

ACC 10000/146/226

LSC/908

WAGES SUB COMMITTEE

July 1944 - May 1945

25/908

ALLIED FORCE HEADQUARTERS

LABOUR REPRESENTATIVE

SUBJECT : Wages Sub-Committee.

EL/73/1

Tel No:

Valley Forge 43

Labour Sub-Commission, HQ, AC, APO 394

(For attention of Mr. David C. SACHS)

BPA FENBASE Main (For attention of Major E.J. RUMFEL)BPA FENBASE South (For attention of Major R.L. ELLON)RM, FONAM (For attention of Lieut. (S) P.D. GRIFFIN, RMVR)HQ, MAAF (For attention of S/Lt A.A. HARTLEY)

1. Attached are the minutes of the meeting of the Wages Sub-Committee held on 5th June 45.

(A. BOITEUX) Staff Captain LABOUR (Civil),
for Major J.R. CARSON, SC,
G-4(A), A.F.H.Q.,
Chairman.

6 Jun 45
AB/RH/EG

Copies to : AMRS, HQ, ROME Area.G-4(A), A.F.H.Q. (For attention of Major J.R. CARSON)PA(BF), A.F.H.Q.DAWS, A.F.H.Q. (For attention of Lt. Col. E.P.F. BRAND)PA(RAF), HQ, MAAF.DIL, No. 3 District.No. 4 Clothing & Repair Factory, RACC.(For attention of Major W.E. McDONALD)

5051

THE SUB-COMMITTEE OF THE LABOUR & WAGES CONTROL COMMITTEE

MINUTES

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

2. Present:

Major J.E. CARSON, SO, C-4(A), AFHQ,
Chairman

Representatives of:

AC - Mr. David G. SACHS
PES - Major H.B. EATON
PENTAGON - Lieut (S) F.R. GRIMM, RNVR
MAF (RAF) - F/Lt E.A.T. BIDD
L. Lab - Lt. Col. P. OWEN WADE

In attendance:

Lt. Col. J.U. WALL - APA(Gr), AFHQ
Lt. Col. D.R. BRADY - ADAMS, AFHQ
Lt. Col. R.M. CROSBY - MTOUSA
Major K.R. HARMAN - DALL No. 3 District
Major W.E. McDONALD - No. 4 Clothing & Repair Factory, RAOC

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

New Grades & Rates of Pay

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

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

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

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

Shorthand Monitor

4500 - 6000 lire per month

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

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

Inspector of Finished Products (with technical qualifications)

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

4. New Grades & Rates of Pay

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

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

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

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

Shorthand Monitor

4500 - 6000 lire per month

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

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

Inspector of Finished Products (with Technical Qualifications)
3600 - 6000 lire per month

In view of Minute No. 7(c) of the meeting of the Wages Sub-Committee held on 27 Apr 45 which has been accepted by the Labour & Wages Control Committee and APLR(I6) Board at their subsequent meeting, it was decided that this matter be referred back to 2911 CLU through Labour channels.

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

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

The above rates...../

0030

- 2 -

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

The representative of DWS stated that great difficulty was being experienced by the Central Pool of Artists in obtaining ATS performers, that the rates put forward were at present being paid by ENSA, and were the lowest for which suitable civilian talent could be engaged. Further, the matter could not be overcome by contract as the artists were required for tour, and it was desirable that all shows were produced on British lines. The JFA said that no authority could be given in this instance as a 3star performer would be receiving over £1000 per year whereas the limit of the powers of authorisation held by the Supreme Allied Commander was £400 per year. It was agreed by the Committee that the rates quoted were reasonable and suitable if limited to employment of civilians within the British WE. It was agreed and recommended that DWS cable War Office for authority, which, if received, should not be published as a Memorandum, but should be communicated to the Labour & Wages Control Committee in order that parallel Services in US Army, etc, should have the benefit of the information.

5. Incentive Bonus Scheme

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

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

It was agreed and recommended that the scheme be adopted.

6. Disbanding of Sub-Committee

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

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

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

(a) That this Sub-Committee cease to hold regular meetings, but

5. Incentive Bonus Scheme

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

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

It was agreed and recommended that the scheme be adopted.

