comparison between Allied force basic wages and European, and the prevailing practice of local sub-committees in connection the "strike-home" wage packet of Allied force employees with that of employees of Italian industry without taking the above into account, the comparison for the above discrepancies between Allied force and civilian industrial employment had been lost.

According to the statements of the Italian delegation the present "take-home" wage for Allied employees is approximately equivalent to that of Italian industrial employees. The latter employed however enjoy the following benefits :

(a) One month's wages as a Christmas bonus :

This is calculated in proportion to the time of employment during the preceding year. Normal workers have the bonus calculated on the basis of one months of normal pay and bonuses for twelve months employment on the award wages on the basis of 200 hours' pay and bonuses for twelve months employment

(b) Terminal Bonus :

This is calculated in proportion to the length of the workers' service. It is not able to be brought under in lieu of notice.

(c) Summer holidays with pay :

Non office workers are to have 1 month's holiday with pay and for manual workers up to 15 days holiday with pay is granted. The extent of the holiday varies with the above mentioned in proportion to the length of service.

(d) Pay on National Holidays Recognised by Italian Contracts :

The following national holidays with pay are recognised :

(i) 1 day.
(ii) 8 days.
(iii) 4 days.

Workers employed on these days receive double pay.

4781

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

4780

(i) Factory Canteens : Italian workers have the benefit of a factory canteen with meals comprising a fair quantity of pasta and vegetables.

The non payment to Allied Force employees of the Liberation Bonus, which in Central and Southern Italy has been granted solely to assist workers in the present difficult economic conditions, will make their position even more unfavourable in comparison with that of employees in Italian industry.

It would therefore appear advisable that a review should be made of the present level of the "take-home" wages of Allied Force employees.

E.J.P. TAHELE, Major, RAOMC.,
Secretary.

Copies DISTRIBUTION

1/2 AFLRG.
3/4 Labour G/Q CMF.
5/6 C.G., MTOUSA.
7/8 HQ. ALCOM Labour Sub-Commission
9/150 For circulation with Agenda for the next meeting of the Allied Force Labour & Wages Committee.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

S.J.B. [illegible] Major, DAQMG.,
Secretary.

Copies	DISTRIBUTION
1/2	[illegible]
3/4	Labour G HQ COMZ.
5/6	C.G., MTOUSA.
7/8	HQ. ALCOM Labour Sub-Commission.
9/150	For circulation with Agenda for the next meeting of the Allied Force Labour & Wages Committee.

4779

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Appendix "A"

LIBERATION BONUS

I n d u s t r y

On 4th August in Rome, between the Confederation of Italian Industry, and the General Confederation of Labour :

HAVING CONSIDERED :

(1). that the General Italian Confederation of Labour, in order to solemnize the total liberation of the national territory in an atmosphere of concord and harmony among the different production factories, and having considered the several circumstances in which it is necessary to alleviate, even provisionally, the difficult economic situation of the workers, has asked for the concession of a Liberation Bonus to be paid also in the territories already liberated before the insurrection of the end of April;

(2) that it is the opinion of the above Confederation that such request will not be out of keeping with the recent statement of the Management that a general increase in salaries would not be opportune, and that it was necessary to proceed with the efforts to reach an adjustment between prices and the actual standard of remuneration;

(3) that the General Confederation of Italian Industry has taken note of the above statement;

(4) that the General Confederation of Italian Industry has accepted the expense as for the present agreement with the reservation that the burden will be accepted by public Administration in the necessary calculation of costs for contracts and concessions;

the following has been agreed and will be effective for industrial establishments south of the Gothic Line.

Art.I. AMOUNT OF THE BONUS.

- The workers (office and manual workers) employed in industrial establishments at the date of the present agreement, and who have been working at least for six months, will receive a liberation bonus in the following amounts :

I. - Men and women over 21 years who are entitled to family allowances
Lire 3,000 (three thousand).

II. - Men and women between 18 and twenty-one years entitled to family allowances
Lire 2,500 (two thousand five hundred).

III.- Men and women over 21 years who are not entitled to family allowances
Lire 2,500 (two thousand five hundred).

IV. - Men and women between 18 and 21 years of age who are not entitled to family

declassified E.O. 12065 Section 3-402/NNDC NO. 785021

statement;

(4. - that the General Confederation of Italian Industry has accepted the expense as per the present agreement with the reservation that the burden will be accepted by Public Administration in the necessary calculation of costs for contracts and concessions;

the following has been agreed and will be effective for industrial establishments south of the Gothic Line.

Art.1. AMOUNT OF THE BONUS.

- The workers (office and manual workers) employed in industrial establishments at the date of the present agreement, and who have been working at least for six months, will receive a liberation bonus in the following amounts :

I. - Men and women over 21 years who are entitled to family allowances Lire 3,000 (three thousand).

II. - Men and women between 18 and twenty-one years entitled to family allowances Lire 2,500 (two thousand five hundred).

III.- Men and women over 21 years who are not entitled to family allowances Lire 2,500 (two thousand five hundred).

IV. - Men and women between 18 and 21 years of age who are not entitled to family allowances Lire 2,000 (two thousand).

V. - Men and women from 16 to 18 years 1,500 lire (one thousand five hundred).

VI. - Boys and girls between 14 and 16 years 1,000 lire (thousand).

4778

The workers temporarily absent for sickness, accidents at work, vacation, maternity, release, suspension not for disciplinary reasons and for less than 6 months will be considered as employed.

Art.2. DEDUCTION FOR LOW SENIORITY. - For the workers who at the date of the present agreement have at least two weeks of service, but less than 6 months, the liberation bonus will be paid in the amount of 1/6 for each completed month of service. After the two first weeks, each fraction of a month will be considered as a complete month.

Art.3. PROVISION FOR PAYMENT BY INSTALLMENTS. - Having considered the financial difficulties in which many establishments find themselves, the payment of the premium may be divided in 3 installments, half of the total amount to be paid before 15th August, one quarter before 15th September, and the remaining quarter before 15th October.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

22 OCT 1945

Art. 3. FIRMS IN SPECIAL CIRCUMSTANCES. - The liberation bonus will be reduced for the establishments which are inactive or which are in process of reestablishment without having started production.

The same reduction will be made for the establishments which are carrying on an extremely reduced activity, by means of agreement between the establishment and the Internal Commission, or in case of disagreement between the appropriate associations.

Art. 4. WORKERS EMPLOYED IN MORE THAN ONE ESTABLISHMENT & PART-TIME WORKERS.

For the workers who have worked for more than one employer the responsibility for the payment of the premium will be divided among the employers in proportion to the hours normally worked in each establishment.

For part-time workers employed in industrial establishments for less than four hours a day, the bonus will be paid in an amount corresponding to as many eighths as hours of work performed.

Art. 5. ADJUSTMENT. - The bonus provided for by the present agreement will absorb and be absorbed by its total amount whatever payments which in relation to the liberation have already been accorded, even under a different name. Except in the case of contingency already provided for, such bonus will be paid by the establishments everytime an public authority services in connection with the L.L. No.349 of 4th June 1945, without any modification to the already existing provisions established by local and individual agreements.

The present agreement will not apply to those regions in which at the time of its publication special agreements have been made for the same purpose, even with regard to the methods of payment (for example, clearance).

For the region or establishments in which after 1st June wage agreements have been made bringing economic betterments to the worker, the local association will consider and to what amount the liberation bonus will be reduced.

Art. 6. WORKERS UNDER PROSECUTION. - For the workers suspended pending an action in court, the payment of the bonus will be suspended until the result of the proceedings will be known.

Art. 7. TAX EXEMPTION & CONTRIBUTIONS. - Owing to its nature the Liberation bonus is exempt from any deduction, tax, taxes or social contribution.

The parties will take steps with the Italian Government to obtain exemption from income tax.

Art. 8. TIME OF APPLICATION.

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

have [illegible] been conceded, even under a different name. Except in the case of [illegible] indemnity specified as such, is paid by the establishment carrying on public [illegible] services in connection with U.I.L., No.319 of 4th June 1945, without any modification to the already existing provisions established by local and individual agreements.

[illegible] present agreement will not [illegible] those periods in which at the time of [illegible] operation special agreements have been made for the same purpose, even with [illegible] methods of payment (for example, piecework).

For the [illegible] suspension or establishment [illegible] which after 1st June wage agreements have been made [illegible] ranging according to [illegible] to the worker, the local association will consider [illegible] and to what amount the liberation bonus will be reduced.

Art. [illegible] WORKERS UNDER EVALUATION - For the workers suspended pending an operation [illegible] ascertainment, the payment of the bonus will be suspended until the result of the [illegible] will be known.

Art. 6. TAX DEDUCTIONS & CONTRIBUTIONS - Owing to its nature the liberation bonus is exempt from any deduction, withholding or social contribution.

The parties will take steps with the Italian government to obtain exemption from [illegible] tax.

Art. 7. RIGHTS OF APPEAL - Special agreements will be made for building [illegible] and artisan and [illegible] owing to their special condition.

As [illegible] Sicily provinces [illegible] the General Confederation of Industry [illegible] not been able to [illegible] by conciliation of the interested local associations [illegible] and in return they asked for a delay in the final decision.

[illegible] all Italian Confederations of Labour accepted with satisfaction that they [illegible] and their intervention to present agreement also to the Sicilian territory, the two Confederations have agreed that a further meeting will be held [illegible] August to consider the situation of Sicily.

Declassified E.O. 12065 Section 3-402/NSC Memo. 11/85 NSC 785027

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

LABOR SUB COMMISSION
A. C.
Routing Slip

	Initials	Date
Mr. W. H. BRAINE		
Mr. SACHS		
Mr. HIRD		
Mr. SCOTT		
Mr. PROCTOR		
Miss STEVENSON		
Miss SAMSEVERINO		
Chief Clerk		

REMARKS:

4777

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

Copy No. 7

L 50/906

ALLIED MEDITERRANEAN REGION

Postal Address :
AFHQ, Rome Area, Allied Command,
APO
Telephone : ROME 66675

12 October 1945

LABOUR & MANPOWER CONTROL SUB-COMMITTEE

LIBERATED AREAS SUB-COMMITTEE - ITALY

1. In accordance with the Agreements of the Labour & Manpower Control Sub-Committee at the meeting held on 26 September 1945 (Minute 322 refers), a meeting of this Sub-Committee was held on Friday, 12 October 1945 at the Ministry of Labour ROME.

Present :-

Chairman:

Mr. David L. Cowen,
Labour Sub-Commission AFHQ.

Representatives of :-

A.F.H.Q.,
C.C.S. (Italy),
Labour, G.S.I., AFHQ.

Italian Delegation

Representatives of :-

Hon. Secretary of Labour to the Italian Government.
Director General of Labour,
Area Liaison Officer of the U.N.R.R.A.

6776

2. Evacuation Zones

The representative of the A.F.H.Q. reported to the Sub-Committee that a Directive Zones for Jews will be marked in Northern Italy as a result of their services to Italy during the German occupation. The map of had however been extended to Central & Southern Italy to facilitate the evacuation of the workers. A copy of the map is attached

meeting of the Sub-Committee was held [illegible]
Ministry of Labour Room.

Present :-

Chairman

Mr. David C. Cairns,
Labour Sub-Commission A.C.C.

Representatives of :-

A.F.H.Q.
C.C.,A.F.H.Q.
Labour, C.C., A.F.H.Q.

Italian Delegation

Representatives of :-
Under Secretary of Labour to the Italian Government
Director General of Labour
Members of the Commission of the C.G.I.L.

#776

4. Liberation Bonus

The representative of the C.C.I.L. reported to the Sub-Committee that a Liberation Bonus had been paid to workers in Northern Italy in a year's time for their services to Italy during the German occupation. Its claim it had however been extended to Central & Southern Italy to alleviate the difficult economic situation of the workers. A copy of the rule for agreement is attached as Appendix "I". He pointed out that at one time employees of the Allied Forces enjoyed a preferential position in comparison with employees in Italian Industry but that this preference has now been lost and that in respect of both wages and food supplies, employees of the Allied Forces were approximately on a level with employees in civilian industry. The lot of workers employed outside advantages over those available to employees of the Allied Forces (see minute 3 below) and that the non-payment of a Liberation Bonus to employees of the Allied Forces placed them at a still further disadvantage in comparison with employees of Italian industry.

The Chairman explained to the Italian delegation that in view of the above report it appeared that the Liberation Bonus had now become a gratuity to allay in part the economic difficulties of the workers and that the military financial structure did not lend itself to gratuitous payments not related to work performed.

The Sub-Committee agreed to recommend to the Labour & Wages Control Committee that a Liberation Bonus as such be not paid to employees of the Allied Forces on account of

- 1 -

Declassified E.O. 12065 Section 3-402/NND NO. 785021

(a) the probable objection from financial & fiscal authorities;

(b) the impracticability of authorizing gratuitous payments which were not related to work performed.

(c) the administrative difficulty which employing units would experience in establishing the work-life pay of each employee for the six months period prior to January 1st, 1945.

5. Comparison of conditions of employment.

Since the Allied Force Basic Wage Scale was originally established on 1 February 1944, consideration has been taken of:

(a) Paid National Holidays.
(b) Paid annual holidays.
(c) 13th month payment (Christmas Bonus).
(d) Extra pay for work performed during roll down hostilities.

and the Basic Wage was made considerably higher than the Basic Wage in civilian industry. Due to subsequent amendments to the Allied Force Basic Wage and Bonuses, and the prevailing practice of local sub-committees in comparing the 'take-home' wage packet of Allied Force employees with that of employees of Italian industry without taking the above into account, the consideration for the above discrepancies between Allied Force and civilian industrial employment has been lost.

According to the statements of the Italian delegation the present "take-home" wage for Allied employees is approximately equivalent to that of Italian industrial employees. The latter employees however enjoy the following additional benefits:

a) One month's wages as a Christmas bonus: This is calculated in proportion to the time of employment during the preceding year. For clerical workers the bonus is calculated on the basis of one month's normal pay and bonuses for twelve months employment and for manual workers on the basis of 200 hours' pay and bonuses for twelve months employment.

b) Dismissal Bonus: This is calculated in proportion to the length of the worker's service. It is not related to any payment made in lieu of notice.

c) Summer holidays with pay: For office workers up to one month's holiday

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

(d) Pay on national holidays recognised in labour Contracts (Cont'd) :

To the above three days at present recognized will be added in due course two further national holidays.

(e) Religious and national holidays :

The following religious and national holidays are recognized :-

(i) All Sundays.
(ii) The first day of the New Year
(iii) 6 January, Epiphany.
(iv) 11 February, anniversary of treaty with Holy See.
(v) 19 March, St Joseph's Day.
(vi) Easter.
(vii) Ascension Day.
(viii) Corpus Domini.
(ix) 29 June, St Peter & St Paul's day.
(x) 15 August, Virgin Mary's Day.
(xi) 15 September, birthday of the U.S.General of the Horde.
(xii) 1 October, anniversary of the discovery of America.
(xiii) 1 November, All Saint's Day.
(xiv) 8 December, Virgin Mary's Day.
(xv) 25 December, Christmas Day.
(xvi) The local small town or village patron saint's day.

Workers employed on the above days are paid time and one half. No payment is made when no work is performed.

(f) Pay to clerical workers during sickness :

Pay for clerical workers during periods of sickness is not covered by the State Social Insurance Scheme. Employers are responsible for paying full wages for up to 3 months sick leave and half wages for a further three months.

(g) Family Allowances :

These are calculated according to the number of persons dependent on the worker.

4774

It was pointed out to the delegation that the Allied Force- had dealt with this matter by treating all employees as

Declassified E.O. 12065 Section 3-402/NNDC NO. 78502

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

(h) Overtime :

(g) Yearly Allowance :

(f) Pay to clerical workers during Christmas :

4774

(4) Factory Canteens : Italian workers have the benefit of a factory canteen with meals comprising a fair quantity of pasta and vegetables.

The non payment to Allied Force employees of the Liberation Bonus, which in Central and Southern Italy has been granted solely to assist workers in the present difficult economic conditions, will make their position even more unfavourable in comparison with that of employees in Italian industry.

It would therefore appear advisable that a review should be made of the present level of the "take-home" wages of Allied Force employees.

S.J.R. LOVELL, Major, DAQMG.,
Secretary.

Copies DISTRIBUTION

1/2 [illegible]
3/4 Labour G/Q CCIP.
5/6 C.G., MTOUSA.
7/8 HQ. AFHQ Labour Sub-Commission
9/150 For circulation with Agenda for the next meeting of the Allied Force Labour & Wages Committee.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

S.J.P. LOUBSER, Major, DAGMG.,
Secretary.

Copies DISTRIBUTION

1/2 AFHQ, ... G.
3/4 Labour C&Q CMF.
5/6 C.G., MTOUSA.
7/8 HQ. ALCOM Labour Sub-Commission
9/150 For circulation with Agenda for the next meeting of the Allied Force Labour & Wages Committee.

4773

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

LIBERATION BONUS

Appendix "A"

Industry

On 4th August in Rome, between the Confederation of Italian Industry, and the General Confederation of Labour :

HAVING CONSIDERED :

(1) that the General Italian Confederation of Labour, in order to solemnize the total liberation of the national territory in an atmosphere of accord and harmony among the different production factories, and having considered the several circumstances in which it is necessary to alleviate, even provisionally, the difficult economic situation of the workers, has asked for the concession of a Liberation Bonus to be paid also in the territories already liberated before the insurrection of the end of April;

(2) that it is the opinion of the above Confederation that such request will not be out of keeping with the recent statement of the Management that a general increase in salaries would not be opportune, and that it was necessary to proceed with the efforts to reach an adjustment between prices and the actual standard of remuneration;

(3) that the General Confederation of Italian Industry has taken note of the above statement;

(4) that the General Confederation of Italian Industry has accepted the expense as per the present agreement with the reservation that the burden will be accepted by public Administration in the necessary calculation of costs for contracts and concessions;

the following has been agreed and will be effective for industrial establishments south of the Gothic Line.

Art.I. AMOUNT OF THE BONUS.

- The workers (office and manual workers) employed in industrial establishment at the date of the present agreement, and who have been working at least for six months, will receive a liberation bonus in the following amounts :

I. - Men and women over 21 years who are entitled to family allowances
Lire 3,000 (three thousand).

II. - Men and women between 18 and twenty-one years entitled to family allowances
Lire 2,500 (two thousand five hundred).

III.- Men and women over 21 years who are not entitled to family allowances
Lire 2,500 (two thousand five hundred).

IV. - Men and women between 18 and 21

declassified E.O. 12065 Section 3-402/NNDC NO. 78502

as per the present agreement with the reservation that the burden will be accepted by public Administration in the necessary calculation of costs for contracts and commissions;

the following has been agreed and will be effective for industrial establishments south of the Gothic Line.

Art.1. AMOUNT OF THE BONUS.

- The workers (office and manual workers) employed in industrial establishment at the date of the present agreement, and who have been working at least for six months, will receive a liberation bonus in the following amounts :

I. - Men and women over 21 years who are entitled to family allowances
Lire 3,000 (three thousand).

II. - Men and women between 18 and twenty-one years entitled to family allowances
Lire 2,500 (two thousand five hundred).

III.- Men and women over 21 years who are not entitled to family allowances
Lire 2,500 (two thousand five hundred).

IV. - Men and women between 18 and 21 years of age who are not entitled to family allowances Lire 2,000 (two thousand).

V. - Men and women from 16 to 18 years 1,500 lire (one thousand five hundred).

VI. - Boys and girls between 14 and 16 years 1,000 lire (thousand).

The workers temporarily absent for sickness, accidents while at work, vacations maternity, release, suspension not for disciplinary reasons and for less than 6 months will be considered as employed.

Art.2. DEDUCTION FOR LOW SENIORITY. - For the workers who at the date of the present agreement have at least two weeks of service, but less than 6 months, the liberation bonus will be paid in the amount of 1/6 for each completed month of service. After the two first weeks, each fraction of a month will be considered as a complete month.

Art.3. PROVISION FOR PAYMENT BY INSTALLMENTS. - Having considered the financial difficulties in which many establishments find themselves, the payment of the premium may be divided in 3 installments, half of the total amount to be paid before 15th August, one quarter before 15th September, and the remaining quarter before 15th October.

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

Art.4. FIRMS IN SPECIAL CIRCUMSTANCES. - The liberation bonus will be reduced to two thirds for the establishments which are inactive or which are in process of reactivation without having started production.

The same reduction will be made for the establishments which are carrying on an extremely reduced activity, by means of agreement between the establishment and the Internal Commission, or in case of disagreement between the appropriate associations.

Art.5. WORKERS EMPLOYED IN MORE THAN ONE ESTABLISHMENT & PART-TIME WORKERS.

For the workers who have worked for more than one employer the responsibility for the payment of the premium will be divided among the employers in proportion to the hours normally worked in each establishment.

For part-time workers employed in industrial establishments for less than four hours a day, the bonus will be paid in an amount corresponding to as many eighths as hours of work performed.

Art.6. ADJUSTMENT. - The bonus provided for by the present agreement will absorb up to its total amount whatever payments which in relation to the liberation have already been conceded, even under a different name, except in the case of contingency indemnity specified as such and paid by the establishments carrying on public utility services in connection with D. L. Lgs.349 of 4th June 1945, without any modification to the already existing provisions established by local and industrial agreements.

The present agreement will not apply to those regions in which at the time or after liberation special Agreements have been made for the same purpose, even with different methods of payment (for example, Florence)

For the region or establishment for which after 1st June wage agreements have been made bringing economic betterments to the worker, the local association will consider if and to what amount the liberation bonus will be reduced.

Art.7. WORKERS UNDER EVICTION - For the workers suspended pending an eviction judgement, the payment of the bonus will be suspended until the result of the procedure will be known.

Art.8. TAX DEDUCTIONS & CONTRIBUTIONS - Owing to its nature, the liberation bonus is exempt from any deduction, insurance or social contribution.

The parties will take steps with the Italian government to obtain exception from income tax.

Declassified E.O. 12065 Section 3-402/NSC Memo. 11/85 NARS Date 7/85 021

Art.6. ADJUSTMENT. - The bonus provided for by the present agreement will accord up to its total amount whatever payments which in relation to the liberation have already been accorded, even under a different name, except in the case of contingency indemnity specified as such and paid by the establishments carrying on public utility services in connection with D.L.L. No.349 of 4th June 1945, without any modification to the already existing provisions established by local and individual agreements.

The present agreement will not apply to those regions in which at the time of the liberation special agreements have been made for the same purpose, even with different methods of payment (for example, Florence)

For the region or establishment for which after 1st June wage agreements have been made bringing economic betterments to the worker, the local association will consider if and to what amount the liberation bonus will be reduced.

Art.7. WORKERS UNDER EPURATION - For the workers suspended pending an epuration judgement, the payment of the bonus will be suspended until the result of the procedure will be known.

Art.8. TAX DEDUCTIONS & CONTRIBUTIONS - Owing to its nature, the liberation bonus is exempt from any deduction, insurance or social contribution.

The parties will take steps with the Italian Government to obtain exemption from income tax.

Art.9. SPHERE OF APPLICATION - Special agreements will be made for building firms and artisan undertakings, owing to their special condition.

As far as Sicily provinces are concerned, the General Confederation of Industry has not been able to complete the consultation of the interested local associations, and therefore they asked for a delay in the final decision.

The General Italian Confederation of Labour accepted such suspension but they also stated their intention of extending the present agreement also to the Sicilian industry. The two Confederations have agreed that a further meeting will be held on 10 August to consider the situation of Sicily.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

2840

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

LABOUR SUB COMMISSION
A. C.
Routing Slip

	Initials	Date
Mr. ~~W.H.~~ BRAINE		
Mr. SACHS		
Mr. HIRD		
Mr. SCOTT		
Mr. PROCTOR		
Miss STEVENSON		
Miss SANSEVERINO		
Chief Clerk		

REMARKS:

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

1 Copy

L&C/19.6

ALLIED FORCE LOCAL RESOURCES SECTION
AFHQ

Postal Address :
AFLRS, Rome Area Allied Command,
CMF.
Telephone : ROME 66275.

LRS/21407/17

SUBJECT : Local Sub-Committee of Labour & Wages, Bari.

PART II

11 October 1945

TO : HQ No. 3 District.

Ref. this office letter LRS/21407/16 dated 26 Sept 45.
May a reply please be forwarded to para 9.

S.J.B. LOUDEN

S.J.B. LOUDEN, Major, DAMG,
for Chiefs of Section,
A.F.L.R.S.

SJBL/dd

Copy to : Chairman Labour & Wages Control Committee
: FA, CMF.
: Assistant FA, Air HQ, RAF., Italy.

4770

Unclassified E.O. 12065 Section 3-402/NNDC NO. 785021

LABOR SUB COMMISSION
A. C.
Routing Slip

	Initials	Date
Mr. W. H. BRAINE		
Mr. SACHS		
Mr. HIRD		
Mr. SCOTT ←	RL	12/6
Mr. PROCTOR		12/7
Miss STEVENSON		11/30
Miss SANSEVERINO		
Chief Clerk		

REMARKS:

4769

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

File

HEADQUARTERS ALLIED COMMISSION
Office of the Chief Commissioner
APO 394

REF. : LSC/906

10 October 1945

SUBJECT : A.F.H.Q. Administrative Memorandum
No. 34 of 1945.

TO : The Labour and Wages Control Committee
A.F.L.R.S. (RAAC) APO 512

The Labour and Wages Control Committee is advised that consideration has been given to the amendments to AFHQ Administrative Memorandum No. 34 of 1945, proposed at its meeting of the 26th Sept., relating to (a) the computation of overtime and (b) payment of cost of living bonus and that I concur with its recommendations.

/s/ Ellery W. Stone
ELLERY W. STONE
Rear Admiral USNR
Chief Commissioner

4768

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

2

Chief Commissioner.

Attached is submitted for your ~~approval~~ signature
information

1925

3

SECRET #1

TO: Executive Commissioner

Request approval and signature of Chief Commissioner on letter opposite.

R. D. McKINLEY
Brigadier General, USA
Acting Vice President
Economic Section

CEHijon
10/10/45

Econ Sec:

Ref 1. Letter is returned signed by chief comm for withdrawal. Ref has been withdrawn from case files.

4766

13 Oct 45.

Declassified E.O. 12065 Section 3-402/NSC Memo. 7-8-81 NARS Date 7/8/81

Econ Sec:

Ref 1. Letter is returned signed by chief Comm for dispatch. Copies have been withdrawn for cc use on file.