5049

6. Disbanding of Sub-Committee

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

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

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

- (a) That this Sub-Committee cease to hold regular meetings, but remain available to meet when required by the Labour & Wages Control Committee.
- (b) That the terms of reference of the Local Sub-Committees be broadened to include the establishing of new grades and rates of pay, where necessary, if this is not already intended as being within their powers under the terms of AFHQ Administrative Memorandum No. 25 dated 18 Apr 45.
- (c) That it is not desirable to continue to establish new grades indefinitely, but that, wherever possible, existing classifications be utilised to embrace new categories of workers.

7. C.O.L.B. Increase-Award of ROME Area Sub-Committee

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

It was agreed that...../

- 3 -

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

8. Hours of Work & Overtime

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

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

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

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

5946

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

6 Jun 45
AB/RH

APPENDIX "A"

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

1. It is desired to offer the machine operators at this factory an inducement for increased production and the following Incentive Bonus Scheme is submitted for consideration in accordance with Regs. for Employment of Civilian Labour 1945" para 11 (d).
2. The complete sewing machine plant is laid out in uniform benches of 10 machines each and it is proposed that bonus payment be made per bench thus ensuring a competitive spirit.
3. The weekly production of all items manufactured has been assessed in terms of Units (see Appendix "A"), based on present rate of production of one pair of Trousers K.D. which garment has been chosen to provide one Basic Unit.
4. Normal efficiency standard (set very high) is considered to be reached by any one bench producing 90 yrs. Trousers K.D. per day. Assessing 1 pr. Trousers as 1 Unit, this bench would produce 90 Units per day or 540 Units per 6 day week.
5. It is proposed that 540 Units per bench per 6 day week be considered normal efficiency standard; each bench (10 machine operatives plus one ganger) to be paid an incentive bonus of 110 lire for every 10 Units scored in excess of the standard figure of 540 Units.
6. Examples of how this proposed bonus scheme would have applied to this factory for week ending 31/3/45 are shown at appendix "B".

WRM/EE

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

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

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

Designation	Units	No. Machined
Aprons Butchers	540	2,700
Aprons Cooks	"	2,160
Armbands	"	8,100
Bags Soiled Linen	"	2,700
Blouses E.D. ... T.E.	"	337
Blouses E.D.	"	337
Collars for Shirts A.D.	"	3,240
Covered Cap	"	2,160

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

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

Week Ending 31/3/45

1	2	3	4	5	6	7
Person No.	Units Required	Units Obtained	Units over 540	Units to be paid at 110 lire per 10	Extra Payment to each of 11 participants (10 + 1 ganger, 10 m/o operators)	Extra Payment to each of 11 participants (10 + 1 ganger, 10 m/o operators)
1	540	421				
2	540	425				
3	540	498				
4	540	505				
5	540	524				
6	540	458				
7	540	598	58	60	660	60
8	540	493				
9	540	524				
10	540	513				
11	540	541	1	110	330	30
12	540	571	31	30		
13	540	190				
14	540	469				
15	540	533				
16	540	554				
17	540	510				
18	540	484				
19	540	471				
20	540	484				
21	540	393				
22	540	369				
23	540	455				
24	540	446				
25	540	396				
26	540	416				
27	540	432				
28	540	355				
29	540	318				
30	540	370				
31	540	385				
32	540	236				
33	540	182				
34	540	272				
35	540	200				

3046

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5	540	524
6	540	458
7	540	598
8	540	493
9	540	524
10	540	513
11	540	541
12	540	571
13	540	490
14	540	469
15	540	533
16	540	558
17	540	510
18	540	484
19	540	471
20	540	484
21	540	393
22	540	369
23	540	455
24	540	446
25	540	393
26	540	416
27	540	432
28	540	355
29	540	348
30	540	370
31	540	355
32	540	236
33	540	182
34	540	272
35	540	200

58	60	660	60
1	WIL	-	-
31	50	330	30
18	20	220	20

Total Home Payments 1,210

LABOR SUB-COMMISSION
A.C.
Routing Slip

	Initials	Date
Mr. W.H. BRAINE	W.H.	9/6/45
Mr. SACHS	S.S.	8/27
Mr. DILLER		
Mr. AIREY		
Mr. SCOTT		
Mr. PROCTOR	P.	8/26
Miss STEVENSON		
Chief Clerk		