4765

BOM WRITER

13 Oct 45.

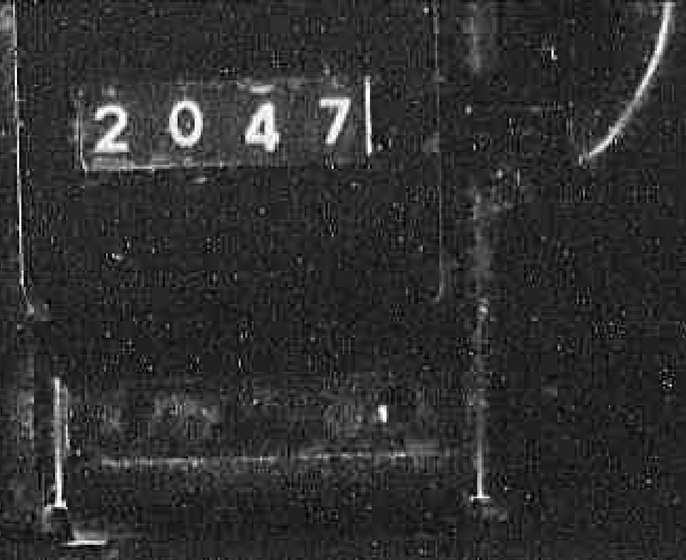
30 X Ex Comm R.

Labor S/C

For dispatch please ff

Econ Sec
15 Oct 45.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021


2047

Caulfield N.G. 12565 Section 3-4 [illegible] NO. 785021

NAID 5300146/204 4.5.4 1804 LABOR + WAGES CONTROL Commission

(2 cys 2 folders) (3) Sept - Nov 1945

330.4 21

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

LSC/906

ALLIED FORCE LOCAL RESOURCES SECTION
AFHQ

Postal Address :
AFLRS, Rome Area Allied Command, CMF.
Telephone : ROME 66275.

LRS/214D/393

9 October 1945

SUBJECT : Employment of Civilian Labour.

TO : Labour, G.H.Q., CMF.

1. Ref. your DL/69/5 dated 1 Oct 45 addressed to Allied Commission and further to telephone conversation (Maj. BOSWELL - Maj. LOUDEN).

2. Labour Sub-Commission HQ A.C. states that the average wage being paid to lawyers employed in their Legal Sub-Commission is between 10,500 and 11,000 lire per month plus 10% for Rome.

3. The fixing of a rate between the 4,000 lire minimum and 11,000 lire maximum, as authorized by the Basic Wage Scale, to differentiate between a civilian employed in lieu of a Staff Lieutenant or one employed in lieu of a Staff Captain is one for decision by your Directorate.

S.J.B. LOUDEN, Major, PAOMG,
for Chiefs of Section,
A.F.L.R.S.

SJBL/dd

Copy to : Labour Sub-Commission HQ A.C.

4763

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

LABOR SUB COMMISSION
A. C.
Routing Slip

	Initials	Date
Mr. W. H. BRAINE		
Mr. SACHS		
Mr. HIRD		
Mr. SCOTT ←	RS	4/10
Mr. PROCTOR		
Miss STEVENSON		
Miss SANSEVERINO		
Chief Clerk		

REMARKS:

4764

2051

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

LSC/906

RS/pm

HEADQUARTERS ALLIED COMMISSION
APO 394
LABOUR SUB-COMMISSION

TEL. : 489081-493

REF. : LSC/400 + 906

5 October 1945

SUBJECT : Wage rate for civilian employees of Armed Forces - Lawyers.

TO : A.F.L.R.S.
(For attention of Major Louden).

1. You will wish to see attached letter from D.D.L., G.H.Q.

2. We would say that the basic rate for the class of work envisaged should be not less than 9000 lire a month but do not consider it advisable to establish a fixed scale within a scale in the manner suggested. Do you agree?

DAVID C. SACHS
Deputy Director
Labour Sub-Commission

4763

785021

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Labor - S/C
LSC/906

CC 4032

2 October 1945

Subject: Approval of Local Sub-Committee Minutes

To: Allied Force Local Resources Section, Rome Area Allied Command, CMF.
(Attention: Chiefs of Section)

Reference your letter file LRS/214 C/26, 1 October 1945, subject: Local Sub-Committees, the minutes of the following local sub-committee meetings are approved:

Rome Area Allied Command Local Sub-Committee meeting, 4 Sep 45

No. 1 District Local Sub-Committee meeting, 30 Jun 45

No. 3 District Local Sub-Committee - Bari meeting, 23 May 45, with the exception of those increases made for female grades

/s/ Ellery W. Stone

ELLERY W. STONE
Rear Admiral, USNR
Chief Commissioner

Copy to: CAO, AFHQ

Exec. Commr.
Labor Sub-Com.

4762

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

LABOR SUB COMMISSION
A. C.
Routing Slip

	Initials	Date
Mr. W. H. BRAINE		
Mr. ~~SACHS~~	[illegible]	4/10
Mr. HIRD		
Mr. SCOTT	RJ	4/10
Mr. PROCTOR	[illegible]	5/7
Miss STEVENSON	[illegible]	5/10
Miss SANSEVERINO		
Chief Clerk		

REMARKS:

For information + filing

4761

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

→ Labor S/C

ALLIED FORCE LOCAL RESOURCES SECTION
AFHQ

Postal Address :
AFLRS, Rome Area Allied Command,
CMF.
Telephone : ROME 66275.

IRS/214 G/26

SUBJECT : Local Sub-Committees.

TO : CAO, AFHQ.
: Chief Commissioner A.C.

1 October 1045

1. At its meeting held on 26 September 1945. the Labour & Wages Control Committee recommended to the AFLR (Italian) Board that the minutes of the following Local Sub-Committees be approved :-

Rome Area Allied Command Local Sub-Committee meeting of 4 Sept 45
(Minute 224 refers).

No.1 District Local Sub-Committee meeting of 30 June 45
(Minute 225 refers).

No.3 District Local Sub-Committee - Bari meeting of 23 May 45, with the exception of those increases made for female grades.
(Minute 226 refers).

2. In the event of no further meeting of the AFLR (Italian) Board being held, the above recommendations are passed to you.
May this Section please be informed of your decisions.

THOMAS R. GIBBON, Col, AUS,
Chief of Section (US),
A.F.L.R.S.

B.K. MICHAELSON, Lt. Col AOD
Chief of Section (Br),
A.F.L.R.S.

SJBL/dd

cc: Exec. Commr.
Labor S/C

4760

2 0 5 51

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

LABOR SUB COMMISSION
A. C.
Routing Slip

	Initials	Date
Mr. W. H. BRAINE		
Mr. SACHS		
Mr. HIRD		
Mr. SCOTT	RL	7/2
Mr. PROCTOR	[illegible]	5/7
Miss STEVENSON		
Miss SANSEVERINO		
Chief Clerk		

REMARKS:

4759

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

ECONOMIC SECTION DATE OCT 2 - 1945

INTERNAL Fr		To	EXTERNAL Fr		No
	Vice President			ECONOMIC SECTION	
	Brig. Anderson			Production Division	
	Col. Densmore			Supply Division	
	Col. Walton			Agriculture Section	
	Lt.Col. Moore			Commerce "	
				Finance "	
	Maj. Smith			Food "	
	Maj. Anson			Industry "	
	Maj. Clark			Labour "	2
✓	Capt. Highland			Public Works "	
	Lt. Arensberg			Transportation "	
	Lt. Morgan			War Little Division	
	Lt. Diloreto				
				Chief Commissioner	
	Mr. Dickens			Executive Comm'r	
	Mr. Hughes			Civil Affairs Sect.	
	Admin & Personnel			Establishment Sect.	
	Regulation Branch			G-1 (American)	
	Price Control Branch			G-1 (British)	
	Message Center			ATTENTION.	

2	For appropriate action		Note and Return
	Remarks/Recommendations		Signature
	Dispatch		Investigation & Report
✓	Information		File
	Circulation & return		Note & Return

REMARKS:

Obtain attach pls. for sgnt.

of the Chief Executive eff

Also attached - have you the folder — & do you know which is the replica

WA 1/2

4758

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

6242

Confidential

ALLIED FORCE LOCAL RESOURCES SECTION
AFHQ

Postal Address:
AFLRS (R&C), APO 512.

Telephone: Rome 66277

AFHQ/2140/389

26 September 1945

SUBJECT: AFHQ Administrative Memorandum No. 34 of 1945.

TO : C.A.O., A.F.H.Q.
Chief Commissioner, Allied Commission.

1. The Labor and Wages Control Committee, at its meeting held 26 September 1945 carefully considered subject Administrative Memorandum paying particular attention to such portions as pertain to (a) the computation of overtime and (b) payment of cost of living bonus.

2. The Committee recommended to the AFLR (Italian) Board that AFHQ Administrative Memorandum No. 34 of 1945 be amended as follows:

a. Par. 5 (c) to be amended to read:

"Overtime - Overtime may be paid at the rate of time-and-one-half for all completed hours worked over forty-eight (48) in any normal pay week or for all completed hours in excess of eight (8) per day where a normal pay week cannot be established. A normal pay week is a pay week during which hours amounting to forty-eight (48) in total are scheduled over a fixed number of days. The computation of overtime in weeks other than normal shall be done on a daily basis of eight (8) hours per day. Excepted from these conditions are those employees specifically designated in the appendices as being ineligible for overtime pay. Overtime rates may also be paid in any locality for the seventh consecutive day of working, whether Sunday or a week day. Overtime should be discouraged in the interests of efficiency and the employment of surplus labour".

b. Par. 6 b (2) and (3) to be deleted and the following substituted:

"6 b (2) - The maximum permissible bonus which may be paid is determined by the basic wage applicable to the individual. For this purpose, the basic wage is the remuneration due to an individual upon completion of:

OCT 2 1945 11

0751

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

2. b. Cont'd.

For Monthly Wage Group

30 days work for hotel, mess and club employees.
26 days for other than hotel, mess and club employees.

For Daily Wage Group

either 48 hours within any normal work week.

or 8 hours on any one day.

(3) The proportion of bonus payable varies directly with the proportion of basic wage due (as defined in (2) above), subject to the proviso that Cost-of-Living Bonus will not be paid in respect of any day on which no work is performed.

(4) The Cost-of-Living Bonus is not part of the basic wage and will be excluded, for example, from the computations and adjustments for overtime pay and female differential".

3. In the event of no further meeting of the AFLR (Italian) Board being held, the above is passed for your consideration. It is requested that you notify AFHQ of your approval (or otherwise) or the recommended changes in order that this section may take active measures to have AFHQ Administrative Memorandum No. 24 of 1943 amended.

Kurt Klein

TRUMAN W. GIBSON, Col., AUS,
Chief of Section (Ital).
A.F.L.M.B.

for E. K. HUMPHROF, Lt.Col., AGD,
Chief of Section (Ex), (Adm),
A.F.L.M.B.

OCT 2 1945

4756

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

Labour 5/c

LSC/906

ALLIED FORCE LOCAL RESOURCES SECTION
A.F.H.Q.

Postal Address :
AFLRS, ROME AREA
ALLIED COMMAND,
C. M. F.

Telephone : ROME 66275

LRS/233.

SUBJECT : Local Resources in ITALY, Mainland and Islands - Controlled and Restricted Items.

TO : All Concerned.

30 September 1945.

Reference AFHQ Administrative Memorandum No.52 of 1944.

1. The following are deleted from the list of Controlled and Restricted Items:-

II. MISCELLANEOUS PURPOSES COMMITTEE

1. Controlled Items

35. Leather and all leather articles.

2. Restricted Items

2. Matches.

2. This instruction is issued in accordance with AFHQ letter AG 383.8/159 CAO-O dated 7 JUNE 1945.

THOS. R. GIBBON, Col., AUS,
Chief of Section (US),
A.F.L.R.S.

for B. K. MICHAELSON, Lt-Col., AQMG,
Chief of Section (Br),
A.F.L.R.S.

SJM/dght

DISTRIBUTION

"C" + 10

1757

206.01

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

LABOR SUB COMMISSION
A. C.
Routing Slip

	Initials	Date
Mr. W. R. BRAINE		
Mr. SACHS		
Mr. BIRD		
Mr. SCOTT		
Mr. PROCTOR		
Miss STEVENSON		
Miss SALSETERINO		
Chief Clerk		

REMARKS:

4754

cs/906

ALLIED FORCE LEGAL RESOURCES SECTION
AFHQ

LRS/21407/16

Postal Address:
AFLRS,
NINE AREA ALLIED OCCUPIED, GHP.

Telephone: NINE 66275.

28 Sep 45.

FROM: Local Sub-Committee of Labour & Wages, NAPL.

TO: HQ No. 3 DISTRICT.

COPY TO: Chairman, Labour & Wages Central Committee.
HA, AFHQ.
HA, ESF.

1. Reference your 303/3 G dated 22 Sep 45.

2. The policy governing increases to be granted by Local Sub-Committees, as laid down in AFHQ Adm. Memo. No. 25 dated 19 Apr 45, is that they will ensure that the Allied Force wages and bonuses paid within a particular locality shall not be permitted to be materially higher nor unduly lower than the local prevailing civilian rates.

3. A Local Sub-Committee in considering whether any changes should be made in the Allied Force wages and bonuses being paid in any particular locality should examine representative grades (two or three normally suffice) in each of the five main groups, namely:-

(a) Clerical and Administrative Grades.
(b) Mess & Club Grades.
(c) Hotel Grades.
(d) Classified Artisan, Skilled and Unskilled grades.
(e) Marine Grades.

before making an overall change to all Allied Force wages and bonuses in that locality.

4. To assist the Labour & Wages Central Committee in its examination of the findings of Local Sub-Committees, a standard pro-forma for comparing military with civilians rates was issued by this Section under reference LRS/2102/45 dated 5 June 45.

5. The granting of overall bonuses by Local Sub-Committees was criticised at the meeting of the Labour & Wages Central Committee held on 23 Aug 45, due to the inequalities which arise, and Local Sub-Committees were requested to pay due regard to the possibility of granting different bonus increases to appropriate groups of grades of employment.

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

254/906

ALLIED FORCE LOCAL RESOURCES SECTION
AFHQ

LRS/21407/16

Postal Address:
AFLRS,
NINTH AREA ALLIED COMMAND, CMF.

Telephone: NINE 66275.

28 Sep 45.

SUBJECT: Local Sub-Committee of Labour & Wages, ZAZA.

TO: HQ No. 5 DISTRICT.

COPY TO: Chairman, Labour & Wages Central Committee.
FA, AFHQ.
HA, ZAZA.

1. Reference your 322/5 Q dated 22 Sep 45.

2. The policy governing increases to be granted by Local Sub-Committees, as laid down in AFHQ Adm. Memo. No. 25 dated 18 Apr 45, is that they will ensure that the Allied Force wages and bonuses paid within a particular locality shall not be permitted to be radically higher nor unduly lower than the local prevailing civilian rates.

3. A Local Sub-Committee in considering whether any changes should be made in the Allied Forces wages and bonuses being paid in any particular locality should examine representative grades (two or three normally suffice) in each of the five main groups, namely:-

(a) Clerical and Administrative Grades.
(b) Mess & Club Grades.
(c) Hotel Grades.
(d) Classified Artisan, Skilled and Unskilled grades.
(e) Marine Grades.

before making an overall change to all Allied Forces wages and bonuses in that locality.

4. To assist the Labour & Wages Central Committee in its examination of the findings of Local Sub-Committees, a standard pro-forma for comparing military with civilians rates was issued by this Section under reference LRS/21407/16 dated 5 June 45.

5. The granting of overall bonuses by Local Sub-Committees was criticised at the meeting of the Labour & Wages Central Committee held on 23 Aug 45, due to the inequalities which arise, and Local Sub-Committees were requested to pay due regard to the possibility of granting different bonus increases to appropriate groups of grades of employment.

locality should examine representative grades (two or three normally suffice) in each of the five main groups, namely:-

(a) Clerical and Administrative Grades.
(b) Mess & Club Grades.
(c) Hotel Grades.
(d) Classified Artisan, Skilled and Unskilled grades.
(e) Marine Grades.

before making an overall change to all Allied Force wages and bonuses in that locality.

4. To assist the Labour & Wages Control Committee in its examination of the findings of Local Sub-Committees, a standard pro-forma for comparing military with civilians rates was issued by this Section under reference LES/2142/46 dated 5 June 45.

5. The granting of overall bonuses by Local Sub-Committees was criticised at the meeting of the Labour & Wages Control Committee held on 23 Aug 45, due to the inequalities which arise, and Local Sub-Committees were requested to pay due regard to the possibility of granting different bonus increases to appropriate groups of grades of employment.

6. In view of the considerable difficulty being experienced by Local Sub-Committees in ascertaining the prevailing female rates in civilian industry, it has been agreed that the customary differential of 45% between male and female rates be applied by Local Sub-Committees after arriving at the rates for males in private industries, except as regards those exceptional cases where common rates prevail.

7. At the meeting of the Labour & Wages Control Committee held on 26 Sep 45, the comparison rates submitted under cover of your above quoted letter were examined. In the light of the information submitted then and at its previous meetings the Committee has recommended to the Board that all the increases authorised by the Local Sub-Committee, Naml at its meeting on 23 May 45 be approved with the exception of those made for female grades.

4753

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

4. The figures submitted in respect of female grades do not justify the increases granted in spite of the fact that for comparison purposes the civilian rates for females, heads of family have been used. It therefore appears that the female rates at present being paid in Iran do not conform with ANEF Adm. Dirn. No. 25, being higher than the local prevailing civilian grades.

5. The Committee considered however that there may be some special reason for the extent of the increases granted by the Local Sub-Committee and requested this Section to make enquiries on this line. Would you therefore please ascertain whether there are any special reasons for the action taken by this Local Sub-Committee in authorising rates of pay for female employees of the Allied Forces which are higher than those prevailing in civilian industry.

A. J. B. Landy

A. J. B. Landy, Major, RAOC,
for Chief of Section,
A.F.I.R.S.

AJBL/cm.

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

LABOUR SUB COMMISSION
A. C.
Routing Slip

	Initials	Date
Mr. W.H. BRAINE		
Mr. SACHS		
Mr. HIRD		
Mr. SCOTT ←		
Mr. PROCTOR		
Miss STEVENSON		
~~Miss GLOVERSMITH~~		
Chief Clerk		

REMARKS:

4751

2 Ops 7

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

L1/1206

ALLIED FORCE LOCAL RESOURCES SECTION
AFHQ

LRS/214L/50

Postal Address:
AFLRS,
ROME AREA ALLIED COMMAND, CMF.

Telephone: ROME 66275.

27 Sep 45.

SUBJECT: Return of Allied Armed Forces Employees.

TO: HQ ALCOM, Labour Sub-Commission.

1. The following consolidated return of civilians employed by the Allied Armed Forces as on 1 Sep 45 is forwarded:-

	Unskilled.	All other labour.
Male.	136,218	122,691
Female.	30,831	28,307
Male Juvenile.	3,613	1,081
Female Juvenile.	1,017	402
Totals:	171,679	152,481

Grand Total: 324,160.

324,160
248,748
75,412

324,160
252,568
71,592

S. J. R. Louden, Major, DAQMG,
for Chiefs of Section,
A.F.L.R.S.

CWS.

4130

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

LABOR SUB COMMISSION
A. C.
Routing Slip

	Initials	Date
Mr. W. H. BRAINE		
Mr. SACHS		
Mr. HIRD		
Mr. SCOTT		
Mr. PROCTOR		2/9
Miss STEVENSON		
Miss SANSEVERINO		
Chief Clerk		

REMARKS:

A749

Unclassified E.O. 12065 Section 3-402/NNDG NO. 785021

LABOR SUB COMMISSION
A. C.
Routing Slip

	Initials	Date
Mr. W. H. BRAINE Mr. SACHS Mr. HIRD Mr. SCOTT Mr. PROCTOR Miss STEVENSON Miss SANSEVERINO Chief Clerk		

REMARKS:

ATAB

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

LSC/906

ALLIED FORCE LOCAL RESOURCES SECTION
AFHQ

LRS/2141/51

Postal Address:
AFLRS,
ROME AREA ALLIED COMMAND, CMF.

Telephone: ROME 66275.

27 Sep 45.

SUBJECT: Return of numbers of Italian Civilian Employees.

TO: HQ ALCCM, Labour Sub-Commission.

1. Reference this Section's LRS/2141/50 dated 27 Sep 45.

2. For your information, attached herewith are two tables submitted by British and American employing Services which give details regarding the breakdown of the totals submitted.

S. J. B. Louden, Major, DAQMG,
for Chiefs of Section,
A.F.L.R.S.

CWS.

4747

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

4716

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

DISTRIBUTION OF CIVILIAN LABOUR AS AT 31 AU

Employing Service	SKILLED LABOUR							UNSKILLED			
	BTA	XIII Corps	Two District	Three District	CHANNEL	BTNA	TOTAL SKILLED	BTA	XIII Corps	Two District	Thr Dist
M & Tn											
(a) Docks		194	4	2663	53		2904		476		
(b) Tn Rlys	22	86	154	384			646	20	297	849	
(c) Misc		44		456			500		29	4	
R.E.											
(a) Constr	103	40	1050	1917	904		3994	69	355	2197	
(b) Roads	15	459	62	229	67		832	5	1192	812	
(c) W/Shops	181	1277	523	2954	996	1	5917	199	1593	723	
(d) Stores	152	138	111	1048	67		1516	291	1275	1579	
(e) Misc			519	2454	125		3087			560	
S & T											
(a) Supplies	152	500	512	1589	250	66	2869	229	1906	1423	
(b) Petrol	3	29	108	344	19		503	27	1706	1015	
(c) Transport	80	180	1396	5126	133		6915	115	158	508	
(d) Misc		649	39	1609	18		2515		2012	29	
REME											
(a) W/Shops	116	868	1560	22687	448	140	25819	123	307	612	
(b) Misc			100-	286			386			46	
ORDNANCE											
(a) Stores	269	101	231	9720	377	80	10778	135	369	645	
(b) Ammn		35	40	378	84		537		517	1390	
(c) Misc	169	4	93	2264	22	41	2593	203	285	57	
MISCELLANEOUS											
(a) Salvage			94	389			483			141	
(b) Medical	91	90	114	588	101		984	325	1032	1198	
(c) Signals			120	88	24		232			250	
(d) Sundry	2781	2411	5780	11208	1039	466	23685	2598	2804	5394	
Br. Army Totals	4114	7325	12176	68361	4725	794	97495	4339	16113	19276	
Other Employers											
(a) RN		479	1561	5858	119	174	8211		260	1162	
(b) RAF	79	459	182	5481	79	1036	7576	119	528	344	
(c) US		736	1447	9428	418		11089		144	1776	
(d) UNRRA					110		110				
TOTALS	4193	9059	15366	88123	5451	2064	124261	4458	17045	22558	

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

BUTION OF CIVILIAN LABOUR AS AT 31 AUG 45

		UNSKILLED LABOUR							
BTHA	TOTAL SKILLED	ETA	XIII Corps	Two District	Three District	GREECE	BTHA	TOTAL UNSKILLED	TOTAL SKILLED & UNSKILLED
	2904		476		2327	613		3416	6320
	646	20	297	648	80			1245	1891
	500		29	4	724			757	1257
	3994	69	555	2197	3216	1420		7257	11251
	832	5	1192	812	1311	177		3497	4329
1	5917	199	1393	728	2691	465		5474	11391
	1516	291	1275	1379	5526	628	112	9211	10727
	3067			560	2695	93		3338	6425
66	2869	229	1906	1425	9152	1076	313	14079	16948
	503	27	1706	1015	2926	536		6214	6717
	6915	116	158	568	1486	230		2557	9472
	2515		2012	29	2405	22		4466	6981
140	25619	123	307	612	5526	165	30	6765	32382
	386			46	88			134	520
80	10778	155	569	645	11398	634	34	13215	23993
	557		517	1380	6126	128		8161	8698
41	2593	203	285	57	1750	35		2330	4923
	485			141	1282		36	1439	1921
	984	325	1052	1198	3175	1021		6751	7735
	232			250	165	75		480	712
466	23085	2593	2804	5394	14668	1254	204	26922	50007
734	97495	4539	16115	19276	76677	8572	723	127705	225200
174	8311		260	1162	4074	132	91	5709	13920
1096	7576	119	523	344	5437	241	1206	7877	15255
	11069		144	1776	10614	588		13322	24411
	110					16		15	125
2064	124261	4658	17045	22858	99002	9548	2017	154626	278909

MONTHLY LABOR REPORT
(Average number employed daily)

Month of August 1945

C U S A

OFFICE M	OFFICE F	SKILLED M	SKILLED F	COMMON M	COMMON F	CONTRACT M	CONTRACT F	TOTAL MALE	TOTAL FEMALE	GRAND TOTAL	PAID FR OTHER THAN U.S. GOVT FUNDS (*)
184	112	1586	790	1543	593	-	-	9,613	1,500	5,113	762
294	225	1719	257	2272	234	-	-	4,279	716	4,995	758
1095	1094	16028	2198	15039	1656	171	-	32,327	4,888	37,215	2209
440	555	9299	1190	6569	1558	-	-	16308	3,303	19,611	1276
262	313	2853	540	4109	529	-	-	7224	1,182	8,406	573
95	55	1594	51	5032	306	27	-	6739	412	7,151	67
76	35	181	35	348	-	-	-	605	70	675	37
183	194	1226	116	2282	747	-	-	3691	1,029	4,720	189
64	45	2024	-	511	59	-	-	2599	104	2,703	-
7	11	31	10	14	9	-	-	52	30	82	13
6	13	44	5	48	59	-	-	98	77	175	95
9	25	135	85	550	320	-	-	694	430	1,124	833
2716	2677	37004	5219	38311	5845	198	-	78,229 38,311 39,918	13,741 5,845 7,896	91,970	6,812

(*) - Included in Grand Total.

plete.

Declassified E.O. 12065 Section 3-402/NNDC NO.

785021

2975

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

MONTHLY LABOR REPORT
(Average number employed daily)

M T O U S A

Month of August 1

AREA	OFFICE M	OFFICE F	SKILLED M	SKILLED F	COMMON M	COMMON F	CONTRACT M	CONTRACT F	TOTAL MALE	TOTAL FEMALE	GRAND TOTAL
Army Area	184	112	1886	790	1543	598	-	-	3,613	1,500	5,113
Rome	294	225	1713	257	2272	234	-	-	4,279	716	4,995
Naples	1095	1094	16028	2138	15033	1656	171	-	32,327	4,888	37,215
Leghorn	440	555	9299	1190	6569	1558	-	-	16308	3,303	19,611
Bari	262	313	2853	540	4109	329	-	-	7224	1,182	8,406
Foggia	96	55	1584	51	5032	306	27	-	6739	412	7,151
Ancona	76	85	181	35	348	-	-	-	605	70	675
Caserta	189	194	1226	110	2202	717	-	-	3691	1,029	4,720
Sicily	64	45	2024	-	511	59	-	-	2599	104	2,703
Greece	7	11	31	10	14	9	-	-	52	30	82
Venice	6	13	44	5	48	59	-	-	98	77	175
Florence	9	25	135	85	550	320	-	-	694	430	1,124
Totals	2716	2677	37004	5219	38311	5845	198	-	78,228 / 38,908	13,741 / 5,845 / 7,896	91,810

(*) - Included in Grand Total.

+ Not Complete.

=

20761

Reclassified E.O. 12065 Section 3-402/NNDG NO. 785021

MONTHLY LABOR REPORT
(Average number employed daily)

Month of August 1945

	COMMON M	COMMON F	CONTRACT M	CONTRACT F	TOTAL MALE	TOTAL FEMALE	GRAND TOTAL	PAID FR OTHER THAN U S. GOVT FUNDS (*)
790	1543	593	-	-	3,613	1,500	5,113	762
57	2272	234	-	-	4,279	716	4,995	758
38	15033	1656	171	-	32,327	4,888	37,215	2209
1190	6569	1558	-	-	16308	3,303	19,611	1276
540	4109	329	-	-	7224	1,182	8,406	573
51	5032	306	27	-	6739	412	7,151	67
35	348	-	-	-	605	70	675	37
110	2282	747	-	-	3691	1,029	4,720	189
-	511	59	-	-	2599	104	2,703	-
10	14	9	-	-	52	30	82	13
5	48	59	-	-	98	77	175	95
85	550	320	-	-	694	430	1,124	833
19	98311	5845	198	-	78,229 38,311 39,918	13,741 5,845 7,896	91,970	6,012

nd Total.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Cable Ref: _____

MONTHLY LABOR REPORT

_____ MONTH OF _____

	Male	Female
OFFICE		
SKILLED		
COMMON		
CONTRACT		
TOTAL		

Total Salaries Paid - $ _____

Paid from private funds (and included above):

Number of employees - _____

Total salaries paid - _____

Remarks:

Declassified E.O. 12065 Section 3-402/NNBC NO. 785021

BEST COPY POSSIBLE
FILMED AS FOUND
IN COLLECTION

28/906

COPY NO: 97

ALLIED FORCE LOCAL RESOURCES SECTION
A.F.L.R.S.

LRS/214A

Postal Address:
AFLRS Rome Area Allied Comma
C. M. F.

Telephone: ROME 66275

2 Sep 45.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - MINUTES

219. The thirty-ninth meeting of the Labour & Wages Control Committee was held on Wednesday, 26 September 1945, in the AFLRS (AFHQ) Conference Room, ROME.

PRESENT:

Chairman

Mr. W. H. BRAINE, Labour Sub-Commission, AICOM.

Representatives of:

Flag Officer ITALY and Liaison
Comdr, U.S. Naval Forces Northwest African Waters
C-in-C, RAF MED/ME
Labour, AFHQ
OC, AMGOT/A
D.M.R., 22 A/
AAI3C/AMG
XIII Corps
OC, PBS
HQ 2 District
HQ 3 District
OC, Rome Area Allied Command
HQ Adriatic Base Command
HQ AICOM

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

Committee was held on Wednesday, 26 September 1945, in the AFLR (Italian) Conference Room, ROME.

PRESENT:

Chairman

Mr. W. H. BRAINE, Labour Sub-Commission, AICOM.

Representatives of:

Flag Officer ITALY and Liaison
Comdr. U.S. Naval Forces Northwest African Waters
C-in-C, RAF MED/ME
Labour, AFHQ
CG, MTOUSA
D.M.R., [illegible]
AAFSC/ATC
XIII Corps
CG, PBS
HQ 2 District
HQ 3 District
CG, Rome Area Allied Command
HQ Adriatic Base Command
HQ AICOM

IN ATTENDANCE:

Chief of Section (US), AFLRS AFHQ
DAQMG, AFLRS, AFHQ
F.A., RAF

& Representatives of:

F.A., AFHQ
Food Sub-Commission, AICOM.

47455

220. MINUTES OF THE THIRTY-SEVENTH MEETING

The Committee noted minute 70 (d) of the meeting of the AFLR (Italian) Board held 22 Sep 45. Minutes of the thirty-seventh meeting held on 23 August 45 were approved.

/221.....

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

221. MINUTES OF THE THIRTY-EIGHTH (SPECIAL) MEETING

The minutes of the thirty-eighth (Special) meeting held on 5 Sep 45 were approved.

222. MEETING OF THE BOARD

Matters arising out of the meeting of the Board held on 22 Sep 45 were considered as shown in minutes 227 and 231 below. No other matters arose for discussion from the meeting of the Board.

223. 52 AREA LOCAL SUB-COMMITTEE - TARANTO

The minutes of the meeting of the 52 Area Local Sub-Committee - TARANTO, held on 14 Aug 45 were approved with the exception of minute 2.

The proposed new grades in respect of employees of the Sapio Oxygen and Acetylene Factory, TARANTO, could not be approved by the Committee due to the lack of sufficient information.

The following queries arose to which answers could not be provided at the meeting:-

(a) Are these direct employees of the Allied Forces or are they employed by a contractor?

(b) What rates of pay were these grades receiving prior to the proposed increase?

(c) How do the rates now proposed compare with similar grades employed in other oxygen plants in ITALY?

(d) How many employees are involved by this proposed change in rates?

The Committee feared that the increases proposed in the TARANTO plant would have repercussions on other oxygen and acetylene producing plants and requested that adequate justification be produced for such increases. AFLRS (AFHQ) undertook to request this justification from the Local Sub-Committee.

224. ROME AREA ALLIED COMMAND LOCAL SUB-COMMITTEE

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Committee due to the lack of sufficient information.

The following queries arose to which answers could not be provided at the meeting:-

(a) Are these direct employees of the Allied Forces or are they employed by a contractor?

(b) What rates of pay were these grades receiving prior to the proposed increase?

(c) How do the rates now proposed compare with similar grades employed in other oxygen plants in ITALY?

(d) How many employees are involved by this proposed change in rates?

The Committee feared that the increases proposed in the TARANTO plant would have repercussions on other oxygen and acetylene producing plants and requested that adequate justification be produced for such increases. AFLRS (AFHQ) undertook to request this justification from the Local Sub-Committee.

224. ROME AREA ALLIED COMMAND LOCAL SUB-COMMITTEE

The minutes of the meeting of this Local Sub-Committee held on 4 Sep 45 were received and recommended to the Board for approval.

225. No 1 DISTRICT LOCAL SUB-COMMITTEE - PADOVA

Additional Comparison Tables in support of the increases granted at the 30 June 45 meeting of the above Local Sub-Committee were received and the increases granted were now recommended to the Board for approval.

226. No 3 DISTRICT LOCAL SUB-COMMITTEE - BARI

Further comparison tables in respect of the increases granted to Female Grades and Hotel Grades at the meeting of the above Local Sub-Committee held on 23 May 45 were received. The Committee recommended to the Board that all the increases authorized by this Local Sub-Committee at its meeting on 23 May 45 be approved with the exception of those made for female grades.

The divergence on the part of this Local Sub-Committee from the general policy of paying female labour less than male labour was not justified by the figures submitted and AFLRS (AFHQ) undertook to enquire whether there were any special reasons for the Local Sub-Committee's action.

/227.....

Declassified E.O. 12065 Section 1-402/NNDC NO. 785021

227. OVERTIME - COMPUTATION OF

In accordance with the instructions of the Board, the Committee carefully considered the present instructions on the computation of overtime, and it was recommended to the Board that para 5 (c) of AFHQ Adm Memo No 34 of 45 be amended to read as follows:-

"Overtime - Overtime may be paid at the rate of time-and-one- half for all completed hours worked over forty-eight (48) in any normal pay week or for all completed hours in excess of eight (8) per day where a normal pay week cannot be established. A normal pay week is a pay week during which hours amounting to forty-eight (48) in total are scheduled over a fixed number of days. The computation of overtime in weeks other than normal shall be done on a daily basis of eight (8) hours per day. Excepted from these conditions are those employees specifically designated in the Appendices as being ineligible for overtime pay. Overtime rates may also be paid in any locality for the seventh consecutive day of working, whether Sunday or a week day. Overtime should be discouraged in the interests of efficiency and the employment of surplus labour".

228. COST OF LIVING BONUS - PAYMENT OF

A proposal submitted by HQ MTOUSA regarding the instructions governing the payment of cost of living bonus was considered by the Committee.

It was agreed that the present instructions needed clarification because of the introduction of the concept of a 48 hour week.

The Committee therefore recommended to the Board that para 6 b(2) and (3) of AFHQ Adm Memo No 34 of 1945 be deleted and the following substituted:-

"6 b (2) - The maximum permissible bonus which may be paid is determined by the basic wage applicable to the individual. For this purpose, the basic wage is the remuneration due to an individual upon completion of:-

For Monthly Wage Group

30 days work for hotel, mess and club employees.
26 days for other than hotel, mess and club employees.

For Daily Wage Group

either 48 hours within any normal work week.

or 8 hours on any one day.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

being ineligible for overtime pay. Overtime rates may also be paid in any locality for the seventh consecutive day of working, whether Sunday or a week-day. Overtime should be discouraged in the interests of efficiency and the employment of surplus labour".

228. COST OF LIVING BONUS - PAYMENT OF

A proposal submitted by HQ MTOUSA regarding the instructions governing the payment of cost of living bonus was considered by the Committee.

It was agreed that the present instructions needed clarification because of the introduction of the concept of a 48 hour week.

The Committee therefore recommended to the Board that para 6 b(2) and (3) of AFHQ Adm Memo No 34 of 1945 be deleted and the following substituted:-

"6 b (2) - The maximum permissible bonus which may be paid is determined by the basic wage applicable to the individual. For this purpose, the basic wage is the remuneration due to an individual upon completion of:-

For Monthly Wage Group

30 days work for hotel, mess and club employees.
26 days for other than hotel, mess and club employees.

For Daily Wage Group

either 48 hours within any normal work week.

or 8 hours on any one day.

(3) The proportion of bonus payable varies directly with the proportion of basic wage due (as defined in (2) above), subject to the proviso that Cost-of-Living Bonus will not be paid in respect of any day on which no work is performed.

(4) The Cost-of-Living Bonus is not part of the basic wage and will be excluded, for example, from the computations and adjustments for overtime pay and female differential".

229. LIBERATION BONUS

In view of a request from the Italian Government for further consideration of the payment of a Liberation Bonus, it was agreed to form a Sub-Committee consisting of representatives from:-

Labour, AFHQ
CG, MTOUSA
AFHQ, AFHQ
HQ Allied Commission

/to receive.....

Declassified E.O. 12065 Section 3-402/NNDC NO. 795021

to receive a delegation from the Italian Government and to consider such justification for the payment of the bonus as may be submitted by the delegation. Its findings to be considered at the next meeting of the Committee.

230. SUPPLY OF FOOD TO ITALIAN CIVILIANS

The Committee considered the draft of a proposed instruction regarding the supply of food to Italian civilians employed by the Allied Forces, and after making certain amendments, recommended publication of an instruction as per draft at Annexure 1.

As the new civilian ration scheme becomes effective 1 Oct 45, the Committee requested that prompt publication of the instruction be effected. AFHQ (AMG) undertook to endeavour to secure this.

231. TERMINATION OF THE ACTIVITIES OF THE COMMITTEE

In accordance with the instructions of the Board, the Committee considered procedure for the continuation of its functions when the Board is dissolved.

It was the opinion of members (12 voted for and 1 against) that the functions at present performed by the Committee could be most efficaciously continued by using Committee procedure.

The Committee consequently recommended to the Board that:-

(a) On the dissolution of the Board, the Allied Force Labour and Wages Committee be formed.

(b) The constitution of such a Committee and the chairmanship be as follows:-

Chairman:- Director Labour Sub-Commission, HQ AFHQ.

Members representatives of:-

F.O. I.L., HQMG
COMGEN, US Naval Forces IN African Waters.
C-in-C MAF, MED/ME
Labour, AFHQ
CO, MEDILA
RAF, ITALY
AAFSS/AFS
HQ XIII Corps
CO, MMS

Declassified E.O. 12065 Section 3-402(b)(3) NND 945021

Board is dissolved.

It was the opinion of members (12 voted for and [illegible] the functions at present performed by the Committee could be most efficaciously continued by using Committee procedure.

The Committee consequently recommended to the Board that:-

(a) On the dissolution of the Board, the Allied Force Labour and Wages Committee be formed.

(b) The constitution of such a Committee and the chairmanship be as follows:-

Chairman:- Director Labour Sub-Commission, HQ AIXOM.

Members representatives of:-

F.O.I.L., ROME
Comdr. US Naval Forces NW African Waters.
C-in-C RAF, MED/ME
Labour, AFHQ
CG, MTOUSA
DMR, ITALY
AAFSC/MRO
HQ XIII Corps
CG, PBS
HQ 2 District
HQ 3 District
CG, Rome Area Allied Command
HQ Adriatic Base Command
HQ AIXOM

(c) to ensure continuity AFLRS (AFHQ) supply the Secretariat.

(d) The terms of reference of the new Committee be:-
To review rates of wages, and conditions of employment for employees of the Allied Forces in ITALY and to make recommendations as to any regulations considered necessary to control those wages and conditions.

(e) Recommendations made by the Committee be submitted to the CinC, AFHQ and Chief Commissioner, AIXOM, for their approval prior to publication through staff channels.

/232.....

Declassified E.O. 12065 Section 1-402/NSC Memo. 78 5021

232. NEXT MEETING

The Committee recommended that its next meeting, or the first meeting of the Committee proposed in minute 231 above, be held at 0930 hours on Friday 26 OCTOBER 1945.

G. J. E. LOUDEN, MAJOR, RAMC,
Secretary,
A. F. L. R. (ITALIAN) BOARD.

G.J.E.L/nf

DISTRIBUTION - see reverse

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Authorized by G.S.A. 12065 Section 3-402/NMDG NO. 785021

A743

DISTRIBUTION - See Reverse

S/SEA/pnf

S. J. D. LOUDEN, Jr., DAMO,
Secretary,
A. F. L. R. (ITALIAN) HQAMD.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

DISTRIBUTION

Copy No.

1/2	C-in-C Med.
3/5	Comdr, US Naval Forces, NW African Waters
6	C-in-C RAF, MED/AE
7	CAO, AFHQ
8	D/CAO, AFHQ
9/16	G-4 (A), AFHQ
17/18	G-5, AFHQ
19	Q(Maint), AFHQ
20	Q(AE), AFHQ
21	Engineer Section, AFHQ
22	Engrs (B), AFHQ
23	DEE, AFHQ
24	S & T, AFHQ
25	Ord (B), AFHQ
26	REME, AFHQ
27/28	Labour, AFHQ
29	Fiscal Director, AFHQ
30	F.A., AFHQ
31	D.P.I.C., AFHQ
32	C.G., MTOUSA
33	G.P.A., MTOUSA
34/35	D.M.R., ITALY
36	USAAF/MTO
37/40	AAFSC/MTO
41/42	HQ, 214 Group, RAF
43	F.A., RAF
44/45	HQ, Eighth Army
46/47	Rear HQ, XIII Corps (includes one for Local Sub-Committee)
48	DSD, UDF, C.M.F.
49/50	C.G., PBS (includes copy for Local Sub-Committee)
51/52	C.O., PBS (South) (includes copy for Local Sub-Committee)
53	AG (Civ Pers Div), PBS
54	AG (Civ Pers Div), PBS (South)
55/57	HQ, 2 District (includes copy for Local Sub-Committee)
58/67	HQ, 3 District (includes copy for Local Sub-Committee)
68/73	C.G., ROME Area Allied Command (includes copy for Local Sub-Committee)
74/75	HQ, Adriatic Base Command
76	A.M.S.O., FOIL, ROME
77	SIRALUSENO, ITALY
78	C.S., TARANTO
79	COMNOB, PALERMO
80	F.O.I.L., ROME
81/82	NOIC, NAPLES
83	NOIC, TRIESTE

53	G.P.A., MEDUSA
54/55	D.M.R., ITALY
56	USAAF/MTO
57/60	AAFSC/MTO
61/62	HQ, 214 Group, RAF
63	F.A., RAF
64/65	HQ, Eighth Army
66/67	Rear HQ, XIII Corps (includes one for Local Sub-Committee)
68	DSP, UDF, C.M.F.
69/70	C.O., PBS (includes copy for Local Sub-Committee)
71/72	C.O., PBS (South) (includes copy for Local Sub-Committee)
73	AG (Civ Pers Div), PBS
74	AG (Civ Pers Div), PBS (South)
75/77	HQ, 2 District (includes copy for Local Sub-Committee)
78/87	HQ, 3 District (includes copy for Local Sub-Committee)
88/93	C.G., ROME Area Allied Command (includes copy for Local Sub-Committee)
94/95	HQ, Adriatic Base Command
96	A.M.S.O., FOIL, ROME
97	SMALMUSNO, ITALY
98	C.S., TARANTO
99	COMNOB, PALERMO
100	F.O.I.L., ROME
101/102	NOIC, NAPLES
103	NOIC, TRIESTE
104	S.N.O., Eastern SICILY
105	M.W.T.B.
106	W.S.A.
107	Chief Commissioner, ALCOM
108	HQ, ALCOM
109	Vice-President, Economic Section
110/115	Economic Section
116	Finance Sub-Commission
117/118	Labour Sub-Commission
119	MWTB & Shipping Sub-Commission
120	Chairman, Labour & Wages Control Committee
121	8 Base Command Pay Office, C.M.F.
122/125	War Diary
126	File
127/150	Spares

Declassified E.O. 12065 Sec. 3-402/NNDC NO. 785021

D R A F T

ALLIED FORCE HEADQUARTERS
APO 512

ADMINISTRATIVE MEMORANDUM(
)
NUMBER) September 1945

SUPPLY OF FOOD TO ITALIAN CIVILIANS FROM CIVILIAN STOCKS
(MIDSHIFT MEAL & OFFICE WORKERS' MEAL)

AFHQ Administrative Memorandum Number 30, 1945, is rescinded and the following substituted therefor, effective 1 October 45:-

1. SCOPE. This memorandum supersedes all former directives on the subject with the exception of MTOUSA Circular Number 116, 1944 (corrected copy).

2. APPLICABILITY.- The provisions contained herein are generally applicable throughout ITALY, SICILY and SARDINIA.

3. AUTHORITY. - Authority is granted to provide food, as set forth herein, during each working period of eight (8) hours or more for Italian civilians, who are:-

(a) Workers other than office workers.

(b) Office Workers.

for the Allied Forces. This authority is applicable to civilians employed directly by the Allied Army, Navy or Air Forces, by contractors on their behalf, or to employees of industry operating for the Allied Forces.

4. RESPONSIBILITY. - Where the employee works directly for the Allied Forces, the Army, District, Base Section and Area, or equivalent commanders, will be responsible:-

(a) For providing the facilities necessary to prepare and serve meals.

(b) For ensuring that Allied military personnel are not used for this purpose except in a minimum supervisory capacity where other arrangements are not possible.

5. RATION SCALES. -

(a) Workers other than office Workers - Below are the details of the Midshift Meal for workers other than office workers:-

ozs or gms

Declassified E.O. 12065 Sec. 3-402/NNDC NO. 785021

who are:-

(a) Workers other than office workers.

(b) Office Workers.

for the Allied Forces. This authority is applicable to civilians employed directly by the Allied Army, Navy or Air Forces, by contractors on their behalf, or to employees of industry operating for the Allied Forces.

4. RESPONSIBILITY. - Where the employee works directly for the Allied Forces, the Army, District, Base Section and Area, or equivalent commanders, will be responsible:-

(a) For providing the facilities necessary to prepare and serve meals.

(b) For ensuring that Allied military personnel are not used for this purpose except in a minimum supervisory capacity where other arrangements are not possible.

5. RATION SCALES. -

(a) Workers other than office Workers - Below are the details of the Midshift Meal for workers other than office workers:-

	ozs	or	gms
Midshift Meal (to be served on the job)			
Bread (this may be served in whole or in part as bread, paste and/or flour)	11		317 (equals / 264 gms flour)
Dehydrated Soup			30
Fresh Vegetables			170
Salt	0.2		5.7

(b) Office Workers - Where considered desirable there may be served on the job a daily issue of a standard meal for office workers, consisting of:-

4712

Declassified E.O. 12065 Sec. 3-402/NNDC NO. 785021

Bread (This may be served in whole or in part as Bread, pasta and/or flour)	50 gms (equals 42 gms of flour)
Dried Vegetables	20 gms
Soup	20 gms
Salt	5 gms
Olive Oil (when available)	5 gms

6. Allowances for other than Office Workers - The following personnel will be entitled to food as detailed in para 5 (a) above:-

(a) Workers, other than office workers, employed 100% by the Allied Forces either:-

(1) Directly

or (2) By contractors and/or industries who in turn are employed by the Allied Forces.

or (3) Railway Workers other than those employed in offices.

(b) Labour employed, other than as stated in para 6 (a) above is not entitled to any additional food.

(c) Office workers are not entitled to the Midshift Meal.

7. Allowances for Office Workers

(a) The personnel qualifying for the standard meal for office workers, detailed in para 5 (b) above are office workers employed by the Allied Forces either:-

(1) Directly

or (2) By contractors or industries who in turn are employed 100% by the Allied Forces.

(b) All cases of workers claiming entitlement under paragraph a (2) above will be referred to HQ ALCOM Food Sub-Commission for a decision as to eligibility.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

employed by the Allied Forces.

or (5) Railway Workers other than those employed in offices.

(b) Labour employed, other than as stated in para 6 (a) above is not entitled to any additional food.

(c) Office workers are not entitled to the Midshift Meal.

7. Allowances for Office Workers

(a) The personnel qualifying for the standard meal for office workers, detailed in para 5 (b) above are office workers employed by the Allied Forces either:-

(1) Directly

or (2) By contractors or industries who in turn are employed 100% by the Allied Forces.

(b) All cases of workers claiming entitlement under paragraph a (2) above will be referred to HQ AFCOM Food Sub-Commission for a decision as to eligibility.

8. Issues to Contractors - Issues of food to civilians employed by contractors and industry working for the Allied Forces will be strictly controlled by the employing Service in order to ensure that:-

(a) Only bona-fide employees are fed.

(b) Food is furnished and distributed on the proper scale.

(c) Food leakages do not occur.

9. Deductions - the Service responsible for placing the contract or arranging for the use of the industry will ensure that:-

(a) Contractors and firms working for the Allied Forces deduct from the wages of their employees the amounts prescribed in para 11 hereof.

(b) A deduction is made on invoices rendered equivalent to the deduction from employees wages in respect of food.

10. Provision of Supplies - Responsibility for the provision of supplies is placed as follows:-

Declassified E.O. 12065 Section 3-402/NNBD NO. 785021

(a) Flour, Dehydrated Soup and Dried Vegetables - The Italian Government is responsible for the provision of flour, dehydrated soup and dried vegetables in territory under its control. In AC/AMG territory this responsibility rests with the Allied Commission. When these items are not immediately available from Italian Government or Allied Commission sources, for their respective territories, they may be supplied from military stocks. In such cases S & T AFHQ, or QM MTOUSA will present to HQ AACOM a consolidated monthly total of the amount issued at the scales authorized in para 1 above and Allied Commission will arrange replacement whether the issue was in Italian Government or AC/AMG territory.

(b) Items other than flour, dried vegetables and soup (i.e. fresh vegetables, yeast, salt, etc) will be supplied from military stocks. ST AFHQ and QM MTOUSA as the case may be will demand allocation of these items, as applicable, in the normal manner from local resources.

(c) The baking of bread, the manufacturing of pasta and the providing of these items to employing units is a service responsibility.

11. Payment

a. Midshift Meal (Workers other than Office Workers)

(1) There will be deducted from the daily wages an amount equivalent to the cost of the food furnished as items of the midshift meal.

This amount will be as follows:-

11 ozs of bread (or equivalent combination of bread, pasta and/or flour)	5 lire
4 ozs of fresh vegetables	3 lire
1 oz Dehydrated Soup	1 lire
0.2 ozs Salt	No charge

(2) The whole or any part of the Midshift Meal may be issued at the discretion of the Commanders mentioned in paragraph 4. In all such cases the cost of the ingredients so issued will be as prescribed in sub-paragraph a (1) above.

(3) Every effort must be made to make the full scale ration available where local conditions make it desirable.

b. Standard Meal (Office Workers)

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

11. Payment

a. Midshift Meal (Workers other than Office Workers)

(1) There will be deducted from the daily wages an amount equivalent to the cost of the food furnished as items of the midshift meal.

This amount will be as follows:-

11 ozs of Bread (or equivalent combination of bread, pasta and/or flour)	5 lire
6 ozs of fresh vegetables	3 lire
1 oz Dehydrated Soup	1 lire
0.2 ozs Salt	No charge

(2) The whole or any part of the Midshift Meal may be issued at the discretion of the Commanders mentioned in paragraph 4. In all such cases the cost of the components so issued will be as prescribed in sub-paragraph a (1) above.

(3) Every effort must be made to make the full scale ration available where local conditions make it desirable.

b. Standard Meal (Office Workers) :- This meal will be furnished at a cost of 5 lire per head per issue, which cost shall be deducted from the employees' wages.

12. Entitlement to Additional Civilian Rations

Heavy workers will be entitled under civilian economy w.e.f. 1 OCT 45 to a civilian supplementary ration card authorising them to purchase the following:-

100 gms Bread
& 20 gms Minestra daily.

or in the case of Miners & Forestry Workers:

400 gms Bread
& 20 gms Minestra daily.