↓
Pls return to
Wallerhage
5045/pe

154/908

3: G I U. 1943

IL/73/1

Tel No
Valley Forge 43

ALLIED FORCE HEADQUARTERS

LABOUR DIRECTORATE

SUBJECT: Wages Sub-Committee

Labour Sub-Committee, HQ AC, APO 394

(for attn of Mr David C. S. CHS)

2nd Penbase Main (for attn of Major H. J. REUPER)

2nd Penbase South (for attn of Major R. B. DAFOM)

RM FORUM (for attn of Lieut (S) P. E. GRIMMEL, RMVR)

HQ LAR (for attn of S/Ldr J. A. HARTER)

Further to this Directorate letter IL/73/1 dated
28 May 45.

The following addition is to be made to the Agenda
of the meeting of the Wages Sub-Committee to be held in
NAHLES on 5 Jun 45:

- (a) To consider a request submitted by the Director of
Army Welfare Services to establish rates of pay for
performers (stars, speciality acts, dancers and singers)
as per the following scale:

STAR - - - - - Lire 8,000 per week

SPECIALITY ACTS

1st Grade - - - - - Lire 6,000 per week

2nd Grade - - - - - Lire 4,000 per week

Assistants - - - - - Lire 2,000 - Lire 2,800
per week.

DANCERS

1st Grade - - - - - Lire 4,000 per week

2nd Grade - - - - - Lire 2,800 per week

SINGERS

1st Grade - - - - - Lire 6,000 per week

2nd Grade - - - - - Lire 4,000 per week

1301A

of the meeting on the 14th of June 1945
MAILS on 5 Jun 45 :

- (a) To consider a request submitted by the Director of Army Welfare Services to establish rates of pay for performers (stars, speciality acts, dancers and singers) as per the following scale :

STAR - - - - - Lire 3,000 per week

SPECIALITY ACTS

1st Grade - - - - - Lire 6,000 per week
2nd Grade - - - - - Lire 4,000 per week
Assistants - - - - - Lire 2,000 - Lire 2,800 per week

DANCERS

1st Grade - - - - - Lire 4,000 per week
2nd Grade - - - - - Lire 2,800 per week

SINGERS

1st Grade - - - - - Lire 6,000 per week
2nd Grade - - - - - Lire 4,000 per week

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

A representative of DA/CS, AFHQ should attend at 1000 hours.

2.

[Signature]

(O.S. BOSTELL) Major. DADL.,
for Major J.R. CARSON, SC,
G-4A, AFHQ,
Chairman.

1 Jun 45.
CSB/JI.

Copy to:- AFHQ HQ ROME Area
G-4A, AFHQ (for atten of Major J.R. CARSON)
PA (or) AFHQ
DA/CS, AFHQ (for atten of Capt T.S.T. TREGILLAS)
PA (R.F.), HQ MAP
PA, No 3 District
No 4 Clothing & Repair Factory, RIAC
(for atten of Major W.F. McDONALD)

LABOUR DIRECTORATES

DL/73/1

Tel No
Valley Forge 43

Labour Sub-Commission, HQ AC, APO 24
(for attn of Mr David C. SACHS)

EPA Penbase Main (for attn of Major E.J. RUFER)

U.S. Army
Major R. M. Eaton

<u>IN POWER</u>	{ " "	" "	Lieut (S)	F.R. GRIMES,	(RIVER)
<u>HQ EAST</u>	{ " "	" "	S/Ldr A.A. VILBERT		

1

A meeting of the Wages Sub-Committee will be held at 1000 hrs on Tuesday, 5 Jun 45, in the office of Major R. E. EATON, HQ PENTABASE SOUTH, NAPLES.

Abstract

- (a) Minutes of the meeting held on 27 Apr 45.
- (b) To consider a request submitted by DIL Eighth Army for establishing rates of pay for the following grades :-

Motor launch driver mechanic
Shorthand Monitor
(see Appendix "A" attached)

- (c) To consider an incentive bonus scheme submitted by No 4 Clothing and Repair Factory, HQC for increasing weekly production of clothing (see Appendix "B").
- (d) To consider whether or not this Wages Sub-Committee should be disbanded now that Local Sub-Committees of the Labour and Wages Control Committee have been formed in accordance with the terms of AMHQ Administrative Instruction No 25 dated 18 Apr 45.
- (e) Any other business.