Heavy workers of the Allied Forces are entitled to similar supplementary rations in addition to the midshift meal authorised under para 6 above.

47411

ADMM/202/1-4-02 Section H.Q. 12055 Sheet 1 No. 1 1950 21

To enable employees of the Allied Forces to obtain civilian supplementary ration cards, employing units will issue 'Certificate of Employment' as per Appendices "A" & "B" to all entitled workers on each pay day.

All Contractors' will be responsible for arranging with the local Italian authorities for the issue of civilian supplementary ration cards to their employees in accordance with the instructions issued by the Italian Ministry of Food.

Declassified E.O. 12065 Section 3-402/NND No. 785027

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

APPENDIX "A"

(UNIT)

AL SINDACO DEL COMUNE
Ufficio Razionamento.

Data.....

Heavy workers supplementary rations
Lavoratore pesante Razioni Supplementary.

Il presente documento certifica che il sottoscritto ha lavorato per le Forze Armate Alleate in qualita' di lavoratore pesante durante il periodo che va dal.. .....al.....ed ha diritto di ricevere le razioni supplementari secondo le disposizioni emanate dal Ministero dell'Alimentazione.	This document certifies that the undersigned has been employed by the Allied Forces as a heavy worker during the period from..... to..... and is entitled to receive a supplementary ration card in accordance with the instructions laid down by the Ministry of Food.

Firma del Lavoratore.

UNIT (UNIT)

N. Carta d'Identita.

4710

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

29 SET 1945

APPENDIX "B".

.....
(UNIT)

AL SINDACO DEL COMUNE
Ufficio Razionamento.

Data.....

Forestry Workers/Miners Supplementary Rations
Boscaiuoli/Minatori Razioni Supplementari

Il presente documento certifica che il sottoscritto ha lavorato per le Forze Armate Alleate in qualita' di Boscaiuolo/Minatore durante il periodo che va dal .....al.....ed ha diritto di ricevere le razioni supplementari secondo le disposizioni emanate dal Ministero dell'Alimentazione.

This document certifies that the undersigned has been employed by The Allied Forces as a Forestry Worker/Miner during the period from..... to..... and is entitled to receive a supplementary ration card in accordance with the instructions laid down by the Ministry of Food.

Firma del lavoratore.

TIMBRO (UNIT)

N. Carta D'Identita.

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

LABOR SUB COMMISSION
A. C.
Routing Slip

	Initials	Date
Mr. W. H. BRAINE		
Mr. SACHS		
Mr. HIRD		2/10
Mr. SCOTT		
Mr. PROCTOR		
Miss STEVENSON		
Miss SANSEVERINO		
Chief Clerk		

REMARKS:

HORSBURGH

LABOUR & WAGES CONTROL COMMITTEE

1. At the meeting of the AFLH (Italian) Board held on 22 Sept 45 the Labour & Wages Control Committee was instructed to recommend procedures for the continuation of all functions performed by this Committee when the Board is dissolved.

2. It is therefore for the members of the Committee to consider whether they are satisfied that its present functions should be handled by a Committee or whether they could be delegated to any other authority or authorities.

3. If it is decided that a representative Committee should deal with those functions previously performed by the Labour & Wages Control Committee it will then be necessary for recommendations to be submitted on the following points:

(a) Name of new Committee.

(b) Constitution and Chairmanship.

(c) Secretariat.

(d) Terms of Reference.

(e) Methods of Procedure.

Suggestions on the above points are submitted for the consideration of members as follows:

(a) Name of new Committee.

On the dissolution of the Board it will not be possible to continue to use the name: A.F.L.H. (Italian) Board
Labour & Wages Control Committee.
It is suggested that the new Committee be named:

"The Allied Force Labour & Wages Control Committee"

(b) Constitution & Chairmanship.

Present constitution is as follows:

Chairman : Director Labour Sub-Commission, HQ AMGOT

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

(d) Terms of Reference.

(e) Methods of Procedure.

Suggestions on the above points are submitted for the consideration of members as follows:

(e) Name of new Committee.

On the dissolution of the Board it will not be possible to continue to use the name: A.F.L.R. (Italian) Board
Labour & Wages Control Committee.
It is suggested that the new Committee be named:

"The Allied Force Labour & Wages Control Committee"

(b) Constitution & Chairmanship.

Present constitution is as follows:

Chairman : Director Labour Sub-Commission, HQ AFHQ

Members : representatives of :

C-in-C Med.
Comdr. U.S. Naval Forces NW African Waters
C-in-C R.A.F. Med/ME.
Labour AFHQ.
CG, MTOUSA.
DMR, ITALY.
AAFSC/MTO.
Hq XIII Corps.
CG, PBS.
Hq 2 District.
Hq 3 District.
CG, R.E.C.
Hq Adriatic Base Command.
Hq AFCOM.

4739

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

In this instance it is for members to decide whether their interests should continue to be represented on the new Committee.

(c) Secretariat.

In order to ensure continuity it is suggested that AFLRS (AFHQ) continue to supply the Secretariat.

(d) Terms of Reference.

The present terms of reference of the Labour & Wages Control Committee are:

To review rates of pay, compensation, etc. for labour in occupied Italy, and to make recommendations as to any regulations considered necessary to control these rates.
It is suggested that these be amended to read:

"To review rates of wages, and conditions of employment for employees of the Allied Forces in Italy and to make recommendations as to any regulations considered necessary to control these wages and conditions."

(e) Methods of Procedure.

In view of the abolition of the Board a revised procedure is necessary, and the Joint Chairman of the Board have submitted a suggestion for consideration to the effect that the recommendations of the Committee be submitted to the C.O, AFHQ, and Chief Commissioner Allied Commission for their approval prior to becoming effective.

25 September 1945

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

LJC/906

COPY NO: 41

ALLIED FORCE LOCAL RESOURCES SECTION
A.F.H.Q.

LRS/211A

Postal Address:
AFLRS Rome Area Allied Command
C. M. F.

Telephone: ROME 66275

22 September 1945.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

M I N U T E S

67. The twenty-sixth meeting of the Board was held at 1130 hours on Saturday, 22 September 45 in the AFLRS (AFHQ) Conference Room, ROME.

PRESENT:

Chief Commissioner, AICOM } Joint
D/C.A.O., AFHQ } Chairmen

G-4 (A), AFHQ
G-5 AFHQ
Vice-President, Economic Section, AICOM.

REPRESENTATIVES OF:

C-in-C Med.
C-in-C, RAF, MED and MID-EAST.
Q (Maint), AFHQ
CC, MTOUSA
USAAF/MTO

IN ATTENDANCE:

Chairmen of:

Labour & Wages Control Committee.
Materials Committee

Chief of Section (UK), AFLRS (AFHQ)
DAQMG, AFLRS (AFHQ)
FL., RAF

REPRESENTATIVE OF:

Declassified E.O. 12065 Sec. 3-402/NNDC No. 785021

C-4 (A), AFHQ
G-5 AFHQ
Vice-President, Economic Section, ALCOM.

REPRESENTATIVES OF:

C-in-C Med.
C-in-C, RAF, MED and MID-EAST.
Q (Maint), AFHQ
CG, MTOUSA
USAAF/MTO

IN ATTENDANCE:

Chairmen of:

Labour & Wages Control Committee.
Materials Committee

Chief of Section (US), AFLRS (AFHQ)
DAQMG, AFLRS (AFHQ)
FA., RAF

REPRESENTATIVE OF:

DES., AFHQ

4738

68. MINUTES OF LAST MEETING

The minutes of the twenty-fifth meeting held on 4 AUG 45 were received and approved.

69. TIMBER CUTTING

A report submitted by AFLRS, in accordance with minute 64(a) of the last meeting of the Board, on the timber cutting activities of the Allied Forces in ITALY was received and accepted.

.....70.

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

Declassified E.O. 12065 Section 3-402/NNMC MO. 485021

70. REPORTS FROM COMMITTEES

(a) Materials Committee

Meeting of 20 AUG 45. The following items are deleted from the list of controlled and restricted items:-

1. Leather and all leather articles (w.e.f. 1 OCT 45)

2. Matches.

(b) Electric Power Committee

Meeting of 25 AUG 45. Accepted and approved.

The Board accepted the recommendation made by the Committee regarding the restoration of the fuel oil supply to the NAPLES Thermal Plants to its previous level. It was noted that the completion date for the repairs to the transmission line connecting Central to Southern ITALY was now estimated to be [illegible] 15 October.

(c) Food Supply Committee

Meeting of 22 AUG 45. Accepted and approved.

(a) Labour & Wages Control Committee

Meeting of 23 AUG 45.

The recommendation in respect of the abolition of the present Supplementary Ration Cards was approved.

The recommendations of the Committee in respect of the minutes of meetings of Local Sub-Committees were approved.

The Board considered the findings of the Joint Military Finance Committee regarding pay in lieu of notice. It was agreed that G-4 AFHQ in conjunction with HQ AFCOM would prepare an instruction notifying all concerned that pay in lieu of notice is not authorised and that employing units should give adequate notice of cessation of employment to their civilian employees.

The HQ FBS proposal on the computation of overtime and the findings of the Joint Military Finance Committee thereon, were considered by the Board and it was decided to refer this matter back to the Labour & Wages Control Committee for further consideration.

The changes in membership as recommended were approved.

(e) Labour & Wages Control Committee

(d) Labour & Wages Control Committee

Meeting of 23 AUG 45.

The recommendation in respect of the abolition of the present Supplementary Ration Cards was approved.

The recommendations of the Committee in respect of the minutes of meetings of Local Sub-Committees were approved.

The Board considered the findings of the Joint Military Finance Committee regarding pay in lieu of notice. It was agreed that G-4 AFHQ in conjunction with HQ AICOM would prepare an instruction notifying all concerned that pay in lieu of notice is not authorized and that employing units should give adequate notice of cessation of employment to their civilian employees.

The HQ PBS proposal on the computation of overtime and the findings of the Joint Military Finance Committee thereon, were considered by the Board and it was decided to refer this matter back to the Labour & Wages Control Committee for further consideration.

The changes in membership as recommended were approved.

(Labour & Wages Control Committee

Meeting of 5 SEP 45. Accepted and approved.

71. CONTINUATION OF ACTIVITIES OF THE APLR (L) BOARD

A proposal regarding the cessation of the activities of the Board and its Committees was received from HQ AICOM.

The Board instructed the Chairmen of the Committees as follows:

(a) Materials Committee

&

Food Supply Committee

to clear up any outstanding business and where applicable to recommend procedures for dealing with those matters previously handled by the Committee.

.....(b)

Declassified E.O. 12065 Sec. 3-402/NNDC NO. 785021

(b) Electric Power Committee

To clear up any outstanding business and to submit a recommendation on the procedure to be adopted to ensure the satisfaction of military requirements of electric power in the future with particular reference to the NAPLES area.

(c) Labour & Wages Control Committee

To recommend procedures for the continuation of all functions performed by this Committee when the Board is dissolved.

A suggestion was submitted by the Joint Chairmen for the consideration of the Committee to the effect that the Committee might continue as at present constituted and its recommendations submitted to the C.A.O., AFHQ and Chief Commissioner, Allied Commission, for their approval prior to becoming effective.

The above recommendations to be submitted by the Secretariat to the Joint Chairmen of the Board.

72. ALL[illegible] FORCE LOCAL RESOURCES SECTION

A.F.L.R.S. (AFHQ) reported that the question of the desirability or otherwise of continuing its activities was at present under review and that a report on this subject would be submitted to C.A.O., AFHQ.

73. NEXT MEETING

The Board was adjourned sine die and will be re-assembled at the notice of the Joint Chairmen.

THOMAS R. GIBSON, Colonel, AUS,
Chief of Section (US),
A.F.L.R.S.

for B. K. MICHAELSON, Lt-Colonel, RCE
Chief of Section (Br),
A.F.L.R.S.

Declassified E.O. 12065 Section 3-402/NND NO. 785021

72. ALL FORCE LOCAL RESOURCES SECTION

A.F.L.R.S. (AFHQ) reported that the question of the desirability or otherwise of continuing its activities was at present under review and that a report on this subject would be submitted to C.A.O., AFHQ.

73. NEXT MEETING

The Board was adjourned sine die and will be re-assembled at the notice of the Joint Chairmen.

THOMAS R. GIBBON, Colonel, AUS,
Chief of Section (US),
A.F.L.R.S.

B. K. MICHAELSON, Lt-Colonel,
Chief of Section (Br),
A.F.L.R.S.

SJBL/rgf

DISTRIBUTION - see reverse

4737

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

DISTRIBUTION

Copy No.

1	C-in-C Med.
2/4	Comdr, U S. Naval Forces, North-West African Waters
5	C-in-C RAF, Med. & Mid-East
6	CAO, AFHQ
7	D/CAO, AFHQ
8/15	G-4 (A), AFHQ
16/17	G-5, AFHQ
18	Q(Maint), AFHQ
19	Q(AE), AFHQ
20	REME, AFHQ
21/22	Labour, AFHQ
23	Fiscal Director, AFHQ
24	F.A., AFHQ
25	C.G., MTOUSA
26	USAAF/MTO
27	AAFSC/MTO
28	HQ, 21 Group, RAF
29	F.A., RAF
30	Vice-Admiral, MALTA & Central Med.
31	SPMEDUSNO, ITALY
32	Chief Commissioner, ALCOM
33	[illegible], ALCOM
34	Vice-President, Economic Section
35/40	Economic Section
41/42	Labour Sub-Commission
43	Chairman, Materials Committee
44	Chairman, Electric Power Committee
45	Chairman, Food Supply Committee
46	Chairman, Labour & Wages Control Committee
47	Chairman, Industrial Co-ordination Committee
48/51	War Diary
52	File
53/90	Spares

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

COPY NO: 42

ALLIED FORCE LOCAL RESOURCES SECTION
A.F.H.Q.

LRS/211A

Postal Address:
AFLRS Rome Area Allied Command
C. M. F.

Telephone: ROME 66275

22 September 1945.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

M I N U T E S

67. The twenty-sixth meeting of the Board was held at 1130 hours on Saturday, 22 September 45 in the AFLRS (AFHQ) Conference Room, ROME.

PRESENT:

Chief Commissioner, ALCOM } Joint
D/C.A.O., AFHQ } Chairmen

G-4 (A), AFHQ
G-5 AFHQ
Vice-President, Economic Section, ALCOM.

REPRESENTATIVES OF:

C-in-C Med.
C-in-C, RAF, MED and MID-EAST.
Q (Maint), AFHQ
CG, MTOUSA
USAAF/MTO

IN ATTENDANCE:

Chairmen of:

Labour & Wages Control Committee.
Materials Committee

Chief of Section (US), AFLRS (AFHQ)
DAQMG, AFLRS (AFHQ)
FA., RAF

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

PRESENT:

Chief Commissioner, ALCOM) Joint
D/C.A.O., AFHQ) Chairmen

G-4 (A), AFHQ
G-5 AFHQ
Vice-President, Economic Section, ALCOM.

REPRESENTATIVES OF:

C-in-C Med.
C-in-C, RAF, MED and MID-EAST.
Q (Maint), AFHQ
CG, MTOUSA
USAAF/MTO

IN ATTENDANCE:

Chairmen of:

Labour & Wages Control Committee.
Materials Committee

Chief of Section (US), AFLRS (AFHQ)
DAQMG, AFLRS (AFHQ)
FA., RAF

REPRESENTATIVE OF:

DES., AFHQ

4736

68. MINUTES OF LAST MEETING

The minutes of the twenty-fifth meeting held on 4 AUG 45 were received and approved.

69. TIMBER CUTTING

A report submitted by AFLRS, in accordance with minute 64(a) of the last meeting of the Board, on the timber cutting activities of the Allied Forces in ITALY was received and accepted.

.....70.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

70. REPORTS FROM COMMITTEES

(a) Materials Committee

Meeting of 20 AUG 45. The following items are deleted from the list of controlled and restricted items:-

1. Leather and all leather articles (w.e.f. 1 OCT 45)

2. Matches.

(b) Electric Power Committee

Meeting of 25 AUG 45. Accepted and approved.

The Board accepted the recommendation made by the Committee regarding the restoration of the fuel oil supply to the NAPLES Thermal Plants to its previous level. It was noted that the completion date for the repairs to the transmission line connecting Central to Southern ITALY was now estimated to be [illegible] Mid-October.

(c) Food Supply Committee

Meeting of 22 AUG 45. Accepted and approved.

(d) Labour & Wages Control Committee

Meeting of 23 AUG 45.

The recommendation in respect of the abolition of the present Supplementary Ration Cards was approved.

The recommendations of the Committee in respect of the minutes of meetings of Local Sub-Committees were approved.

The Board considered the findings of the Joint Military Finance Committee regarding pay in lieu of notice. It was agreed that G-4 AFHQ in conjunction with HQ AICOM would prepare an instruction notifying all concerned that pay in lieu of notice is not authorized and that employing units should give adequate notice of cessation of employment to their civilian employees.

The HQ FBS proposal on the computation of overtime and the findings of the Joint Military Finance Committee thereon, were considered by the Board and it was decided to refer this matter back to the Labour & Wages Control Committee for further consideration.

The changes in membership as recommended were approved.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

connecting Central to Southern Luzon was now estimated to be [illegible] mid-October.

(c) Food Supply Committee

Meeting of 22 AUG 45. Accepted and approved.

(d) Labour & Wages Control Committee

Meeting of 23 AUG 45.

The recommendation in respect of the abolition of the present Supplementary Ration Cards was approved.

The recommendations of the Committee in respect of the minutes of meetings of Local Sub-Committees were approved.

The Board considered the findings of the Joint Military Finance Committee regarding pay in lieu of notice. It was agreed that G-4 AFWESPAC in conjunction with HQ AFCOM would prepare an instruction notifying all concerned that pay in lieu of notice is not authorized and that employing units should give adequate notice of cessation of employment to their civilian employees.

The HQ PBS proposal on the computation of overtime and the findings of the Joint Military Finance Committee thereon, were considered by the Board and it was decided to refer this matter back to the Labour & Wages Control Committee for further consideration.

The changes in membership as recommended were approved.

(e) Labour & Wages Control Committee

Meeting of 5 SEP 45. Accepted and approved.

71. CONTINUATION OF ACTIVITIES OF THE AFLR (I) BOARD

A proposal regarding the cessation of the activities of the Board and its Committees was received from HQ AFCOM.

The Board instructed the Chairmen of the Committees as follows:

(a) Materials Committee

Food Supply Committee

to clear up any outstanding business and where applicable to recommend procedures for dealing with these matters previously handled by the Committee

.....(b)

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

(b) Electric Power Committee

To clear up any outstanding business and to submit a recommendation on the procedure to be adopted to ensure satisfaction of military requirements of electric power in the future with particular reference to the NAPLES area.

(c) Labour & Wages Control Committee

To recommend procedures for the continuation of all functions performed by this Committee when the Board is dissolved.

A suggestion was submitted by the Joint Chairmen for the consideration of the Committee to the effect that the Committee might continue as at present constituted and its recommendations submitted to the C.-in-C., AFHQ and Chief Commissioner, Allied Commission, for their approval prior to becoming effective.

The above recommendations to be submitted by the Secretariat to the Joint Chairmen of the Board.

12. ALLIED FORCE LOCAL RESOURCES SECTION

A.F.L.R.S. (AFHQ) reported that the question of the desirability or otherwise of continuing its activities was at present under review and that a report on this subject would be submitted to C.A.O., AFHQ.

13. NEXT MEETING

The Board was adjourned sine die and will be re-assembled at the notice of the Joint Chairmen.

GEORGE E. STRONG, Colonel, GSC,
Chief of Section (US),
A.F.L.R.S.

/s/ E. K. MICHAELSON, Lt-Colonel, GSC
Chief of Section (Br),
A.F.L.R.S.

Declassified E.O. 12065 Section 3-402/NNDC NO. 178502

The above recommendations to be submitted by the Secretariat to the Joint Chairmen of the Board.

72. ALLIED FORCE LOCAL RESOURCES SECTION

A.F.L.R.S. (AFHQ) reported that the question of the desirability or otherwise of continuing its activities was at present under review and that a report on this subject would be submitted to C.A.O., AFHQ.

73. NEXT MEETING

The Board was adjourned sine die and will be re-assembled at the notice of the Joint Chairmen.

THOMAS R. GIBSON, Colonel, AUS,
Chief of Section (US),
A.F.L.R.S.

/s/ B. K. MICHAELSON, Lt-Colonel, AUS
Chief of Section (Br),
A.F.L.R.S.

TRG:BKM:JEL/rgf

DISTRIBUTION - See Foregoing

4735

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

DISTRIBUTION

Copy No.

1	C-in-C Med.
2/4	Comdr, U S. Naval Forces, North-West African Waters
5	C-in-C RAF, Med. & Mid-East
6	CAO, AFHQ
7	D/CAO, AFHQ
8/15	G-4 (A), AFHQ
16/17	G-5, AFHQ
18	Q(Maint), AFHQ
19	Q(AE), AFHQ
20	PERS, AFHQ
21/22	Labour, AFHQ
23	Fiscal Director, AFHQ
24	P.A., AFHQ
25	C.C., MTOUSA
26	USAAF/MTO
27	AAFSC/MTO
28	HQ, 211 Group, RAF
29	P.A., RAF
30	Vice-Admiral, MALTA & Central Med.
31	[illegible], ITALY
32	Chief Commissioner, ALCOM
33	HQ, ALCOM
34	Vice-President, Economic Section
35/40	Economic Section
41/42	Labour Sub-Commission
43	Chairman, Materials Committee
44	Chairman, Electric Power Committee
45	Chairman, Food Supply Committee
46	Chairman, Labour & Wages Control Committee
47	Chairman, Industrial Co-ordination Committee
48/51	War Diary
52	File
53/90	Spares

Declassified E.O. 12065 Sec. 3-402/NND NO. 785021

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

LABOUR SUB COMMISSION
A. C.
Routing Slip

	Initials	Date
Mr. W.H. BRAINE	[illegible]	
Mr. SACHS		
Mr. HIRD		
Mr. SCOTT	RA	27/9
Mr. PROCTOR	[illegible]	27/9.
Miss STEVENSON		
Miss SANSEVERINO		
Chief Clerk		

REMARKS:

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

LABOUR SUB COMMISSION
A. C.
Routing Slip

	Initials	Date
Mr. W.H. ~~BRAINE~~		
Mr. SACHS		
Mr. HIRD	RS	25/6
Mr. SCOTT		29
Mr. PROCTOR		3/10
Miss STEVENSON		
Miss SANSEVERINO		
Chief Clerk		

REMARKS:

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

CSC/906/403

ALLIED FORCE HEADQUARTERS

LABOUR DIRECTORATE

SUBJECT : Distribution of Civilian Labour. DL/69/6

Tel : FREEDOM 529

Q(Maint), A.F.H.Q.

A.F.L.R.S., H.Q., ROME Area.

Labour Sub-Commission, H.Q., Allied Commission.

1. Attached for information is copy of Distribution of Civilian Labour by Employing Services, as at 31 Aug 45.

2. The figures shown are the average number of civilian employees supplied daily to the Allied Forces by British Civil Labour Units during the month of Aug 45.

3. The numbers supplied to the British Army have fallen by 9861 during the month under review.

(T.H. HORSBURGH, Lt. Col., A.D.L. (Civil)).
for Brigadier,
Director of Labour,
A.F.H.Q.

19 Sep 45
HG

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

DISTRIBUTION OF CIVILIAN LABOUR AS AT 31 A

Employing Service	SKILLED LABOUR: BTA	XIII Corps	Two District	Three District	CHINDIT	BTNA	TOTAL SKILLED	UNSKILLED: BTA	XIII Corps	Two District	Th Dist
M & Tn											
(a) Docks	-	184	4	2663	53		2904		478		
(b) Tn Rlys	22	86	154	324			666	20	297	846	
(c) Misc	-	44		456			500		29	4	
R.E.											
(a) Constr	103	40	1030	1917	904		3994	69	355	2197	
(b) Roads	15	439	62	229	87		832	5	1192	512	
(c) W/Shops	161	1277	528	2054	936	1	5917	199	1385	725	
(d) Stores	132	138	111	1048	87		1516	291	1275	579	
(e) Misc			510	2454	123		3087			560	
S & T											
(a) Supplies	152	500	312	1589	250	66	2869	229	1905	1423	
(b) Petrol	3	39	108	344	19		503	27	1706	1015	
(c) Transport	80	180	1396	5128	133		6915	116	158	562	
(d) Misc	-	649	39	1602	16		2515		2012	29	
REME											
(a) W/Shops	116	369	1360	22687	448	160	25619	123	307	612	
(b) Misc	-		100	286			386			46	
ORDNANCE											
(a) Stores	269	101	851	9720	377	80	10778	135	389	645	
(b) Ammn	-	65	40	373	34		537		617	1380	
(c) Misc	169	4	85	2264	32	41	2593	203	285	57	
MISCELLANEOUS											
(a) Salvage	-		94	389			483			141	
(b) Medical	91	99	114	584	101		984	326	1032	1198	
(c) Signals	-		120	35	24		352			280	
(d) Sundry	2781	2411	5780	11208	1039	496	23695	2568	2804	8394	
Br. Army Totals	4114	7825	12178	68381	4725	724	97498	4359	16113	19278	
Other Employers											
(a) RN		479	1661	5956	119	176	8211		280	1162	
(b) RAF	79	469	182	5491	79	1095	7375	119	523	364	
(c) US		796	1447	8428	418		11089		144	1775	
(d) UNRRA					110		110				
TOTALS	4193	9069	15388	88125	5451	2084	124281	4453	17065	22558	

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

DISTRIBUTION OF CIVILIAN LABOUR AS AT 31 AUG 45

ETRA	TOTAL SKILLED	UNSKILLED LABOUR: HTA	XXXI Corps	Two District	Three District	GREECE	HTSA	TOTAL UNSKILLED	TOTAL SKILLED & UNSKILLED
	2904		476		2327	613		3416	6320
	646	20	297	648	80			1245	1891
	500		29	4	724			757	1257
	3994	69	355	2197	3216	1420		7257	11251
	832	6	1192	812	1511	177		3497	4329
1	5917	199	1393	728	2691	465		5474	11391
	1516	291	1275	1379	5526	626	112	9211	10727
	3067			550	2095	96		3358	6425
65	2969	229	1906	1423	9132	1078	313	14079	16048
	503	27	1706	1015	2925	536		6214	6717
	6915	115	153	566	1436	250		2557	9472
	2515		2012	29	2403	22		4486	6981
160	28619	125	807	612	5526	165	30	6763	35382
	386			46	88			134	520
80	10772	155	369	645	11398	634	34	13215	25987
	557		517	1590	6136	128		8161	8938
41	2593	205	285	57	1760	35		2350	4943
	485			141	1282		35	1458	1971
	954	325	1032	1196	5175	1021		8751	7736
	252			280	135	75		490	712
485	25005	2586	2804	5504	14668	1254	204	26922	50907
734	97485	4539	16118	19378	79677	8572	726	127706	225290
174	6211		280	1162	4374	132	91	5709	13920
1006	7373	119	523	344	5457	241	1293	7877	15255
	11069		144	1776	10214	589		15322	26411
	119					15		16	125
2004	124231	4658	17045	22558	99002	9649	2017	156426	278909

ISC/906

COPY NO: 101

ALLIED FORCE LOCAL RESOURCES SECTION
A.F.H.Q.

LRS/214A

Postal Address:
APMIS Rome Area Allied Command
C. M. F.

Telephone: ROME 66275

19 September 1945.

ALLIED FORCE LOCAL RESOURCES (F.L.R.) BOARD

LABOUR & WAGES CONTROL COMMITTEE

AMENDMENT TO AGENDA

Reference Agenda for thirty-ninth meeting of the Labour and Wages Con. Committee circulated under this office reference LRS/214A, dated 15 Sep 45.

Annexure 5, first paragraph, should be amended to read:-

"Proposed Amendment to AFHQ Administrative Memorandum No 34, 1945 as submitted by HQ MMOTO."

S. J. B. LOUDEN, Major, D.S.O.,
Secretary,
A. F. L. R. (ITALIAN) BOARD.

SJBL/ncf

Declassified E.O. 12065 Section 3-402/NNDC No. 78-5021

Reference Agenda for thirty-ninth meeting of the Labour and Wages Committee circulated under this office reference LRS/2144 dated 15th Aug 45.

Annexure 5, first paragraph, should be amended to read:-

"Proposed Amendment to AFHQ Administrative Memorandum No 34, 1945 as submitted by HQ MEDITERRANEAN".

S. J. B. LOUDEN, Major, DAGMC,
Secretary,
A. F. L. R. (ITALIAN) BOARD.

SJBL/rcf

DISTRIBUTION

As per Agenda

4731

Declassified E.O. 12065 Section 3-402/NND NO. 785021

DISTRIBUTION

Copy No:

1/2	C-in-C Med.
3/5	ComAir, US Naval Forces, NW African Waters
6	C-in-C RAF, MED/ME
7	CAO, AFHQ
8	D/CAO, AFHQ
9/16	G-4 (L) AFHQ
17/18	G-5, AFHQ
19	Q(Maint), AFHQ
20	Q(AF), AFHQ
21	Engrs. (B), AFHQ
22	DES, AFHQ
23	S & T AFHQ
24	Ord (B), AFHQ
25	REME, AFHQ
26/27	Labour, AFHQ
28	Fiscal Director, AFHQ
29	PA, AFHQ
30	D.P.I.C., AFHQ
31	C.G., MTOUSA
32	C.P.A., MTOUSA
33/34	D.M.P., ITALY
35	USSAF/AFHQ
36/39	LAFSO/MTO
40/41	HQ 211 Group, RAF
42	P.A., RAF
43/44	HQ Eighth Army
45/46	HQ XIII Corps (Includes one for local Sub-Committee)
47	D.S.P., MEF CMF
48/49	C.G., PBS (Includes one for local Sub-Committee)
50/51	C.G., PBS (South) (Includes one for local Sub-Committee)
52	D.P.A., PBS
53	D.P.A., PBS (South)
54/56	HQ 2 District (Includes one for local Sub-Committee)
57/66	HQ 3 District (Includes one for each local Sub-Committee)
67/72	C.G., NOME Area Allied Command (Includes one for local Sub-Committee)
73/74	HQ Adriatic Base Command
75	BN (FORMIA) NOME
76	SEMILEMO, ITALY
77	C.S., TARANTO
78	COMNOB, PALERMO
79	NOIC, TARANTO
80/81	NOIC, NAPLES
82	NOIC, ANCONA

Declassified E.O. 12065 Section 3-402/NND No. 785021

31	C.S., LEGHORN
32	G.P.A., MEDUSA
33/34	D.M.R., ITALY
35	USALF/MTO
36/39	AAFSC/MTO
40/41	HQ 214 Group, RAF
42	F.A., RAF
43/44	HQ Eighth Army
45/46	HQ XIII Corps (Includes one for local Sub-Committee)
47	D.S.P., UDF CMF
48/49	C.G., PBS (Includes one for local Sub-Committee)
50/51	C.O., PBS (South) (Includes one for local Sub-Committee)
52	B.P.A., PBS
53	B.P.A., PBS (South)
54/56	HQ 2 District (Includes one for local Sub-Committee)
57/66	HQ 3 District (Includes one for each local Sub-Committee)
67/72	C.G., ROME Area Allied Command (Includes one for local Sub-Committee)
73/74	HQ Adriatic Base Command
75	RN (FORALI) ROME
76	SENALUSNO, ITALY
77	C.S., TARANTO
78	CORMOB, PALERMO
79	NOIC, TARANTO
80/81	NOIC, NAPLES
83	NOIC, ANCONA
84	NOIC, TRIESTE
85	NOIC, VENICE
86	NOIC, GENOA
87	S.N.O., Eastern SICILY
88	C-in-C Med Rep., ROME
89	M.W.T.B.
90	W.S.A.
91	Chief Commissioner, AIOCM
92	HQ, AIOCM
93	Vice-President, Economic Section
94/99	Economic Section
100	Finance Sub-Commission
101/102	Labour Sub-Commission
103	MWTB & Shipping Sub-Commission
104	Chairman, Labour & Wages Control Committee
105/108	War Diary
109	File
110/140	Spares

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

LABOUR SUB COMMISSION
A. C.
Routing Slip

	Initials	Date
Mr. W.H. BRAINE	HM Cm	
Mr. SACHS		
Mr. HIRD		20/2
Mr. SCOTT		21/2
Mr. PROCTOR		21/2
Miss STEVENSON		21/2
Miss SANSEVERINO		
Chief Clerk		

REMARKS:

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

1/179

LABOUR

15C/906

COPY NO: 101

ALLIED FORCE LOCAL RESOURCES SECTION
A.F.H.Q.

Postal Address:
AFLRS Rome Area Allied Command
M. F.

Telephone: ROME 66275

LRS/2141

15 September 1945.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - AGENDA

The thirty-ninth meeting of the Labour & Wages Control Committee will be held at 0930 hours on Wednesday, 26 SEP 45 in the AFLRS (AFHQ) Conference Room, 2nd Floor, 66 Piazza dell'Esedra, ROME, to consider the following Agenda:-

1. Minutes of the thirty-seventh meeting held on 23 AUG 45.

2. Minutes of the thirty-eighth (special) meeting held on 5 SEP 45.

3. To consider any matters arising out of the meeting of the Board held on 22 SEP 45.

4. To receive the Minutes of the meetings of the following Local Sub-Committees:-

   (a) 52 Area Local Sub-Committee - TARANTO
   meeting of 14 AUG 45 (Annexure 1)

   (b) ROME Area Allied Command Local Sub-Committee - ROME
   meeting of 4 SEP 45 (Annexure 2)

5. To consider a draft of a proposed instruction (Annexure 3) arising from Minute 202 of the thirty-seventh meeting regarding the supply of food to Italian civilians employed by the Allied Forces, with particular reference to para 12 and the system to be adopted to permit heavy workers of the Allied Forces to obtain the additional Heavy Workers' Civilian Ration.

6. To receive from HQ 1 District comparison tables (Annexure 4)

Conference Room, 2nd Floor, [illegible]
following Agenda:-

1. Minutes of the thirty-seventh meeting held on 23 AUG 45.

2. Minutes of the thirty-eighth (special) meeting held on 5 SEP 45.

3. To consider any matters arising out of the meeting of the Board held on 22 SEP 45.

4. To receive the Minutes of the meetings of the following Local Sub-Committees:-

   (a) 52 Area Local Sub-Committee - TARANTO meeting of 14 AUG 45 (Annexure 1)

   (b) ROME Area Allied Command Local Sub-Committee - ROME meeting of 4 SEP 45 (Annexure 2)

5. To consider a draft of a proposed instruction (Annexure 3) arising from Minute 202 of the thirty-seventh meeting regarding the supply of food to Italian civilians employed by the Allied Forces, with particular reference to para 12 and the system to be adopted to permit heavy workers of the Allied Forces to obtain the additional Heavy Workers' Civilian Ration.

6. To receive from HQ 1 District comparison tables (Annexure 4) in support of the increases granted at the Local Sub-Committee meeting held at PADOVA on 30 JUN 45.

7. To receive, in accordance with Minute 210 of the thirty-seventh meeting of the Committee, a proposal (Annexure 5) submitted by HQ, MTOUSA regarding the payment of cost of living bonus.

8. Any other business.

9. To set a date for the next meeting.

4730

S. J. B. LOUDEN, Major, DAQMG,
Secretary,
A. F. L. R. (Italian) BOARD.

SJBL/rjf

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

DISTRIBUTION

Copy No.	
1/2	C-in-C Med,
3/5	Comdr., US Naval Forces, NW African Waters
6	C-in-C RAF, MED/ME
7	CAO, AFHQ
8	D/CAO, AFHQ
9/16	G-4 (A), AFHQ
17/18	G-5, AFHQ
19	Q(Maint), AFHQ
20	Q(AE), AFHQ
21	Engrs (B), AFHQ
22	DEO, AFHQ
23	S & T, AFHQ
24	Ord (B), AFHQ
25	RE(E), AFHQ
26/27	Labour, AFHQ
28	Fiscal Director, AFHQ
29	P.A., AFHQ
30	D.P.I.O., AFHQ
31	C.G., MTOUSA
32	G.P.A., MTOUSA
33/34	D.M.R., ITALY
35	USAAF/MTO
36/39	AAFSC/MTO
40/41	HQ, 214 Group, RAF
42	F..., RAF
43/44	HQ, Eighth Army
45/45	HQ, XIII Corps (Includes one for local Sub-Committee)
47	D.S.P., UDF, CLF
48/49	C.G., PBS (Includes one for Local Sub-Committee)
50/51	C.G., PBS (South) (Includes one for Local Sub-Committee)
52	B.P.A., PBS
53	B.P.A., PBS (South)
54/56	HQ, 2 District (Includes one for Local Sub-Committee)
57/66	HQ, 3 District (Includes one for each Local Sub-Ctee)
67/72	C.G., ROME Area Allied Command (Includes one for Local Sub-Committee)
73/74	HQ, Adriatic Base Command
75	R.N. (POTALI), ROME
76	SIEALUSNO, ITALY
77	C.S., TARANTO
78	COMNOB, PALERMO
79	NOIC, TARANTO
80/81	NOIC, NAPLES
83	NOIC, ANCONA
84	NOIC, TRIESTE
86	NOIC, VENICE

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

33/34 D.M.R., ITALY
35 USAAF/MTO
36/39 AAFSC/MTO
40/41 HQ, 214 Group, RAF
42 F...., RAF
43/44 HQ, Eighth Army
45/46 HQ, XIII Corps (Includes one for local Sub-Committee)
47 D.S.P., UDF, CMF
48/49 C.G., PBS (Includes one for Local Sub-Committee)
50/51 C.O., PBS (South) (Includes one for Local Sub-Committee)
52 B.P.A., PBS
53 B.P.A., PBS (South)
54/56 HQ, 2 District (Includes one for Local Sub-Committee)
57/66 HQ, 3 District (Includes one for each Local Sub-Ctee)
67/72 C.G., PGE Area Allied Command (Includes one for Local Sub-Committee)

73/74 HQ, Adriatic Base Command
75 R.N. (FOTALI), ROME
76 SEMALUSNO, ITALY
77 C.S., TARANTO
78 COMNOB, PALERMO
79 NOIC, TARANTO
80/81 NOIC, NAPLES
83 NOIC, ANCONA
84 NOIC, TRIESTE
85 NOIC, VENICE
86 NOIC, GENOA
87 S.N.O., Eastern SICILY
88 C-in-C Med Rep., ROME
89 M.W.T.B.
90 W.S.A.
91 Chief Commissioner, ALCOM
92 HQ, ALCOM
93 Vice-President, Economic Section
94/99 Economic Section
100 Finance Sub-Commission
101/102 Labour Sub-Commission
103 MWTB & Shipping Sub-Commission
104 Chairman, Labour & Wages Control Committee
105/108 War Diary
109 File
110/140 Spares

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

ANNEXURE I.

MINUTES OF THE FOURTH MEETING OF 52 AREA LABOUR SUB-COMMITTEE HELD ON TUESDAY, 14 AUGUST 45.

- -

Present :-	Major	F.W.R. Sexton (Chairman)	D.A.Q.M.G.
	Major	H. Chandler	O.C. 2910 CLU
	Major	W. Brown	82 CRE (Works)
	Major	G. Williams	Port Supt.
	Capt.	D.J. Underwood	91 Garrison
	Sub Lieut.	Gibson	RN Civil Labour Office
	Lieut.	E. Boardman	2903 CLU
	Lieut.	W.J. McIlroy	OC 748 Service Sta REME

1. MINUTES OF PREVIOUS MEETING.

Minutes of the previous meeting, held on 5 June 1945 were read and approved.

2. SAPIO OXYGEN & ACETYLENE FACTORY, TARANTO - NEW GRADES & RATES OF PAY.

OC 2910 CLU moved that the following new grades and rates of pay provisionally established by OC 2910 CLU with the Liaison Officer, AC BARI in respect of employees of SAPIO Oxygen & Acetylene Factory, TARANTO, wef 16 July 45 be approved by this Committee.

Proposed New Grades	Min. Basic.	Max. Basic.
Maintenance Engineer Mechanic	165 lire	225 lire
Oxygen & Acetylene Specialist	150 "	225 "
Oxygen & Acetylene Cylinder Filler	145 "	200 "

OC 2910 CLU went on to explain that owing to continual unrest and threatened strikes this matter had demanded immediate action, specially since these employees were the only available oxygen - acetylene workers in the TARANTO Area providing all the oxygen and acetylene for 52 Area and 50% of demands for BARI and BARLETTA.

After investigation it was found that these workers were highly specialised and could not be replaced without seriously impeding the output and safety of the installation. He was of the opinion that these new grades and rates of pay (solely applicable to SAPIO) were justified. The proposal was seconded by Port Supt., put to the vote and carried unanimously.

3. THE 48 hrs WEEK (REF ADMIN MEMO 34).

The OC 2910 CLU referred the committee to Admin Memos 34 and 37 regarding the 48 hrs week and overtime from which he read extracts and intimated

Public Records P.O. 12065 Section 3-402/NARS MO. 1985021

2. SAPIO OXYGEN & ACETYLENE FACTORY, TARANTO - NEW GRADES & RATES OF PAY.

OC 2910 CLU moved that the following new grades and rates of pay provisionally established by OC 2910 CLU with the Liaison Officer, AC BARI in respect of employees of SAPIO Oxygen & Acetylene Factory, TARANTO, wef 16 July 45 be approved by this Committee.

Proposed New Grades	Min. Basic.	Max. Basic.
Maintenance Engineer Mechanic	165 lire	225 lire
Oxygen & Acetylene Specialist	150 "	225 "
Oxygen & Acetylene Cylinder Filler	145 "	200 "

OC 2910 CLU went on to explain that owing to continual unrest and threatened strikes this matter had demanded immediate action, specially since these employees were the only available oxygen - acetylene workers in the TARANTO Area providing all the oxygen and acetylene for 52 Area and 50% of demands for BARI and BARLETTA.

After investigation it was found that these workers were highly specialised and could not be replaced without seriously impeding the output and safety of the installation. He was of the opinion that these new grades and rates of pay (solely applicable to SAPIO) were justified. The proposal was seconded by Port Supt., put to the vote and carried unanimously.

3. THE 48 hrs WEEK (REF ADMIN MEMO 34).

The OC 2910 CLU referred the committee to Admin Memos 34 and 37 regarding the 48 hrs week and overtime from which he read extracts and intimated that those points in the memo which were at variance with the existing Regulations would be brought to the notice of all installations by publication of an A.R.O.

4. TRANSFER OF RESPONSIBILITY FOR THE PAYMENT ETC OF CIVILIAN DOCK LABOUR TO THE ITALIAN MINISTRY OF MARINE.

The Port Supt explained to the committee that he had been instructed by D.D.Tn to hand over the paying of dock labour to the Italian Ministry of Marine regarding which a meeting took place in the Port Supt's office on the 10 August 45. Those present were the Port Supt., OC 2910 CLU and the Capitaneria di Porto. The latter stated that no organisation exists in TARANTO for the supply, Payment and administration of quay labour but subject to confirmation by the Italian Ministry of Marine he would undertake physical payment against Muster Rolls presented by the Port Supt on 31 August and supply pay and administration wef 1 September.

Ordinance G.O. 1206 Section 3-402/NHDO No. 785021

OC 2910 CLU said that his unit would maintain a close liaison with the Marine organisation.

The Port Supt informed the committee that when the handover was completed he would then indent to the Italian Labour Pool for labour as required.

It was stated that the above would also apply to BRINDISI. The D.A.Q.M.G. said that no information had been received through Staff channels. He would therefore take up the matter with 3 District.

5. THE APPLICABILITY OF THE LAST INCREASE IN C.O.L.B. TO CROTONE AREA

2903 CLU Rep asked, if the question of applying the last increase in C.O.L.B. to CROTONE Area could be left to the discretion of OC Troops and OC 2903 CLU. He reminded the committee that at the request of OC Troops CROTONE and DADL 2903 CLU it was agreed that the increase in C.O.L.B. as approved at the last meeting of this committee would apply to CROTONE Area.

2903 CLU Rep considered that it would be necessary to issue an increase in C.O.L.B. during the winter months and moved that it be left to OC Troops in conjunction with SLCO 2903 CLU to authorise all or part of the increase when the necessity arose.

OC 2910 CLU proposed that any recommendations by OC Troops CROTONE be submitted to the Chairman who could authorise on behalf of the committee. This proposal was seconded by 91 Garrison Rep, put to the vote and carried.

The meeting then closed.

(Signed) .....Major,
(F.W.R.SEXTON, Major, D.A.Q.M.G.),
Chairman.

Declassified E.O. 12065 Section 3-402/NNDC MO. 78-0021

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

LOCAL SUB-COMMITTEES OF LABOUR AND WAGES CONTROL COMMITTEE

QUESTIONNAIRE

1. Reason for Meeting. (i.e. was there evidence of disparity of rates of wages)	1. To approve new grades and rates of pay provisionally established by GO 2910 CLU with L.O. at BARI relating to employees of SAFIO Oxygen and Acetylene Factory, TARANTO wef 16 July 45 Disparity of rates shown on the attached form.
2. Source of infm for the Italian Industry Rates as on the attached form.	2. Tosi's Shipyard.
3. Steps taken to verify the infm referred to in para 2 above.	3. Infm gained thro' personal interview with Managing Director of Tosi's Shipyard.
4. Increase/Decrease agreed, with explanation of any variations in proportions of the award as between occupations.	4. Increase agreed - see att.
5. Is the award in the form of a Bonus or of an augmentation of the Basic Pay?	5. Augmentation of the Basic Pay.
6. Effective date and area of the award.	6. 16 July 45. 52 Area.

4748

2 1 3 71

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES '45

Suggested new grades and rates of pay.

Grade	Male or Female	Allied Force Basic Rate: Basic Max	PLUS C of L	TAKE HOME	Base Pay	PLUS: Presence Indemnity	Wife	Two Children	ITALIAN INC: Caro vita
Maintenance Engineers Mechanic	Male	225	95	320	81.60	10.00		26.00	30.00
Oxygen and Acetylne Specialist	Male	225	95	320	79.60	10.00		26.00	30.00
Oxygen and Acetylene Cylinder Filler	Male	200	95	295	69.60	10.00		26.00	30.00

Note :- 1. The first Carovita allowance is now part of the basic rate.

2. The Incentive Bonus represents 70% of basic wage guaranteed rising to a possible maximum of 150%.

2138

Declassified E.O. 12065 Section 3-402/NNDO NO. 785021

ON TABLE : CIVILIAN LABOUR RATES '45

1945

	ITALIAN INDUSTRY RATES								
	PLUS						MINUS		
Pay	Presence Indemnity	Wife	Two Children	Caro vita	Caro pane	150% Incentive Bonus	Soc. Ins. & Tax	TAKE HOME	
.60	10.00		26.00	30.00	100	122.40	24	346.00	
.60	10.00		26.00	30.00	100	119.40	23	342.00	
.60	10.00		26.00	30.00	100	104.40	23	317.00	

nce is now part of the basic rate.

sents 70% of basic wage guaranteed rising
150%.

ANNEXURE 2.

COPY No.

ROME AREA ALLIED COMMAND,
A.P.O. 794, U.S. ARMY.

LABOUR AND WAGES CONTROL COMMITTEE, A.F.L.R.S.

ROME AREA SUB-COMMITTEE.

MINUTES.

47. The SIXTH Meeting of the Rome Area Sub-Committee of the Labour & Wages Control Committee, AFLRS, was held on TUESDAY the 4th September, 1945 in the Labour Information Room, Headquarters, Rome Area Allied Command.

PRESENT.	Lt. Col. C. [illegible]LY	Chairman
	Capt. J.N. MaXWell	US Army
	Lt. MILLS GARDNER-CLARK	US Navy
	Fl. Lt. J.E. HALSTEAD	Royal Air Force
	Lt. N. THEODORE	HQ ALCOM
	Lt. de CARINI	French Army
	Captain S.E. LUSH	2902 C.L.U.
IN ATTENDANCE.		
	Captain CLARK	RACTD.
	Captain J. CLARK	"A" Team P.A.S.O.(Labour).

48. The Minutes of the FIFTH Meeting held on 30 July 45 were approved.

49. Captain CLARK, RACTD, briefly outlined the complaints of RIETI employees regarding pay and their comparison of AQUILA and RIETI rates. A comparison table of Allied Forces and Italian Industry rates in RIETI is attached at Appendix "A". It was proposed by Lt. MILLS GARDNER-CLARK, US Navy, that RIETI and AQUILA should have the same Cost of Living Bonus. It was agreed that the following be recommended to Commander, Br Tps, Rome Area.

RIETI - Cost of Living Bonus.
For Daily Wage Group an increase in C.L.B. of 50 lire per day, for males only (females and juveniles excluded)

For Monthly Wage Group an increase in C.L.B. of 1,300 lire per month, for males only (females and juveniles excluded)

For Hotel, Club and Mess Employees an increase in C.L.B. of 900 lire for males and females (juveniles excluded).

The necessity for an increase in RIETI having been recognised in July, but a decision having been deferred by the Committee at its FIFTH meeting due to incomplete data, it was very strongly recommended that the above increases take effect from the 1st August, 1945.

Declassified E.O. 12065 Section 3-402/NNDC No. 485021

48. The Minutes of the FIFTH Meeting held on 30 July 45 were approved.

49. Captain CLARK, RACTD, briefly outlined the complaints of RIETI employees regarding pay and their comparison of AQUILA and RIETI rates. A comparison table of Allied Forces and Italian Industry rates in RIETI is attached at Appendix "A". It was proposed by Lt. MILLS GARDNER-CLARK, US Navy, that RIETI and AQUILA should have the same Cost of Living Bonus. It was agreed that the following be recommended to Commander, Br Tps, Rome Area.

RIETI - Cost of Living Bonus.
For Daily Wage Group an increase in C.L.B. of 50 lire per day, for males only (females and juveniles excluded)

For Monthly Wage Group an increase in C.L.B. of 1,300 lire per month, for males only (females and juveniles excluded)

For Hotel, Club and Mess Employees an increase in C.L.B. of 900 lire for males and females (juveniles excluded).

The necessity for an increase in RIETI having been recognised in July, but a decision having been deferred by the Committee at its FIFTH meeting due to incomplete data, it was very strongly recommended that the above increases take effect from the 1st August, 1945.

50. MOUNTAIN GUIDES.
The Committee considered and approved for recommendation to Labour and Wages Control Committee, AFLRS, (Italian) Board the provisional rates established by ADL for mountain guides employed at AQUILA. These rates are 120 lire (Basic Wage) Plus 125 lire per day (CLB). This is half what the guides demanded.

51. ADJUSTMENT OF C.L.B. (ROME PROVINCE) FOR FEMALE EMPLOYEES.
The Committee agreed that a revision of the award to females in Administrative, Office and Clerical Grades and females on a Daily Wage Scale was advisable in Rome Province. A review of the case appears at Appendix "B". The following increase in CLB for the categories mentioned above w.e.f. 1st September 1945 is recommended to the Commanding-General, RAAC.

I. Administrative, Office and Clerical Grades (Female)
Up to 10,000 lire per month ... ... 1,300 lire per month.

Administrative, Office and Clerical Grades (Female)
10,001 lire per month and above ... 650 lire per month.

II. Daily Wage Earners (Female) ... ... 50 lire per day.

(over)

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

52. No date was set for the next meeting which will be convened when business arises.

C. ESSELY,
Lt. Col,
Chairman,
ADL HQ Rome Area.

C.M.F.
JC/FF.

DISTRIBUTION.

Copy No.

1. Commanding-General, Rome Area Allied Command.
2. Commander, British Troops, Rome.
3. Commanding-General, H.Q., P.B.S.
4. Commanding-General, French Forces, Italy.
5. Senior USN Liaison Officer (Italy) HQ A.C.
6. Senior British Naval Officer, HQ A.C.
7. Commander, No. 2 R.A.F. Base Area.
8. Establishments Section, HQ Allied Commission.
9. CAO, AFHQ.
10. Labour Directorate, AFHQ.
11. ALCOM, Rome.
12/14. AFLRS, Rome.
15. G-4(US) RAAC.
16. G-4(Br) RAAC.
17. 2902 CLU.
18/20. Labour Sub-Commission, H.Q., A.C.