ACEDDA

2. (a) Minutes of the meeting held on 27 Apr 45.
 (b) To consider a request submitted by DML Eighth Army for establishing rates of pay for the following grades :-

Motor launch driver mechanic
 Shorthand Monitor
 (see Appendix "A" attached)

- (c) To consider an incentive bonus scheme submitted by No 4 Clothing and Repair Factory, RAC for increasing weekly production of clothing (see Appendix "B").
 (d) To consider whether or not this Wages Sub-Committee should be disbanded now that Local Sub-Committees of the Labour and Wages Control Committee have been formed in accordance with the terms of AFHQ Administrative Instruction No 25 dated 18 Apr 45.
 (e) Any other business.

3. A representative of No 4 Clothing and Repair Factory should attend at 1000 hrs.

5013

Thompson

(G.S. BOSWELL) Major, DML.,
 for Major J.R. CARSON, SC,
 G-4a, AFHQ,
 Chairman.

28 May 45,
 CSB/JL.

Copy to:- AFHQ HQ RGEC Area
 G-4a, AFHQ (for attn of Major J.R. CARSON)
 Pa (Dr), AFHQ
 Pa (RAF), HQ AFHQ
 DML No 3 District
 No 4 Clothing & Repair Factory, RAC
 (for attn of Major W.P. McDONALD)

C O P YAPPENDIX "A"SUBJECT:- Civ Lab - Rates of Pay.Rear HQ Eighth Army CEF
Tele Dxt 272
R 101 LA

16 May 45

Lab Directorate AFHQ

Copies to:- 3 Cond Ltr
2901 Civ Lab Unit
2912 "
2913 "
2920 "

The following new grades have been established:-

Motor-launch Driver-mech (VENTEE) - Min 420 lire
max 150 lire a dayShort-hand monitor - Min 4,500 lire max 6000 lire
a month.

HAM

?????????????
for Col
DEL
Eighth Army

5042

Q O P Y

APPENDIX "B"

From: 4 Clothing & Repair Factory R.A.O.C.
 To: E.A.D.L., 2905 C.L.U.
 Ref: MD/27
 Tel. 54077-50679
 Date: 7 April, '45

1. It is desired to offer the machine operators at this factory an incentive for increased production and the following Incentive Bonus Scheme is submitted for consideration in accordance with "Regs. for Employment of Civilian Labour 1945" para 11 (a).
2. The complete sewing machine plant is laid out in uniform benches of 10 machines each and it is proposed that bonus payment be made per bench thus ensuring a competitive team spirit.
3. The weekly production of all items manufactured has been assessed in terms of Units (see Appendix "A"), based on present rate of production of one pair of Trousers K.D., which garment has been chosen to provide one Basic Unit.
4. Normal efficiency standard (not very high) is considered to be reached by any one bench producing 90 pr. Trousers K.D. per day. Assessing 1 pr. Trousers as 1 Unit, this bench would produce 90 Units per day or 540 Units per 6 day week.
5. It is proposed that 540 Units per bench per 6 day week be considered normal efficiency standard; each bench (10 machine operatives plus one ganger) to be paid an incentive bonus of 110 lire for every 10 Units scored in excess of the standard figure of 540 Units.
6. Examples of how this proposed bonus scheme would have applied to this factory for week ending 31/3/45 are shown at Appendix "B".

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

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

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

Description	Units	No. Machines
Aprons Makers	540	2,700
Aprons Cooks	"	2,100
Aprons	"	6,100

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

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

(SG) W.P. McDONALD, Major,
Clothing & Repair Plotory R.A.O.C.

W.P./73

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

Basic Unit: 1. Equivalent to 1 Pr. of Trousers L.D.