22. ADL No. 2 District, CMF.
23. DDL No. 3 District, CMF.
24. ADL 'C' Team PASO.
25. ADL 'D' Team PASO.
26/31. HQ 3 District.
32. HQ 52 Area.
33. HQ 54 Area.
34. HQ 56 Area.
35. HQ 94 Sub-Area.
36. HQ 209 Sub-Area.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

5. Senior USN Liaison Officer (Italy), HQ A.C.
6. Senior British Naval Officer, HQ A.C.
7. Commander, No. 2 R[illegible] Base Area.
8. Establishments Sectio[illegible], HQ Allied Commission.
9. CAO, AFHQ.
10. Labour Directorate, AFHQ.
11. ALCOM, Rome.
12/14. AFLRS, Rome.
15. G-4(US) RAAC.
16. G-4(Br) RAAC.
17. 2902 CLU.
18/20. Labour Sub-Commission, H.Q., A.C.

22. ADL No. 2 District, CMF.
23. DDL No. 3 District, CMF.
24. ADL 'C' Team PASO.
25. ADL 'D' Team PASO.
26/31. HQ 3 District.
32. HQ 52 Area.
33. HQ 54 Area.
34. HQ 56 Area.
35. HQ 94 Sub-Area.
36. HQ 209 Sub-Area.
37. Hotel Management (US) RAAC.
38. Hotel Management (Br) RAAC.
39/51. Attending Officers.
51/76. Spares.

Plus 140 copies AFLRS.

Declassified E.O. 12065 Sec. 3-402/NND NO. 785021

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES. 22 AUG 45.

RIETI PROVINCE.

Grade	Male or Female	Allied Force Basic Rate: Basic Max	Allied Force Basic Rate: PLUS C of L	Allied Force Basic Rate: TAKE HOME	Base Pay	PLUS: Presence Indemnity	PLUS: 3 Dependents	PLUS: Carowits.	PLUS: ITALIAN DOMESTIC ALLOWANCE
Unskilled Labourer	Male	85	75	160	24	6	40	30	
Unskilled Labourer	Female	72	75	147	20	5	40	30	
Bricklayer	Male	120	75	195	43	6	40	30	
Carpenter	Male	120	75	195	43	6	40	30	
Blacksmith	Male	125	72	197	43	6	40	30	
Dvr Truck	Male	115	75	190	96	6	40	30	
Mechanic (M.T.)	Male	135	67	202	96	6	40	30	
Clerk, Office	Male	3600	1690	5290	1368	375	1736	900	3
Cook	Male	4400	1175	5575	1300	364	1040	600	+ 2% of Sa Charge = 1 + Value of =
Clerk, Office	Female	3060	1920	4980	Total	"Take Home" wage for Clerk, office,			
Cook,	Female	3740	1225	4965	"	" " " "			Cook, male

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

PARISON TABLE: CIVILIAN LABOUR RATES. 22 AUG 45.

APPENDIX "A"

RIETI PROVINCE.

ce Basic Rate PLUS of L	Take HOME	Base Pay	PLUS ITALIAN INDUSTRIAL RATES Presence Indemnity	3 Dependents	Caro vita.	Contingency	MINUS Social Insurance	Take HOME
75	160	24	8	40	30	116	2.37	215.63
75	147	20	3	40	30	116	1.50	207.50
75	195	48	6	40	30	116	2.50	237.50
75	195	48	6	40	30	116	2.50	237.50
75	195	48	6	40	30	116	2.50	237.50
72	197	48	6	40	30	100	3.00	259.00
75	190	96	6	40	30	100	3.00	253.00
67	202	96	6	40	30	100	3.00	253.00
690	5290	1368	375	1196	900	3150	72.00	6917
175	5575	1300	364	1040	600	1500	98.40	7405.60

+ 2% of Service Charge = 1800
+ Value of meals = 900

1920 4960 Total "Take Home" wage for Clerk, office, male less 15% = 5879.45

1225 4965 " " " " " Cook, male less 15% = 6294.25

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES. APPENDIX "B"

ROME PROVINCE.

I. Female rates - Admin. Office and Clerical Grades.
II. " " - Daily wage scale.

Introduction.

1. The C.L.B. in Rome Province was increased w.e.f. the 1 May 45 by 100 lire for males in the above females in the above categories.
2. A revision of the award to females has been suggested on the basis of the following comparison reads as follows :

"The Financial Adviser RAF suggested that in making recommendations under AFHQ Administrative customary differential of 15% between male and female rates be applied by Local Sub-Committees for males in private industry except as regards those exceptional cases where common rates pre The Committee agreed to this suggestion and AFLRS (AFHQ) undertook to inform Local Sub-Committ

The following comparison table shows Allied Forces and Industrial male rates as well as female the above minute.

Grade	Male or Female	Rome Province Basic Rate Basic Max	PLUS C of L	TAKE HOME	Base Pay.	PLUS Presence Indemnity	3 Dependents	Italian Cost of Living
I. ADMIN. OFFICE AND CLERICAL GRADES.					COMMERCIAL RATES.			
Clerk	Male	3960	4290	8250	2268	450	884	1050
Clerk	Female	3366	2420	5786	1837	250	884	1050
Typist	Male	3960	4290	8250	1612	450	884	1050
Typist	Female	3960	2340	6300	1505	250	884	1050
Accountant	Male	5940	4030	9970	3004	450	884	1050
Accountant	Female	5049	2270	7319	3004	250	884	1050
					METAL TRADES.			
II. UNSKILLED LABOUR.					72	18	30	35
Unskd. Labr.	Male	95	175	270	56	10	30	35
Unskd. Labr.	Female	81	100	181	BUILDING TRADES.			
Unskd. Labr.	Male	95	175	270	49	18	30	35

Unclassified E.O. 12065 Section 3-402/NNDC NO. 785021

ARISON TABLE: CIVILIAN LABOUR RATES. APPENDIX "B"

ROME PROVINCE.

tes - Admin. Office and Clerical Grades.
" - Daily wage scale.

f w.e.f. the 1 May 45 by 100 lire for males in the above categories and by 25 lire for

n suggested on the basis of the following comparison table and on the basis of Minute
d Wages Control Committee of the Allied Forces Local Resources (Italian) Board which

t in making recommendations under AFHQ Administrative Memorandum No 25 of 1945 the
ale and female rates be applied by Local Sub-Committees after arriving at the rates
regards those exceptional cases where common rates prevail.
and AFLAS (AFN) undertook to inform Local Sub-Committees accordingly."

lied Forces and Industrial male rates as well as female rates for study in the light of

vince Basic Rate		Base	PLUS		Italian Rates		MINUS	
PLUS C of L	TAKE HOME	Pay.	Presence Indemnity	3 Dependents	Caro-vita.	Cont. & Carepane	Social Insurance	TAKE HOME
		COMMERCIAL RATES.						
4290	8250	2268	450	884	1050	4125	117	8777
2420	5786	1837	250	884	1050	4125	108	8038
4290	8250	1612	450	884	1050	4125	104	8017
2340	6300	1505	250	884	1050	4125	102	7712
4030	9970	3004	450	884	1050	4125	131	9382
2270	7319	3004	250	884	1050	4125	131	9182
		METAL TRADES.						
175	270	72	18	30	35	128	1.5	281.5
100	181	56	10	30	35	128	1.5	257.5
		BUILDING TRADES.						
175	270	49	13	30	35	128	1.5	258.5

APPENDIX "C"

ROME AREA SUB-COMMITTEE OF THE LABOUR
AND WAGES CONTROL COMMITTEE, A.F.L.R.S.

QUESTIONNAIRE.
(RIETI)

1. Reason for Meeting.(i.e. was there evidence of disparity of rates of wages)

Discrepancy between Allied Forces and Industrial rates in RIETI and Allied Forces rates in neighbouring Province of AQUILA.

2. Source of Information for the Italian Industry Rates as on the attached form.

Ufficio del Lavoro.

3. Steps taken to verify the information referred to in para. 2 above.

Investigations by 2902 CLU.

4. Increase/Decrease agreed, with explanation of any variations in proportions of the award as between occupations.

Increase of 1300 lire per month for Clerical and Administrative Grades, males, 90 lire per month for Hotel, Mess and Club Employees and 50 lire per day for the daily wage group, males. All awards were made to suit local conditions.

5. Is the award in the form of a Bonus or of an augmentation of the Basic Pay?

An addition to the Cost-of-Living Bonus.

6. Effective date and area of award.

Effective 1 AUGUST, 1945 and in that part of RIETI Province within RAAC boundaries.

QUESTIONNAIRE.
(ROME)

1. Reason for Meeting (i.e. was there evidence of disparity of rates of wages).

Disparity between Allied Forces male rates and female rates in two categories.

2. Source of Information for the Italian Industry Rates as on attached form.

Provincial Ufficio del Lavoro.

3. Steps taken to verify the information referred to in para. 2 above.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

5. Is the award in the form of a Bonus or of an augmentation of the Basic Pay?

An addition to the Cost-of-Living Bonus.

6. Effective date and area of award.

Effective 1 AUGUST, 1945 and in that part of RIETI Province within RAAC boundaries.

QUESTIONNAIRE.
(ROME)

1. Reason for Meeting (i.e. was there evidence of disparity of rates of wages).

Disparity between Allied Forces male rates and female rates in two categories.

2. Source of Information for the Italian Industry Rates as on attached form.

Provincial Ufficio del Lavoro.

3. Steps taken to verify the information referred to in para. 2 above.

Information collected by 2902 C.U.

4. Increase/Decrease agreed, with explanation of any variations in proportions of the award as between occupations.

Increase of 1300 lire per month C.L.B. for females employed in Administrative, Office and Clerical Grades (Rome Province) and of 50 lire per day C.L.B. for females paid in Daily Wage Group (Rome Province).

5. Is the award in the form of a Bonus or of an augmentation of the Basic Pay?

Increase in Cost-of-Living Bonus.

6. Effective date and area of award.

Effective 1 SEPTEMBER, 1945 - Rome Province.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

D R A F T Annexure 3

ALLIED FORCE HEADQUARTERS
APO 512

ADMINISTRATIVE MEMORANDUM)
: September 1945
NUMBER)

SUPPLY OF FOOD TO ITALIAN CIVILIANS FROM CIVILIAN STOCKS
(MIDSHIFT MEAL & OFFICE WORKERS)

AFHQ Administrative Memorandum Number 30, 1945, is rescinded and the following substituted therefor, effective 1 Oct 45:-

1. SCOPE. This memorandum supercedes all former directives on the subject with the exception of MTOUSA Circular Number 116, 1944 (corrected copy)

2. APPLICABILITY. - The provisions contained herein are generally applicable throughout ITALY, SICILY and SARDINIA.

3. AUTHORITY - Authority is granted to provide food, as set forth herein, during each working period of eight (8) hours or more for Italian civilians, who are:-

(a) Workers other than office workers;

(b) Office workers.

for the Allied Forces. This authority is applicable to civilians employed directly by the Allied Army, Navy or Air Forces, by contractors on their behalf, or to employees of industry operating for the Allied Forces.

4. RESPONSIBILITY - Where the employee works directly for the Allied Forces, the Army, District, Base Section and Area, or equivalent Commanders, will be responsible:-

(a) For providing the facilities necessary to prepare and serve meals.

(b) For ensuring that Allied military personnel are not used for this purpose except in a minimum supervisory capacity where other arrangements are not possible.

5. RATION SCALES -

(a) Workers other than Office Workers - Below are the details

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

3. AUTHORITY - Authority is granted to provide [illegible] during each working period of eight (8) hours or more for Italian civilians, who are:-

(a) Workers other than office workers;

(b) Office workers.

for the Allied Forces. This authority is applicable to civilians employed directly by the Allied Army, Navy or Air Forces, by contractors on their behalf, or to employees of industry operating for the Allied Forces.

4. RESPONSIBILITY - Where the employee works directly for the Allied Forces, the Army, District, Base Section and Area, or equivalent Commanders, will be responsible:-

(a) For providing the facilities necessary to prepare and serve meals.

(b) For ensuring that Allied military personnel are not used for this purpose except in a minimum supervisory capacity where other arrangements are not possible.

5. RATION SCALES -

(a) Workers other than Office Workers - Below are the details of the Midshift Meal for workers other than office workers:-

	ozs.	or	grms.
Midshift Meal (to be served on the job)			
Bread	~~[illegible]~~ 11	4722	~~[illegible]~~ 317
~~[illegible]~~	~~[illegible]~~		~~[illegible]~~
~~[illegible]~~	~~[illegible]~~		~~[illegible]~~
Dehydrated Soup	1		30
Fresh Vegetables	6		170
Salt	0.2		5.7

(b) Office Workers - Where considered desirable there may be served on the job a daily issue of a standard meal for office workers, consisting of:-

Declassified E.O. 12065 Section 3-602/NNDC NO. 785021

Pasta	40 gms.
Dried Vegetables	20 gms.
Soup	20 gms.
Salt	5 gms.
Olive Oil (when available)	5 gms.

6. Allowances for other than Office Workers - The following personnel will be entitled to food as detailed in para 5 (a) above:-

(a) Workers, other than office workers, employed 100% by the Allied Forces either:-

(1) Directly

or (2) By contractors and/or industries who in turn are employed by the Allied Forces.

or (3) Railway Workers other than those employed in offices

(b) Labour employed, other than as stated in para 6(a) above is not entitled to any additional food.

(c) Office workers are not entitled to the Midshift Meal.

7. Allowances for Office Workers -

(a) The personnel qualifying for the standard meal for office workers, detailed in para 5 (b) above are office workers employed by the Allied Forces either:-

(1) Directly

or (2) By contractors or industries who in turn are employed 100% by the Allied Forces;

(b) All cases of workers claiming entitlement under paragraph a (2) above will be referred to HQ AIOCM for a decision as to eligibility.

8. Issues to Contractors - Issues of food to civilians employed by contractors and industry working for the Allied Forces will be strictly controlled by the employing service in order to ensure that:-

(a) Only bona-fide employees are fed.

(b) Food is furnished and distributed on the proper scale.

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

(a) The personnel qualifying for the standard meal for civilian workers, detailed in para 5 (b) above are office workers employed by the Allied Forces either:-

(1) Directly

or (2) By contractors or industries who in turn are employed 100% by the Allied Forces;

(b) All cases of workers claiming entitlement under paragraph a (2) above will be referred to HQ AFCOM for a decision as to eligibility.

8. Issues to Contractors - Issues of food to civilians employed by contractors and industry working for the Allied Forces will be strictly controlled by the employing service in order to ensure that:-

(a) Only bona-fide employees are fed.

(b) Food is furnished and distributed on the proper scale.

(c) Food leakages do not occur.

9. Deductions - The service responsible for placing the contract or arranging for the use of the industry will also ensure that:-

(a) Contractors and firms working for the Allied Forces deduct from the wages of their employees the amounts prescribed in para 11 hereof.

(b) A deduction is made on invoices rendered equivalent to the deduction from employees wages in respect of food.

10. Provision of Supplies - Responsibility for the provision of supplies is placed as follows:-

(a) Flour, dehydrated sour and dried vegetables will be supplied from military stocks and ST 10/43, or [illegible] will submit to HQ AFCOM a consolidated monthly total of the quantities issued. HQ AFCOM will arrange replacement of those quantities from stocks imported on behalf of the Italian Government.

Declassified E.O. 12065 Sec 3-402/NNDC NO. 785021

(b) Where commodities are not immediately available from military sources units will draw their requirements by local arrangements through the Sezione Provinciale Alimentazione (SEPRAL) of the province in which the unit is located. No payment is to be made in respect of these transactions.

(c) Items other than flour, dried vegetables and soup (i.e. Fresh vegetables, yeast, salt, etc) will be supplied from military stocks. ~~ZI AMGOT~~ and ~~CC AMGOT~~/A as the case may be will demand allocation of these items, as applicable, in the normal manner from local resources.

(d) The baking of bread, the manufacturing of pasta and the providing of these items to employing units is a service responsibility.

11. Payment

a. Midshift Meal (Workers other than Office Workers)

(1) There will be deducted from the daily wages an amount equivalent to the cost of the food furnished as items of the midshift meal.

This amount will be as follows:-

11 ozs of bread	5 lire
~~5.5 ozs of bread & 1.5 ozs of pasta~~	
6 ozs of fresh vegetables	3 lire
1 oz Dehydrated Soup	1 lire
0.2.ozs Salt	No charge

(2) The whole or any part of the Midshift Meal may be issued at the discretion of the Commanders mentioned in paragraph 4. In all such cases the cost of the components so issued will be as prescribed in sub-paragraph a (1) above.

(3) Every effort must be made to make the full ample ration available where local conditions make it desirable.

b. Standard Meal (Office Workers) - This meal will be furnished at a cost of 5 lire per head per issue, which cost shall be deducted from the employees' wages.

12. Entitlement to Additional Civilian Rations

Heavy workers will be entitled under civilian economy w.e.f. 1 Oct 45 to a civilian supplementary ration card authorising them to purchase the following, through normal civilian channels:-

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

(4) There will be deducted from the daily wages an amount equivalent to the cost of the food furnished as items of the midshift meal.

This amount will be as follows:-

11 ozs of bread	5 lire
~~6.8 ozs of bread & 4.8 ozs ... pasta~~	
6 ozs of fresh vegetables	3 lire
1 oz Dehydrated Soup	1 lire
C.2.Ozs Salt	No charge

(2) The whole or any part of the Midshift Meal may be issued at the discretion of the Commanders mentioned in paragraph 4. In all such cases the cost of the components so issued will be as prescribed in sub-paragraph 4 (1) above.

.....

(3) Every effort must be made to make the full scale ration available where local conditions make it desirable.

b. Standard Meal (Office Workers) - This meal will be furnished at a cost of 5 lire per head per issue, which cost shall be deducted from the employees' wages.

12. Entitlement to Additional Civilian Rations

Heavy workers will be entitled under civilian economy w.e.f. 1 OCT 45 to a civilian supplementary ration card authorising them to purchase the following, through normal civilian channels:-

100 gms bread
& 20 gms Minestra daily

or in the case of Miners & Forestry Workers:

400 gms Bread
& 20 gms Minestra daily.

Heavy workers of the Allied Forces are entitled to similar supplementary rations in addition to the midshift meal authorised under para 6 above.

To enable employees of the Allied Forces to obtain civilian supplementary ration cards, employing units will issue 'Certificate of Employment' as per Appendices "A" & "B" to all entitled workers, on each pay. All Contractors will be responsible for arranging with the local Italian authorities for the issue of civilian supplementary ration cards to their employees in accordance with the instructions issued by the Italian Ministry of Food.

Declassified E.O. 12065 Section 1-402/sec 3(b) NO. 785021

APPENDIX "A"

UNIT:- _____

TO:-
Bindaco of the Commune.

HEAVY WORKERS
SUPPLEMENTARY RATIONS

This document certifies that the undersigned has been employed by the Allied Forces as a heavy worker and is entitled to receive supplementary rations at the rate of 100 grams of Bread and 20 grams of Generi di Minestra per day for.....days.

Signature of Worker; _____ Unit Stamp

Identity Card No: _____

Date:

APPENDIX "B"

UNIT:- _____

TO:-
Bindaco of the Commune.

FORESTRY WORKERS & MINERS
SUPPLEMENTARY RATIONS

This documentcertifies that the undersigned has been employed by the Allied Forces as a Forestry Worker or Miner and is entitled to receive supplementary rations at the rate of 400 grams of Bread and 20 grams of Generi di Minestra per day for.....days.

Signature of Worker; _____ Unit Stamp

Identity Card No:

Declassified E.O. 12065 Section 1-402/NNBC NO. 785021

Date:

APPENDIX "B"

UNIT:-

TO:-

Sindaco of the Commune.

FORESTRY WORKERS & MINERS
SUPPLEMENTARY RATIONS

This document certifies that the undersigned has been employed by the Allied Forces as a Forestry Worker or Miner and is entitled to receive supplementary rations at the rate of 400 grams of bread and 20 grams of Generi di Minestre per day for.....days.

Signature of Worker:

Identity Card No:

Unit Stamp

Date:

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Annexure 4

SUBJECT :- No 1 District Local Sub-Committee

1D/2754/6/Q

5 Sep 45

AFLRS
LOME

Ref your LRS/2140/1/16 of 25 Aug 45.

Attached as requested are comparative wage rates showing increases in the Allied Force and the Italian Industry scales:-

Appendix 'A' - Special Comparison Table
Civil Labour Wage Rates Allied Forces
Basic Wage Scale.

Appendix 'B' - Talust Equivalent of AFBWS
Civil Labour Rates.

Appendix 'C' - Talust Equivalent AFBWS
Civil Lab Rates IMOLA and
FERRARA prior to and after
the MILAN agreement.

CMP

(sgd) J.F.GOULD, Lt-Colonel,
for Major-General,
Commanding,
No. 1 District.

Copy to : 2 District. With copies of comparative tables.

Labour. Copies of comparative tables being forwarded to you by CL.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Appendix 'A' - Special Comparison Table
Civil Labour Wage Rates Allied Forces
Basic Wage Scale.

Appendix 'B' - Talust Equivalent of AFEWS
Civil Labour Rates.

Appendix 'C' - Talust Equivalent AFEWS
Civil Lab Rates IMOLA and
FERRARA prior to and after
the MILAN agreement.

CMF

(sgd) J.P.COULD, Lt-Colonel,
for Major-General,
Commanding,
No. 1 District.

Copy to : 2 District. With copies of comparative tables.

Labour. Copies of comparative tables being forwarded to you by CLL.

4786

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

SPECIAL COMPARISON [illegible] - CIVIL LABOUR RATES
ALLIED FORCES BASIC WAGE SCALE

GRADE	M or D	Rates on 15/6/45 before application of percentage C.L.B. Basic Maximum	Take Home	Rates on 31/7/45 inc application of perce Basic Maximum	C.L.B.
CLERICAL & ADMIN-ISTRATIVE GRADES					
Senior Adm Assistant		6800	6800	6800	
Chief Cashier (Fem)	M	3740	3740	3740	52
Cashier (Male)	M	3600	3600	3600	650
Cashier (Fem)	M	3060	3060	3060	650
Clerk Supervisor	M	5400	5400	5400	765
Interpreter (Fem)	M	3900	3900	3900	540
Typist (Male)	M	3600	3600	3600	650
Typist (Fem)	M	3600	3600	3600	650
Clerk (Male)	M	3600	3600	3600	650
Clerk (Fem)	M	3060	3060	3060	765
ARTISAN GRADES					
Storeman	D	100	100	100	30
HOTEL, CLUB AND MESS GRADES					
Cook (Male)	M	4000	4000	4000	445
Waiter	M	3700	3700	3700	495
Dishwasher	M	2380	2380	2380	520
Chambermaid	M	3000	3000	3000	520
Porter	M	3300	3300	3300	520
Barman	M	4500	4500	4500	445

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

ANNEX

...TATE - CIVIL LABOUR RATES

...ES BASIC WAGE SCALE

...e application	Rates on 31/7/45 including application of percentage C.L.B.			Rates on 1/8/45 including application of full C.L.B.		
...ke ...me	Basic Maximum	C.L.B.	Take Home	Basic Maximum	C.L.B.	Take Home
800	6800	52	7320	6800	1430	8230
740	3740	650	4390	3740	1690	5430
600	3600	650	4250	3600	1690	5290
060	3060	765	3825	3060	1920	4980
400	5400	540	5940	5400	1470	6870
900	3900	650	4550	3900	1690	5590
600	3600	650	4250	3600	1690	5290
600	[illegible]00	650	4250	3600	1690	[illegible]90
600	3600	650	4250	3600	1690	5290
060	3060	765	3825	3060	1920	4980
100	100	30	130	100	75	175
000	4000	445	4445	4000	1175	5175
700	3700	495	4195	3700	1275	4975
380	2380	520	2900	2380	1325	3705
000	3000	520	3520	3000	1325	4325
300	3300	520	3820	3300	1325	4625
500	4500	445	4945	4500	1175	5675

(Sgd) ????????
Major,
S.L.C.O.
2914 C.L.U.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

PAY SCALES AS AT 15/6/45 (Basic Rates)

PALERMO

Rates on 15/6/45 not including increase granted under Milan agreement

GRADE	M or F	Prevail. rate	Not. Family Allce.	Other Allces.	Less 8.16% Richi. Mob.	Total Home	Prevail. Rate	Rat
CLERICAL & ADMIN-ISTRATIVE GRADES								
Senior Adm Assistant	M	5324	426.40	2097	593	7254.40	5524	
Chief Cashier (Fem)	M	2824	417.30	1347	334	4254.30	2824	
Clerk Supervisor	M	4124	426.40	1737	469	5818.40	4124	
Interpreter (f)	M	2575	417.30	1272	307	3957.30	2575	
Clerk (Male)	M	3153	426.40	1446	367	4658.40	3153	
Typist (Fem)	M	3225	417.30	1467	375	4734.30	3225	
HOTEL AND CLUB GRADES								
Cook (Male)	M	3120	426.40	1436	364	4618.40	3120	
Waiter	M	2987	426.40	1396	350	4459.40	2987	
Dishwasher (Fem)	M	1933	417.30	1080	241	3189.30	1933	
Chambermaid	M	2433	417.30	1230	292	3788.30	2433	
Porter	M	2500	426.40	1250	300	3876.40	2500	
Marman	M	3369	426.40	1511	390	4916.40	3369	

REMARKS: Hotel & Club Grades: The Cost of Living bonus as quoted above for these del Lavoro to ANC for approval and awaits ratific

General: These Talust rates submitted by Ufficio Provincia The Talust rate for monthly grades is calculated Contingenza as per Milan agreement.
Male grades based on notional family of wife and heads of families.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

4713

Pat B & M/PG

Rates on 6/8/45 not including increase under Milan agreement					Rates on 6/8/45 including increase granted under Milan agreement				
Prevail. Rate	Not. Family Allce.	Other Allces.	Less 8.16% Rich. Mob.	Take Home	Prevail. Rate	Not. Family Allce	Contingenza	Less 8.16% Rich. Mob.	Take Home
426.40	2097	593	7254.40	5324	426.40	3750	725	6775.40	
417.30	1347	334	4254.30	2824	417.30	3250	486	6005.30	
426.40	1737	169	5018.40	4124	426.40	3750	629	7671.40	
417.30	1272	307	3957.30	2575	417.30	3250	466	5776.30	
426.40	1446	367	4658.40	3153	426.40	3750	552	6777.40	
417.30	1467	375	4734.30	3225	417.30	3250	510	6374.30	
426.40	1436	364	4618.40	3120	426.40	3000	489	6057.40	
426.40	1396	350	4459.40	2987	426.40	3000	479	5934.40	
417.30	1080	241	3189.30	1933	417.30	2100	322	4128.30	
417.30	1230	292	3788.30	2433	417.30	2100	363	4588.30	
426.40	1250	300	3876.40	2500	426.40	3000	440	5486.40	
426.40	1511	390	4916.40	3369	426.40.	3000	509	6286.40	

The Cost of Living bonus as quoted above for these grades has been submitted by Ufficio Provinciale del Lavoro to AMG for approval and awaits ratification.
These Talust rates submitted by Ufficio Provinciale del Lavoro are confirmed by HQ XII Region.
The Talust rate for monthly grades is calculated on a basis of 26 days per month.
Contingenza as per Milan agreement.
Male grades based on notional family of wife and two children. Female grades are shown as heads of families.

(Sgd) ????????
Major,
S.L.C.O.
2914 C.L.U.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

TABLE D'EQUIVALENT OF AFGOT - CIVIL LABOUR RATES

NAPOLI & FERRARA

TRADE	M or D	Rates on 15/6/45 not Including Increase granted under Milan agreement: Prevail. Rate	Not. Family Allowance	Other Allces	Less 8.16% Rich. Mob.	Total Gross	Rate AG Equiv Rate
Barman	M	1855.6	426.	2660	367	4555.-	1855.-
Clerk (Male)	M	2145.-	426.40	2660	392	4839.40	2145.-
Clerk (Female)	M	1853.8	417.30	2080	320	4031.10	1853.8
Cook	M	1976.-	426.40	2660	378	4684.40	1976.-
Interpreter (Fem)	M	2665.-	426.40	2660	434	5317.40	2665.-
Storemen	D	73.6	16.40	105	14	179.-	73.-
Typist (Male)	M	2145.-	426.40	2660	392	4839.40	2145.-
Tyoist (Female)	M	1853.8	417.30	2080	320	4031.10	1853.8
Waiter	M	1976.-	426.40	2660	378	4684.40	1976.-
Cashier (Male)	M	2145.-	426.40	2660	392	4839.40	2145.-
Cashier (Female)	M	1853.80	417.30	2080	320	4031.10	1853.8

REMARKS: 1. These rates are verified by the Ufficio Collocamento Emilia Region, no

2. Monthly rates for Talust based on 26 days.

3. Contingenza as per Milan agreement, ratified by the Bologna agreement.

4. Female grades shown as heads of family.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

ANNEX "C"

CIVIL LABOUR RATES

Rates on 6/8/45 including increase granted under Milan agreement									
Prevail Rate	Mot. Family Allce (1/8/45)	Contin-gence	Less 8.16% Rich. Mob.	Take Home	g increase ent				
					ther llces	Less 8.16% Rich. Mob.	Take Home		
1835.6	884.-	750.-	456	6013.60	2660	367	4555.-		
2145.-	884.-	2250.-	481	6296.-	2660	392	4839.40		
1853.8	858.-	3250.-	416	5545.80	2660	320	4031.10		
1976.-	884.-	3750.-	467	6143.-	2080	378	4664.40		
2665.-	884.-	3750.-	523	6776.-	2660	434	5317.40		
73.6	54.-	150.-	16	259.60	2660	14	179.-		
2145.-	884.-	3750.-	481	6296.-	105	392	4839.40		
1853.8	858.-	3250.-	416	5545.80	2660	320	4031.10		
1976.-	884.-	3750.-	467	6143.-	2080	378	4664.40		
2145.-	884.-	3750.-	481	6296.-	2660	392	4839.40		
1853.8	858.-	3250.-	416	5545.80	2660	320	4031.10		
					2080				

he Ufficio Collocamento Emilia Region, no AMG office in Area.

d on 26 days.

ement, ratified by the Bologna agreement.

of Foudly.

(Sgd) ??????????
Major,
S.L.C.C.
2944 C.L.U.

Annexure 5

Proposed Amendment to APM Administrative Memorandum No 45, 1945 as submitted by HQ MTOUSA.

Paragraph 6: Delete b(2) and (3) and substitute:

b. (2) The maximum permissible bonus which may be paid is determined by the basic wage applicable to the individual. For this purpose, the basic wage is the remuneration due to an individual upon completion off:

For Monthly Wage Group

30 days work for hotel, mess and club employees.
26 days for other than hotel, mess and club employees.

For Daily Wage Group

either 48 hours within any normal work week.
or 8 hours on any one day.

(3) The proportion of bonus payable varies directly with the proportion of basic wage due (as defined in (2) above).

(4) Cost-of-living Bonus will not be paid in respect of any day on which no work is performed.

(5) The Cost-of-living Bonus is not part of the basic wage and will be excluded, for example, from the computations and adjustments for overtime pay and female differential.

Examples of Commutation of Wages of Unskilled Labourer
CLB Computed at rate of 75 lire per day.

	HOURS OF WORK		48-hr (week) Basis	8 hrs. Day basis
1.	M T W T F S S 10 10 10 10 10 10 X		RT - 510 OT - 191 CLB - 450 1151	RT - 510 OT - 191 CLB - 450 1151
2.	M T W T F S S 12 12 12 12 X X X		RT - 510 OT - 0 CLB - 300 810	RT - 340 OT - 256 CLB - 300 896

Declassified E.O. 12065 Section 1-402/NNDG No. 785021

Number
or 8 hours on any one day.

(3) The proportion of bonus payable varies directly with the proportion of basic wage due (as defined in (2) above).

(4) Cost-of-living Bonus will not be paid in respect of any day on which no work is performed.

(5) The Cost-of-living Bonus is not part of the basic wage and will be excluded, for example, from the computations and adjustments for overtime pay and female differential.

Examples of Computation of Wages of Unskilled Labourer

CLB Computed at rate of 75 lire per day.

HOURS OF WORK	48-hr (week) Basis	8 hrs. Day Basis
1. M T W T F S S 10 10 10 10 10 10 X	RT - 510 OT - 191 CLB - 450 1151	RT - 510 OT - 191 CLB - 450 1151
2. M T W T F S S 12 12 12 12 X X X	RT - 510 OT - 0 CLB - 300 810	RT - 340 OT - 256 CLB - 300 896
3. M T W T F S S 10 10 10 10 4 2 2	RT - 510 OT - 0 CLB - 450 960	RT - 404 OT - 160 CLB - 375 939
4. M T W T F S S 12 8 8 8 8 4 X	RT - 510 OT - 0 CLB - 450 960	RT - 468 OT - 64 CLB - 413 945

I.L.O. Publication
Box 1295 Section 3-402/NNDC NO. 795021

ext. comm. file C5C/906

42

COPY NO: ___

ALLIED FORCE LOCAL RESOURCES SECTIO'
A.F.H.Q.

LRS/211A

Postal Address:
AFLRS Rome Area Allied Commanc
C. M. F.

Telephone: ROME 66275

13 Sep 45.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

A G E N D A

The twenty-sixth meeting of the Board will be held at 1130 hours on Saturday, 22nd September 1945 in the AFLRS (AFHQ) Conference Room, 2nd Floor, 68 Piazza dell'Esedra, ROME, to consider the following Agenda:-

1. Minutes of the twenty-fifth meeting held on 4 AUG 45.

2. To receive a report from AFLRS (AFHQ) on the Timber cutting activities of the Allied Forces in ITALY. (Annexure 1).

3. To receive reports and recommendations from the Chairmen of the:-

   (a) Materials Committee (meeting of 20 AUG 45)

   (b) Electric Power Committee (meeting of 25 AUG 45)

   (c) Food Supply Committee (meeting of 22 AUG 45)

   (d) Labour & Wages Control Committee (meetings of 23 AUG 45 and 5 SEP 45)

4. Any other business.

5. To set a date for the next meeting.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

on Saturday, 22nd September 1945 in the [illegible] 2nd Floor, 68 Piazza dell'Esedra, ROME, to consider the following Agenda:-

1. Minutes of the twenty-fifth meeting held on 4 AUG 45.

2. To receive a report from AFLRS (AFHQ) on the Timber cutting activities of the Allied Forces in ITALY. (Annexure 1).

3. To receive reports and recommendations from the Chairmen of the:-

   (a) Materials Committee (meeting of 20 AUG 45)

   (b) Electric Power Committee (meeting of 25 AUG 45)

   (c) Food Supply Committee (meeting of 22 AUG 45)

   (d) Labour & Wages Control Committee (meetings of 23 AUG 45 and 5 SEP 45)

4. Any other business.

5. To set a date for the next meeting.

THOMAS R. GIBSON, Colonel, AUS,
Chief of Section (US),
A.F.L.R.S.

B. K. MICHAELSON, Lt Colonel
Chief of Section (Br)
A.F.L.R.S.

SJBL/rgf

DISTRIBUTION - see reverse.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

DISTRIBUTION

Copy No:

1	C-in-C Med. AFHQ
2/4	Comdr. U.S. Naval Forces North West African Waters.
5	C-in-C RAF, Med & Mid-East
6	CAO, AFHQ
7	D/CAO, AFHQ
8/15	G-4 (A) AFHQ
16/17	G-5 AFHQ
18	Q(Maint) AFHQ
19	Q(AE) AFHQ
20	REME AFHQ
21/22	Labour, AFHQ
23	Fiscal Director, AFHQ
24	FA, AFHQ
25	CG, MTOUSA
26	USMAF/MTO
27	AAFHQ/MTO
28	HQ 214 Gp. RAF
29	FA, BAF
30	Vice-Admiral, MALTA & Central Med.
31	SIRACUSA, ITALY
32	Chief Commissioner, AICOM
33	HQ AICOM
34	Vice-President, Economic Section
35/40	Economic Section
41/42	Labour Sub-Commission
43	Chairman, Materials Committee
44	Chairman, Electric Power Committee
45	Chairman, Food Supply Committee
46	Chairman, Labour & Wages Control Committee
47	Chairman, Industrial Co-ordination Committee
48/51	War Diary
52	File
53/90	Spares

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

ALLIED FORCE LOCAL RESOURCES SECTION (AFHQ)

10 September 1945

Report on Timber Operations of
the Allied Forces in Italy.

1. Timber is being obtained by the Allied Forces from the following areas:-

(a) CALABRIA, in the two areas, one American, one British, reserved for the military.

(b) LEGHORN, on the property of the Duke of SALVIATI (U.S Zone).

(c) UDINE Province, north of the town of UDINE (Br Zone).

(d) Provinces of BELLUNO, TRENTO and BOLZANO.

2. CALABRIA

U.S. Zone

Lumbering operations amounting to the extraction of some 10,000 tons monthly of timber are being conducted by experienced lumbermen in accordance with the best practices in the U.S. Only those trees are felled which are marked by the Italian Forestry Service. U.S. lumbering operations here will cease not later than 15 September 45.

British Zone

Wherever possible the wishes of the local Italian Forestry Officers regarding the actual area to be felled have been followed. Selective felling has not, however, always been possible due to labour, plant and transport difficulties. Every effort has been made by the Forestry Companies operating under command of D.F.S., AFHQ, and manned by personnel who were experts on timber felling in civilian life, to keep any damage to the minimum.

3. LEGHORN

Total requirements for the months of August and September are 2,720 tons, and cutting will cease by 15 September 45.

The SALVIATI Administration has been requested to mark the trees it desired cut, but as the trees selected were generally not suitable for sawing into lumber, P B S. has been unable to comply with its wishes. PBS has offered to place the employees of the Duke of SALVIATI on the U.S. payroll at standard wages, but the offer was refused.

It is the opinion of PBS that there should be no loss of employment

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

with the best practices in the U.S. Only those trees are felled which are marked by the Italian Forestry Service. U.S lumbering operations here will cease not later than 15 September 45.

British Zone

Wherever possible the wishes of the local Italian Forestry Officers regarding the actual area to be felled have been followed. Selective felling has not, however, always been possible due to labour, plant and transport difficulties. Every effort has been made by the Forestry Companies operating under command of D.E.S., AFHQ, and manned by personnel who were experts on timber felling in civilian life, to keep any damage to the minimum.

3. LEGHORN

Total requirements for the months of August and September are 2,720 tons, and cutting will cease by 15 September 45.

The SALVIATI Administration has been requested to mark the trees it desired cut, but as the trees selected were generally not suitable for sawing into lumber, P.B.S. has been unable to comply with its wishes. PBS has offered to place the employees of the Duke of SALVIATI on the U.S. payroll at standard wages, but the offer was refused.

It is the opinion of PBS that there should be no loss of employment for local labour as a result of the lumbering operations. Only a small part of the forest is being cut and considerable labour will be required to harvest the unusable parts of felled trees and to replant the area. Normal conditions prevail in the greater part of the forest.

4. UDINE Province

The controlled area in UDINE is being operated by D.E.S., AFHQ, and timber is being obtained by contract, the Forest owners themselves control and carry out the selective felling.

5. Provinces of BELLUNO, TRENTO & BOLZANO

This area was originally under 5th Army control and was subsequently passed to PBS control. No general block on timber exists in this area. PBS has however taken over some 55,000 tons of lumber in stockpiles at the various mills. No military cutting of timber is taking place in these Provinces.

6. It is reported by U.S. and British Engineer Services that such timber as is being obtained elsewhere than from the above localities is in such small quantities as to be negligible.

Declassified E.O. 12065 Section 3-402/NND NO. 785021

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

File

HEADQUARTERS ALLIED COMMISSION
APO 394
LABOR SUB-COMMISSION

WTB/rmw

TEL : Ext. 804

15 September 1945

REF : LSC/906

SUBJECT: Briefing notes on A.F.H.Q.'s Labor and Wages Control Committee Meetings, 22 August and 5 September

TO : Major E. R. Green
Commerce Sub-Commission

Minutes of 22 August

1. Minute 902 - Supply of Food to Italian Civilians

The Committee accepted the proposal of Food Sub-Commission and decided to recommend to the Board that the issue of supplementary ration cards to civilian employees of the Armed Forces should cease after 1 October, after which date Italian civilians would be on the same footing as employees in industry and elsewhere as regards supplementary ration cards, but would continue to be specially favored by provision of mid-shift meal.

The decision of the Committee reflected the considered opinion of members who had taken the question back after discussion at the meeting of 20 July.

2. Minute 906 - No. 8 District Local Sub-Committee-Palermo

Committee recommended the approval of the proposals of the Palermo Sub-Committee, viz., for all skilled and classified labor, 70 lire per day; for unskilled labor, 60 lire per day; for juveniles, no further bonus. This increase to be made retroactive from 1 May, 1945 in Eastern Sicily.

3. Minute 909 - Pay in Lieu of Notice

The majority decision of the Committee was in favor of granting preliminary notice of discharge or payment in lieu of notice where circumstances did not permit of it being given. A.F.L.H.Q. referred proposal to the Joint Military Finance Committee for consideration at its meeting of 18 September 1945.

4. Minute 911 - Liberation Bonus

In Italian industry payment of a liberation bonus at varying rates, with a maximum of 8,000 lire, has been agreed. The Committee felt that conditions of employment of Italian civilians by the Allied Forces were not sufficiently analogous to justify

A718

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

the payment of a liberation bonus to Allied Forces employees.

6. Minute 111 - Overtime - Computation Of:

The Committee considered a request from FBS for discretion to compute overtime in respect of the hours worked in excess of 8 per day, instead of being limited to computing on a weekly basis. It recommended that discretion should be given to Employing Units subject to the observations of the Joint Military Finance Committee.

The principles actuating the Committee were that where it is regularly known that on certain days of the week more than 8 hours would be worked, overtime should not be paid on a daily basis but should be computed at the end of the week. But where the normal working day is 8 hours, and to meet the special needs of the moment workers are required to attend for a longer period, overtime should be computed on a daily basis. The Committee felt that the employing services were sufficiently aware of the nature of their work to be able to make adequate plans to avoid undue payment of overtime and at the same time deal adequately with the claims of the workers.

6. Minute 113 - Female Rates of Pay

Local Sub-Committees investigate conditions in private industry prior to recommending adjustments in the Armed Forces wage scale. A proposal of the Financial Adviser obviates the necessity of detailed inquiry into female rates of pay, by applying the 15% differential to ascertained male rates. The Committee adopted the suggestion.

Minutes of 5 September

The American services recommended against the introduction of a 40-hour working week for Italian civilian employees on the grounds of efficiency, observance of program, and full utilization of local resources such as trucks and shipping. Both British and American services recognized the importance of uniformity of practice, and the British representatives also recommended against the proposal for similar reasons.

W. H. Baines
W. H. BAINES
Director
Labor Sub-Commission

4714

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

/tr

LSC/906

HEADQUARTERS ALLIED COMMISSION
APO 394
LABOR SUB COMMISSION

Memorandum - Mr. Braine 7 September 1945

Consolidated return of number
of civilians employed by the Allied Armed Forces.

1. An examination of the return submitted by A.F.L.R.S. showing the position as at 1st August 1945 shows:

	Skilled	Unskilled
Males	129846	161719
Females	32680	34310
Juveniles Male	1195	4661
Juveniles Female	402	911
	164123	201601
Less Austria 2256	1790	
Less North Africa 2293	2222	
Less Greece 5656	9156	
	10205	13168
	153918	188433
Grand Total (for Italy)		342351

Note: It is not possible to apportion these deductions as between Males & Females etc.

The grand total shows an over all decrease of 14695 as compared with the figures relating to 1st July 1945.

2. The proportion of skilled workers as compared with the number of unskilled workers appears to be remarkably high and a detailed scrutiny of the number of work people employed by the various commands and units reveals that this tendency is most marked in the case of the U.S. Forces.

4713

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

Indeed in the two illustrations quoted below the number of skilled workers is actually in excess of the unskilled workers:

	Office Workers		Skilled		Unskilled	
FBS	Male	Female	Male	Female	Male	Female
	1320	1205	26315	3442	23418	1939
5TH ARMY	111	78	1694	714	1285	564

It may weel be that the employing units have incorrectly classified an inordersately high proportion of workers as skilled instead of placing them in the unskilled categories.

It is true that the present differentation in rates of remunerations as between skilled and unskilled workers is not large, but the over all effect of incorrect classification of workers would result in (a) extra financial burden and (b) at some future date will create difficulties in the proper reclassification of the workers concerned.

It is of interest to note that the largest single employing command is FBS (57639) - other figures of note are:

AAF/MTO	27089
ADR Base OD	7225
5TH ARMY	4446
HQ COMD AF	3359

Areas of employment of interest are:

Naples	41788
Leghorn	23015
Bari	12054
Foggia	9722
Rome	6740
Caserta	5439
Ancona	1638

All the foregoing figures reflect the numbers of workpeople employed by U.S. Units.

British Army figures available to not permit of an

4712

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

objective analysis by areas, such details as are however available show that the larger employing units are:

REME (Workshops)	31650
ORDNANCE (Stores)	24618
RE Workshops	17400
R. N.	15459
R.A.F.	14319

A large item is shown under the heading of MISC (Sudnes) which accounts for 51336 workers.

F. PROCTOR
Labour Sub Commission

4711

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

LSC/906/403

ALLIED FORCE LOCAL RESOURCES SECTION
AFHQ

LRS/214 D/378

POSTAL Address:
AFLRS, Rome Area
Allied Command,
CMF.
Telephone: ROME 56275.

SUBJECT : Labour & Wages Control Committee.

TO : HQ AIC. Labour Sub-Com. (for the attention of Mr. W.H. Braine)

8 Sept 1945

As requested, enclosed herewith are the secretarial notes taken at the meeting of Labour & Wages Control Committee held on 5 Sept 45 on the views expressed by U.S. employing Services regarding the introduction of a 40 hours working week.

S.J.B.LOUDEN, Major, DAQMG,
for Chiefs of Section,
A.F.L.R.S.

SJBL/dd

9710

Declassified E.O. 12065 Section 3-402/NNXC NO. 785021

NOTES ON LABOUR & WAGEs CONTROL COMMITTEE
MEETING HELD ON 5 SEPT 45

Views of various Employing Services on the question of introducing a 40 hours working week.

P.B.S. In the opinion of the C.G.,PBS., a 5 day 40 hour working week would be practical provided that :

a) It was introduced uniformly by British and U.S. employing Services;

b) Service and military personnel worked the same hours;

c) Compensating adjustment was made to the wage scale so that no final reduction would result to the take-home wage;

d) Longer hours could be worked whenever it was considered necessary;

e) Service installations also conformed to the 5 day week (e.g. PX shops and QM issuing depots);

f) Italian employees worked sufficiently harder to produce in 40 hours a result equivalent to that previously produced in 48 hours.

AAFSC/MTO. In Bari in certain installations a 7 day week was being worked to complete commitments, and in Naples a 6 day working week, both normally comprising a 10 hour day.

Loss of key service personnel is making it necessary to replace with civilians.

Not in favour of reduced working week.

U.S. NAVY Present commitments are based on a 48 hour working week. If a reduced working week was introduced it would result in either more civilians being employed or the

e) Service installations also conformed to the 7 day week (e.g. PX shops and QM issuing depots);

f) Italian employees worked sufficiently harder to produce in 40 hours a result equivalent to that previously produced in 48 hours.

AAFSC/MTO.

In Bari in certain installations a 7 day week was being worked to complete commitments, and in Naples a 6 day working week, both normally comprising a 10 hour day.

Loss of key service personnel is making it necessary to replace with civilians.

Not in favour of reduced working week.

U.S. NAVY Present commitments are based on a 48 hour working week. If a reduced working week was introduced it would result in either more civilians being employed or the inability of U.S. Naval installations to meet essential service commitments.

Not in favour of reduced working week.

4709

ADRIATIC BASE COMMAND

Present operating on 6 day 48 hour week.

Number of employees increasing due to release of military personnel. If reduced working week introduced, it would be essential to employ more civilian labour to comply with close-out date at present stipulated.

Declassified E.O. 12065 Section 3-402/NNDC No. 785021

AAFSC/MTC.

In addition to earlier comments, it must be remembered that there are considerable outgoing shipments of bombs and toxics taking place involving the employment of rail-cars and shipping.

The introduction of a 5 day week would cause a cessation of loading and unloading for two days with consequent waste of waggons and delay in turn round of shipping.

MTOUSA.

No opinion expressed, but prepared to accept the views of employing services.

Emphasized that uniformity between British and U.S. employing services was essential and pointed out that any delay in completing essential commitments on time would result in consequent delay in release or redeployment of service personnel.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

1
2
1

4708

Declassified E.O. 12065 Section 3-402/NNDC NO.

785021

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

LSC/900

HEADQUARTERS ALLIED COMMISSION
APO 394
LABOR SUB COMMISSION

Memorandum for Mr. Braine 7 September 1945

Consolidated return of number of civilians employed by the Allied Armed Forces.

1. An examination of the return submitted by A.F.L.H.S. showing the position as at 1st August 1945 shows:

	Skilled	Unskilled
Males	129846	161719
Females	32680	34310
Juveniles Male	1195	4661
Juveniles Female	402	911
	164,123	201,601
Less Austria	2256	1790
Less North Africa	2291	2222
Less Greece	5656	9156
	10205	13168
	153,918	188,433
Grand Total (for Italy)		342,351

Note: It is not possible to apportion these deductions as between Males & Females etc.

The grand total shows an over all decrease of 14695 as compared with the figures relating to 1st July 1945.

2. The proportion of skilled workers as compared with the number of unskilled workers appears to be remarkably high and a detailed scrutiny of the number of work people employed by the various commands and units reveals that this tendancy is most marked in the case of the U.S. Forces.

4707

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Indeed in the two illustrations quoted below the number of skilled workers is actually in excess of the unskilled workers:

	Office Workers		Skilled		Unskilled	
PBS	Male	Female	Male	Female	Male	Female
	1320	1205	26315	3442	23418	1939
5TH ARMY	111	78	1694	714	1285	554

It may well be that the employing units have incorrectly classified an inordersately high proportion of workers as skilled instead of placing them in the unskilled categories.

It is true that the present differentation in rates of remunerations as between skilled and unskilled workers is not large, but the over all effect of incorrect classification of workers would result in (a) extra financial burden and (b) at some future date will create difficulties in the proper reclassification of the workers concerned.

It is of interest to note that the largest single employing command is PBS (57639) - other figures of note are:

AAF/MTO	27069
ADR Base CD	7225
5TH ARMY	4446
HQ COMZ AF	3359

Areas of employment of interest are:

Naples	41788
Leghorn	23015
Bari	12054
Foggia	9722
Rome	6740
Caserta	5439
Ancona	1638

All the foregoing figures reflect the numbers of people employed by U.S. Units.

British Army figures available to not permit of an

4706

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

objective analysis by areas, such details as are however available show that the larger employing units are:

REME (Workshops)	31650
ORDNANCE (Stores)	24618
RE Workshops	17400
R. N.	15459
R.A.F.	14319

A large item is shows under the heading of MISC (Sundry) which accounts for 51336 workers.

F. PROCTOR
Labour Sub Commission

4703

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

LSC/906

ALLIED FORCE LOCAL RESOURCES SECTION
A.F.H.Q.

Postal Address :
AFLRS, ROME AREA
ALLIED COMMAND,
C. M. F.

TEL : 66275 ROME

21st August 1945

LRS/2141/36.

SUBJECT : Return of Numbers of Italian Civilian Employees.

TO : HQ, AICCM, Labour Sub Commission.

1. Reference monthly return of the numbers of Allied Armed Forces employees, all the figures for the return due on the 1st August have not yet been received, these will be forwarded as soon as they become available.

2. Meanwhile for your information enclosed herewith are two tables submitted by British and American employing services which give details regarding the breakdown of the totals submitted. Certain minor discrepancies are noticeable between the British returns and the totals as submitted by D/Labour, AFHQ, these can however be accounted for by the differences between the dates of submission.

3. It is hoped that the attached information will be of use to you.

Thos R Gibbon

THOMAS R. GIBBON, Colonel, AUS,
Chief of Section (US),
A.F.L.R.S.

B K Michaelson

B. K. MICHAELSON, Lt.Col.,
Chief of Section (Br),
A.F.L.R.S.

SJTH/ga.

4704

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

2106

MONTHLY LABOR REPORT
(Average number employed daily)

Month of July 19

M T O U S A

COMMAND	OFFICE M	OFFICE F	SKILLED M	SKILLED F	COMMON M	COMMON F	CONTRACT M	CONTRACT F	TOTAL MALE	TOTAL FEMALE	GRAND TOTAL
5th Army	111	78	1694	714	1285	564	-	-	3090	1356	4446
AAF/MTO	663	505	7338	432	15393	2068	51	39	23845	3044	27089
ENGR & TNG CD	44	7	134	32	594	28	-	-	772	67	839
HA MTOUSA	151	124	622	21	615	60	30	-	1419	205	1624
D M R S	-	-	5	-	109	3	-	-	114	3	117
F B S	1320	1805	26325	3482	23418	1939	-	-	51059	6586	57645
AFH BASE CO	262	244	1618	687	4228	194	-	-	6180	1125	7225
A T C	78	75	554	-	802	113	-	-	1434	188	1622
HQ COMD AF	133	170	913	109	1330	704	-	-	2376	983	3359
U S NAVY	6	3	61	117	121	-	-	-	190	120	310
A N C	196	260	650	297	860	638	-	-	1706	1197	2903
Totals	2986	2671	39896	5853	49355	6501	81	39	98298	14874	107172

(*) - Included in Grand Total.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

2146

• 32A

MONTHLY LABOR REPORT
(Average number employed daily)

Month of July 1945

	COMMON M	COMMON F	CONTRACT M	CONTRACT F	TOTAL MALE	TOTAL FEMALE	GRAND TOTAL	PAID FR OTHER THAN U.S. GOVT FUNDS (*)
4	1285	564	-	-	3090	1356	4446	674
2	15993	2068	51	39	28045	3044	27089	278
2	594	28	-	-	772	67	839	48
1	615	66	30	-	1418	205	1623	71
-	109	3	-	-	114	9	117	22
2	29418	1939	-	-	51059	6586	57639	2941
7	4228	194	-	-	6100	1125	7225	383
-	802	113	-	-	1434	188	1622	50
9	1390	704	-	-	2374	983	3359	189
7	121	-	-	-	190	120	310	16
9	860	698	-	-	1706	1197	2903	2903
3	49355	6311	81	39	92298	14874	107172	7575

nd Total.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

MONTHLY LABOR REPORT
(Average number employed daily)

M T O U S A

Month of July 1945

AREA	OFFICE M	OFFICE F	SKILLED M	SKILLED F	COMMON M	COMMON F	CONTRACT M	CONTRACT F	TOTAL MALE	TOTAL FEMALE	GRAND TOTAL	PA TH
Army Area	158	126	2709	977	2008	733	12	39	4887	1875	6762	
Rome	288	234	2441	400	2979	368	30	-	5738	1002	6740	
Naples	1204	1002	17789	2165	19017	1572	39	-	37049	4739	41788	
Leghorn	558	607	9093	1411	8825	1721	-	-	19276	3739	23015	
Bari	332	318	3202	675	7286	241	-	-	10820	1234	12054	
Foggia	131	106	2186	52	6322	923	-	-	8641	1081	9722	
Ancona	69	42	290	49	1187	1	-	-	1546	92	1638	
Caserta	219	229	1354	124	2731	752	-	-	4334	1105	5439	
Greece	7	7							7	7	14	
Totals	2966	2671	39896	5853	49355	6311	81	39	92298	14874	107172	

(*) - Included in Grand Total.

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

MONTHLY LABOR REPORT
Average number employed daily)

Month of July 1945

COTTON M	COTTON F	CONTRACT M	CONTRACT F	TOTAL MALE	TOTAL FEMALE	GRAND TOTAL	PAID FR OTHER THAN U.S. GOVT FUNDS (*)
2068	739	12	39	4687	1875	6762	913
2979	568	90	-	5738	1002	6740	1011
13017	1572	39	-	37049	4739	41788	2628
8825	1721	-	-	19276	3739	23015	2233
7286	241	-	-	10820	1234	12054	285
6322	929	-	-	8641	1081	9722	109
1187	1	-	-	1546	92	1638	51
2731	752	-	-	4334	1105	5439	333
				7	7	14	14
49355	6311	81	39	92298	14874	107172	7575

d Total.

2191

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

DISTRIBUTION OF CIVILIAN LABOUR AS AT 31 JUL 4

Employing Service	SKILLED LABOUR								UNSKILLED			
	MEA	XIII Corps	One District	Two District	Three District	MTMA	GREECE	TOTAL SKILLED	MEA	XIII Corps	One District	Two District
Nav & Tn												
(a) Docks		156	658		2198		52	3064		386	540	
(b) Tn Rlys	15	191	54	57	261		11	587	7	1655	385	232
(c) Misc		92	48		240			380		201	42	
R.E.												
(a) Constr		691	1243	810	1067		684	4468		935	2553	1650
(b) Roads	17	466	240	101			20	946	20	1405	1606	899
(c) W/Shops	88	461	5405	211	2917	1	855	9916	22	801	3558	174
(d) Stores	139	242	352	64	731		59	1647	69	741	2930	567
(e) Misc		121	277	172	2196		542	3308		548	882	279
S & T												
(a) Supplies	99	224	526	143	1155	51	253	2451	149	1848	5532	598
(b) Petrol		15	216	45	256	12	26	597		1975	2011	477
(c) Tpt	9	79	1345	569	3857		59	8018	2	151	555	250
(d) Misc	1	15	79		1436		22	1551	49	73	51	
REME												
(a) W/Shops	55	850	2725	465	20070	186	451	24780	52	560	1072	182
(b) Misc			274	49	110			433			82	22
ORDNANCE												
(a) Stores	25	31	1146	79	9151	79	314	10825	55	423	2404	344
(b) Ammn			73	11	327		35	446		594	2615	802
(c) Misc	172	86	155	10	2042	34	99	2598	73	361	344	9
MISC												
(a) FECs in FMUs		76						76		1178		
(b) Salvage			289		284			525			747	
(c) Medical	58	41	174	67	428		195	945	219	1539	1772	483
(d) Signals			85	22	58		10	175			266	51
(e) Sundry	1670	3019	4872	2556	9569	491	1570	25447	1066	3948	5983	1699
Br. Army Totals	2226	6854	20184	5529	68422	854	5105	99174	1715	15895	32705	8719
OTHER EMPLOYERS												
(a) RN		621	178	1978	6155	284	117	9191		358	235	1249
(b) RAF	30	180	100	65	5584	1175	47	7161	75	464	544	150
(c) US		452	5361	482	7694		385	12374		124	4779	72
(d) UNRRA							102	102				
TOTALS	2256	8007	25823	8054	77815	2235	5856	127902	1790	19861	39065	10189

(3) TOTAL AT 30/6/45 124866

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

...TION OF CIVILIAN LABOUR AS AT 31 JUL 45

...REECE	TOTAL SKILLED	UNSKILLED LABOUR: BTA	XIII Corps	One District	Two District	Three District	BTNA	GREECE	TOTAL UNSKILLED	TOTAL SKILLED & UNSKILLED
52	3064		386	540		2157		575	3665	6722
11	587	7	1655	385	232	153		11	2434	3088
	380		201	42		519			762	1142
684	4485		935	2553	1680	2068		876	8072	12537
90	946	20	1405	1606	699			244	4174	5120
835	9916	22	801	3558	174	2559		390	7484	17400
59	1647	69	741	2930	567	3627	120	385	8439	10086
542	3308		549	882	279	2593		455	4755	8063
253	2451	140	1848	3552	598	6451	396	813	13798	16209
26	597		1975	2011	477	2196	4	508	7171	7768
59	3018	2	131	855	250	1189		212	2357	5355
22	1651	40	75	51		1932		71	2167	3718
451	24780	32	360	1072	182	5042	35	147	6870	31650
	433			81	22	56			159	592
314	10825	35	423	2404	544	9949	35	598	13795	24618
35	446		594	2415	802	4867		131	8807	9853
99	2596	75	361	344	9	1657		71	2495	5093
	76		1178						1178	1254
	523			747		742	35		1524	2067
195	845	219	1529	1772	483	2678		878	7559	8502
10	173			266	61	170		108	595	768
1370	23447	1056	5946	5965	1699	13250	206	1747	27889	51356
5185	99174	1715	18995	33705	8718	63805	831	8218	135887	235061
										Total at 30/6/45 237372.
117	9191		358	275	1249	4201	88	137	6268	15459
47	7161	75	464	344	150	4462	1503	160	7158	14319
285	12874		124	4779	72	11974		627	17576	29850 <
102	102							14	14	116
5656	127902	1790	19841	39063	10189	84462	2222	9156	166903	294805
...AT 30/6/45.	124866								Total at 30/6/45: 171423.	296289.

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

LABOR SUB COMMISSION
A. C.
Routing Slip

	Initials	Date
Mr. ~~W. H. BRAINE~~		
~~Mr. SACHS~~		
~~Mr. HIRD~~		
~~Mr. SCOTT~~		
Mr. PROCTOR		
~~Miss STEVENSON~~		
~~Miss SANGIVENTRO~~		
Chief Clerk ✓		

REMARKS:

? Why piece?

Mr Proctor

(a) Summaries typed to save work of reproducing previous tables

(b) For critical examination especially as to proportion of skilled workers. Int.

2193

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

C8 4/906

HEADQUARTERS ALLIED COMMISSION
APO 394
LABOUR SUB-COMMISSION

Memorandum - Mr. Braine. 7 September 1945

Consolidated return of number of civilians employed by the Allied Armed Forces.

1. An examination of the return submitted by A.F.L.R.S. showing the position as at 1st August 1945 shows: -

		Skilled	Unskilled
Males		129846	161719
Females		32630	34310
Juveniles	Male	1195	4661
"	Female	402	911
		164123	201601

Grand Total 365724

The grand total shows an over all decrease of 14695 as compared with the figures relating to 1st July 1945.

2. The proportion of skilled workers as compared with the number of unskilled workers appears to be remarkably high and a detailed scrutiny of the number of work people employed by the various commands and units reveals that this tendency is most marked in the case of the U.S. Forces.

Indeed in the two illustrations quoted below the number of skilled workers is actually in excess of the unskilled workers: -

	Office workers		Skilled		Unskilled	
PBS	Male	Female	Male	Female	Male	Female
	1320	1205	26315	3442	23418	1939
5th Army	111	78	1694	714	1385	564.

4702

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

It may well be that the employing units have incorrectly classified an inordinately high proportion of workers as skilled instead of placing them in the unskilled categories.

It is true that the present differentiation in rates of remunerations as between skilled and unskilled workers is not large, but the over all effect of incorrect classification of workers would result in (a) extra financial burden and (b) at some future date will create difficulties in the proper reclassification of the workers concerned.

J. PROCTOR
Labor Sub-Commission

4701

CSC/1906

COPY NO: 107

ALLIED FORCE LOCAL RESOURCES SECTION
A.F.H.Q.

IRS/2144

Postal Address:
AFLRS Rome Area Allied Command
C. M. F.

Telephone: ROME 66275

5 Sep 45.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR & WAGES CONTROL COMMITTEE - MINUTES

216. The thirty-eighth (Special) meeting of the Labour & Wages Control Committee was held on Wednesday, 5 September 1945, in the AFLRS (AFHQ) Conference Room, ROME.

PRESENT:

Chairman

Mr. W. H. BRAINE, Labour Sub-Commission, ALCOM.

Representatives of:

C-in-C, Med.
Comdr. U.S. Naval Forces Northwest African Waters.
C-in-C, RAF MED/ME
Labour, AFHQ
CG, MTOUSA
D.M.R., ITALY
AAFSC/MTO
XIII Corps
CG, FBS
HQ 2 District
HQ 3 District
CG, Rome Area Allied Command
HQ Adriatic Base Command
HQ ALCOM

In Attendance:

Chief of Section U.S., AFLRS AFHQ
DAQMG, AFLRS AFHQ

A Representatives of:

F.A., AFHQ

1700

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Chairman

Mr. W. H. BRAINE, Labour Sub-Commission, AICOM.

Representatives of:

C-in-C, Med.
Comdr. U.S. Naval Forces Northwest African Waters.
C-in-C, RAF MED/ME
Labour, AFHQ
CG, MTOUSA
D.M.R., ITALY
AAFSC/MTC
XIII Corps
CG, PBS
HQ 2 District
HQ 3 District
CG, Rome Area Allied Command
HQ Adriatic Base Command
HQ AICOM

In Attendance:

Chief of Section U.S., AFLRS AFHQ
DACMG, AFLRS AFHQ

& Representatives of:

P.A., AFHQ
P.A., RAF

4700

217. 40 HOUR WORK WEEK

The text of a cable (copy at Annexure 1) sent by the United States Secretary of War to the Commanding General MTOUSA was submitted to the Committee in accordance with the instructions of AFHQ.

The Committee considered the possibility of introducing a 40 hour work week in this theatre most carefully. In the case of British employing units the matter was presented at short notice, but representatives of U.S. services were able to give a considered opinion having received previous notice under reference from MTOUSA.

United States services representatives felt that any reduction of existing periods of employment would:-

(a) Delay the completion dates for existing essential commitments;
(b) Cause a wastage of the use of rail cars, shipping and transportation facilities in general;
(c) Have an adverse effect...

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

(c) Have an adverse effect on the morale of military personnel in that any delay in completion of theatre commitments would delay their release.

It was pointed out that the number of civilian personnel employed was kept constantly under review on the basis of an 8 hour day, 48 hour week, with a view to keeping such numbers to a minimum. As a result, however, of the release of service personnel it was being found necessary to increase the numbers of civilian employees, in many cases, to keep up to date with commitments.

United States services were of the opinion that introduction of a 40 hour working week into this theatre would have adverse effect which they were desirous of avoiding.

The Committee considered that if, despite the above views of U.S. employing services, it was decided to proceed with the institution of a 40 hour week for U.S. native civilian employees, it was essential that the working conditions of all Allied native civilian employees be kept uniform in view of the close interlocking of Allied employing services in this theatre. The views of British services were therefore requested. It was reported that the same general factors apply to British employing services as those submitted by U.S. services though possibly to an even greater extent due to the reduction of British personnel consequent upon the leave schemes. British commitments in this theatre at present are considerably more than day to day maintenance; in the case of the Royal Navy, plans are in hand for a definite withdrawal from the theatre by specified dates; in the case of the military, concentrations of stores and equipment are being effected and essential programmes have been established on lines of communication and airfields for occupational purposes in Central Europe scheduled for completion prior to winter 1945.

British services were of the opinion that in view of the above commitments, coupled with release and leave schemes, the introduction of a 40 hour working week into this theatre would have an adverse effect which they were desirous of avoiding.

The Committee, being unanimous in making the above observations, had considered the problem objectively in the light of service requirements. It should, however, be noted that the introduction of a 40 hour working week would mean a cut in the weekly wage packet which would inevitably lead to a movement of labour from the employment of the Allies at a time when difficulty is being experienced in obtaining sufficient skilled civilian personnel to fill requirements.

Although it had no bearing on the Committee's consideration of the problem at this stage, it was reported that the Italian industry was

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

as those submitted by U.S. services though possibly to an even greater extent due to the reduction of British personnel consequent upon the leave schemes. British commitments in this theatre at present are considerably more than day to day maintenance; in the case of the Royal Navy, plans are in hand for a definite withdrawal from the theatre by specified dates; in the case of the military, concentrations of stores and equipment are being effected and essential programmes have been established on lines of communication and airfields for occupational purposes in Central Europe scheduled for completion prior to winter 1945.

British services were of the opinion that in view of the above commitments, coupled with release and leave schemes, the introduction of a 40 hour working week into this theatre would have an adverse effect which they were desirous of avoiding.

The Committee, being unanimous in making the above observations, had considered the problem objectively in the light of service requirements. It should, however, be noted that the introduction of a 40 hour working week would mean a cut in the weekly wage packet which would inevitably lead to a movement of labour from the employment of the Allies at a time when difficulty is being experienced in obtaining sufficient skilled civilian personnel to fill requirements.

Although it had no bearing on the Committee's consideration of the problem at this stage, it was reported that the Italian industry was working on a 48 hour work week as is evidenced by the Italian Government decree making up workers' pay to compensate for lack of employment. The basis for computations of such compensation as established by the decree is the 48 hour work week.

218. HOURS OF EMPLOYMENT OF ALCOM EMPLOYEES

It was reported to the Committee that the instructions regarding the grant of one day's leave per week to Allied personnel for recreational etc. purposes was applied in HQ ALCOM by the closure of the establishment on Wednesday afternoon and Saturday afternoon. The result was that the Italian civilian personnel were unable to work during these afternoons and the question arose of the consequent adjustment of pay.

The Committee pointed out that HQ ALCOM were applying the general instruction differently from other similar establishments where Allied

Declassified E.O. 12065 Sec 3-402/NNDC No. 78502

personnel where given time off as advisable but where Italian civilian personnel were kept fully employed, suitable arrangements being made for supervision. It was recognised that the question was one of internal adminis[illegible]ion of the Allied Commission.

S. J. B. LOUDEN, Major, DAQMG,
Secretary,
A. F. L. R. (ITALIAN) BOARD.

SJBL/rcf

DISTRIBUTION

(See page 4)

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

6697

S, J. E. JOUBERT, Mojor, DAGMAR,
Secretary,
A. M. L. R. (ITALIAN) POLAND.

SJEL/mgf

DISTRIBUTION

(See page 4)

DISTRIBUTION

Copy No:

1/2	C-in-C Med.
3/5	Comdr. US Naval Forces NW African Waters
6	C-in-C, RAF MED/ME
7	CA[illegible], AFHQ
8	D/CAO, AFHQ
9/16	G-4 (A), AFHQ
17/18	G-5 AFHQ
19	G(AE), AFHQ
20	G(Maint) AFHQ
21	Engineer Section, AFHQ
22	Engrs (B), AFHQ
23	DEC, AFHQ
24	S & T, AFHQ
25	Ord (B), AFHQ
26	[illegible], AFHQ
27/28	D.Labour, AFHQ
29	Fiscal Director, AFHQ
30	PA, AFHQ
31	D.P.W.O., AFHQ
32	CG, MTOUSA
33	GPL, MTOUSA
34/36	CG Fifth Army (Attn: G-4)
37/38	DMR, ITALY
39	USAAF/MTO
40/43	AAFSC/MTO
44/45	HQ 211 Gp., RAF
46	FA, PBS
47/48	HQ Eighth Army
49/50	Rear HQ 13 Corps (Includes one for Local Sub-Committee for infm)
51	[illegible], UDF, CMF
52/53	[illegible], PBS (Includes copy for Local Sub-Committee for infm)
54/55	CG, PBS (South) (Includes copy for Local Sub-Committee for infm)
56	BPA, PBS
57	BPA, PBS (South)
58/60	HQ 2 District (Includes copy for local Sub-Committee for infm)
61/70	HQ 3 District (" " " " " " " ")
73/76	CG, Rome Area Allied Command (Includes copy for Local Sub-Committee for infm)
77/78	[illegible], Adriatic Base Command
79	RN (DETAIL) NAPLES
80	SENALUNGA, ITALY
81	CG, TARANTO
82	COMNOB, PALERMO
83	NOIC, TARANTO

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

32,	CG, MEDUSA
33	CPA, MEDUSA
34/36	CG Fifth Army (Attn: G-4)
37/38	EMB, ITALY
39	USAAF/MTO
40/43	A.F.H.Q./MTO
44/45	HQ 211 Gp., RAF
46	FA, RAF
47/48	HQ Eighth Army
49/50	Rear HQ 13 Corps (Includes one for Local Sub-Committee for infm)
51	[illegible], UDF, CMF
52/53	, PBS (Includes copy for Local Sub-Committee for infm)
54/55	CG, PBS (South) (Includes copy for Local Sub-Committee for infm)
56	EPA, PBS
57	EPA, PBS (South)
58/60	HQ 2 District (Includes copy for Local Sub-Committee for infm)
61/70	HQ 3 District (" " " " " " " " ")
73/76	CG, Rome Area Allied Command (Includes copy for Local Sub-Committee for infm)
77/78	HQ, Adriatic Base Command
79	HQ (FOTALI) ROMA
80	SEMALUENO, ITALY
81	CS, TARANTO
82	COMNOB, PALERMO
83	NOIC, TARANTO
84/85	NOIC, NAPLES
86	NOIC, ANCONA
87	NOIC, TRIESTE
88	NOIC, VENICE
89	NOIC, GENOA
90	SNO, Eastern Sicily
91	C-in-C Med. Representative, ROME
92	[illegible]
93	WRA
94	Chief Commissioner, AIOCM
95	HQ, AIOCM
96	Vice-President, Economic Section HQ AIOCM
97/102	Economic Section, HQ AIOCM
103	Finance Sub-Commission
104/105	Labour Sub-Commission
106	[illegible] & Shipping Sub-Commission
107	[illegible]irman, Labour & Wages Control Committee
108	[illegible] Base Command Pay Office, CMF
109/111	War Diary
112	File
113/150	Spares

Declassified E.O. 12065 Section 3-402/NNDC NO. 785021

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

TEXT OF MESSAGE DATED 5 SEP 45 RECEIVED FROM AFHQ

At special meeting of Labour and Wages Control Committee to be held at 1000 hrs on 5 Sep 1945 in ROME request consideration be given to and recommendation for the Forces in this theatre be developed in regard to policy of Secretary of War stated in following War Department cable: Subject: Hours of Work for Civilian Employees.

The Secretary of War in orders dated 27 August 1945 in accordance with the desires of the President adopted a five day forty hour work week effective 9 September 1945 for all activities in the zone of interior with the provisions that: when such a work week proves a serious detriment to essential operations additional hours may be scheduled for the sixth and seventh days until 14 October 1945 without requesting approval of the Commanding General of the appropriate force. Approvals of temporarily additional hours as a regular schedule beyond 14 October 1945 as well as the numbers and amount of overtime worked will be reported by the Forces to the Director of Civilian Personnel and Training Office of the Secretary of War.

The Commanding Generals of the Forces were urged to keep approvals at an absolute minimum and to encourage the use of skeleton staffs instead of complete staffs as a means of reducing the numbers of those who may be required to be employed in excess of 40 hours per week.

The 40 hours of regular scheduled work will wherever possible be confined to the period of Monday to Friday inclusive. No work schedules for the basic 40 hour week will, therefore, be established which provide for a shorter work day than eight hours so as to extend the 40 hours into the sixth day.

The reduction in hours will not be considered as justification for any increase in total civilian strength in any Force or War Department Group.

Finally, the foregoing will not operate to change the tours of duty of on-call employees established in accordance with applicable regulations. Request this office be advised by cable immediately if it will not be possible for your Command to conform to this policy.

Recommendation of Committee should be cabled to AFHQ at earliest.

4005

2204

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

LABOUR SUB COMMISSION
A. C.
Routing Slip

	Initials	Date
Mr. W.H. BRAINE		
Mr. SACHS		
Mr. BIRD		
Mr. SCOTT	RL	7/5
Mr. PROCTOR	[illegible]	8/9
Miss STEVENSON		
Miss SANSEVERINO		
Chief Clerk		

REMARKS:

4097

2205

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

BAR 1

SPECIAL COMPARISON TABLE : CIVILIAN LABOUR RATES

Grade	Male or Female	Allied Force Basic Rate: Basic Max (2)	PLUS: C of L	TAKE HOME	Base Pay (1)(2)	PLUS: Presence Indemnity	Wife (3)	2 Children (3)	Caro vita	Italian Indust: Conti genz (4)
FEMALES-DAILY										
Washerwoman	Female	95	150	245	61.20	6	-	18	130	15
Presser	Female	94	150	244	65	6	-	18	130	15
Unsk/Lab/Female	Female	72	150	222	46.8	6	-	18	130	15
FEMALES-MONTHLY										
Cashier	Female	3060	3870	6930	2430	156	-	468	3380	390
Typist	Female	3600	3640	7240	2080	156	-	468	3380	390
Clerk	Female	3060	3870	6930	2430	156	-	468	3380	390
HOTEL GRADES-MONTHLY										
Porter	Male	3300	3770	7070	10060	300	300	540	Nil	Nil
Hall Porter	Male	5900	3380	9280	18300	300	300	540	Nil	Nil
Chambermaid	Female	3000	3900	6900	8700	300	-	540	Nil	Nil

Notes:

(a) Not many females are employed in this Area by civil industry. Family allowances for 2 ch... the females listed above are heads of families

(b) Hotel grades are based on ADRIA Hotel, BARI, the only one of its kind running at the pres... Hence it is impossible to include cooks and waiters in the schedule. All these grades a... Hotels, i.e., according to takings. No civilian clubs are at present running.

(c) All information re Italian rates has been obtained from the "Ufficio Regionale del Lavoro...

(1) The date of the collective ...ement to be given.
(2) For the comparison of rate... 8-hour working day will be used.
(3) The "National Family" of man, wife and two dependent children will be used for comparison.
(4) Details of any other indemnities to be inserted.
(5) Details of any other deductions to be inserted.

Declassified E.O. 12065 Section 3-402/NNDG NO. 785021

BAR 1

GIAL COMPARISON TABLE : CIVILIAN LABOUR RATES Sep '45

Base Pay (1)(2)	PLUS Presence Indemnity	Wife (3)	2 Children (3)	Italian Industry Rates Caro vita (4)	Contingenza (4)	(4)	(4)	Minus Social Insurance (5)	Malattia (5)	(5)	(5)	TAKE HOME
61.20	6	-	18	130	15			1.30	5.05			223.85
65	6	-	18	130	15			1.30	5.25			227.45
46.8	6	-	18	130	15			1.30	4.90			209.60
2430	156	-	468	3380	390			114.40	158.60			6461
2080	156	-	468	3380	390			111.80	154.70			6207
2430	156	-	468	3380	390			114.40	158.60			6461
10060	300	300	540	Nil	Nil			40	200			10960
18300	300	300	540	Nil	Nil			40	366			19034
8700	300	-	540	Nil	Nil			40	174			9526

by civil industry Family allowance for 2 children has been included, as it is assumed that lies

I, the only one of its kind running at the present time. In this hotel meals are not served. d waiters in the schedule. All these grades are paid on the Italian "points" system for ivilian clubs are at present running.

obtained from the "Ufficio Regionale del Lavoro di Puglie".

---

given.
ing day will be used.
dependent children will be used for comparison purposes.
rved.
ted.

2207