Designation	Unit	No. Machine
Agony's Trenchcoat	540	2,700
Agony's Coats	"	2,160
Agony's	"	8,100
Boys' Hooped Lanes	"	2,700
Blouses B.D. A.P.B.	"	337
Blouses B.D.	"	337
Collars for Shirts L.D.	"	2,240
Cover Oxy	"	6,460
Cover White (3 sections)	"	180 (sets of 3)
Cover White B.D.	"	135
Headgear for Female Workers	"	5,490
Jackets Coats	"	840
Legs Lanes	"	23,750
Overalls Bando	"	400
Overalls Coats A.P.B.	"	480
Overalls Nursing Gravelles	"	480
Overalls Nursing A.P.B.	"	480
Pyjamas Coats (Thin or Cambric)	"	540
Shirts L.D. A.P.B.	"	1,350
Shirts B.D. A.P.B.	"	480
Shirts L.D. A.P.B.	"	480

...../Slacks Bando A.P.B.

- 2 -

DestinationUnitsNo. Machined

Slacks Serge A.T.B. 480
 Ties O.R.S. 8,100
 Trousers Cooks 540
 Trousers R.D. 405
 Trousers K.D. 540
 Voucher Packs 8,100

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

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

Week Ending 31/2/45

1. Bond No.	2. Units Required	3. Units Obtained	4. Units over 540	5. Units to be paid at 140 lire per 40 lire per 40	6. Extra Payment per batch of 10 + 1 Gauger	7. Extra Payment to each of 11 participants (1 Gauger, 10 w/o operators) Lire
1.	540	421				
2.	540	425				
3.	540	493				
4.	540	506				
5.	540	524				
6.	540	456				
7.	540	556	58	50	660	60
8.	540	493				
9.	540	524				
10.	540	513				
11.	540	544	1	30	330	30
12.	540	574	31			
13.	540	450				
14.	540	469				
15.	540	532				
16.	540	513				
17.	540	510	13	20	220	20
18.	540	424				
19.	540	471				
20.	540	424				
21.	540	503				
22.	540	510				

1. Bench No.	2. Units Required	3. Units Obtained	4. Units over 540	5. Units to be paid at 110 lire per 10	6. Extra Payment per bench of 10 + 1 Ganger	7. Extra Payment to each of 11 participants (1 Ganger, 10 w/c Operators)
1.	540	421				
2.	540	425				
3.	540	420				
4.	540	506				
5.	540	524				
6.	540	458				
7.	540	598	58	60	660	60
8.	540	193				
9.	540	524				
10.	540	513				
11.	540	541	1	30	330	30
12.	540	571	31			
13.	540	490				
14.	540	469				
15.	540	533				
16.	540	550	10	20	220	20
17.	540	510				
18.	540	494				
19.	540	471				
20.	540	494				
21.	540	393				
22.	540	369				
23.	540	455				
24.	540	146				
25.	540	398				
26.	540	416				
27.	540	432				
28.	540	355				
29.	540	346				
30.	540	370				
31.	540	355				
32.	540	236				
33.	540	182				
34.	540	272				
35.	540	200				
Total Bonus Payments					1,210	

LABOR SUB-COMMISSION
A.C.
Routing Slip

	Initials	Date
Mr. V.H. BRAINE	<i>[Handwritten initials]</i>	3/1/5
Mr. SACHS	<i>[Handwritten initials]</i>	
Mr. DI FEDE	<i>[Handwritten initials]</i>	3/1/5
Mr. AIREY	<i>[Handwritten initials]</i>	3/1/5
Mr. SCOTT	<i>[Handwritten initials]</i>	1/6
Mr. PROCTOR	<i>[Handwritten initials]</i>	
Mr. STEVENSON	<i>[Handwritten initials]</i>	2/6
Chief Clerk		

5039

LSC/908 + 402

ALLIED FORCE HEADQUARTERS

LABOUR DIRECTORATE

Subject: Local Sub-Committees of the
Labour & Wages Control Committee

EL/79/ATel: Valley Forge 43

Labour Sub-Commission,
H.Q., A.C.,
APO 394

Reference your LSC/402 of 12 May 45 addressed to the Chairman of the NAPLES Committee, with a copy to this Directorate, and conversation Mr. SAGHS and Lt. Col. PEARCE on 16 May 45.

1. This Directorate concurs with the contents of your abovequoted letter and considers that this matter should be discussed at the next meeting of the Labour & Wages Control Committee on 23 May 45.

H Pearce

(H.S. PEARCE) Lt. Col., A.D.L. (Civil),
for Brigadier,
Director of Labour,
A.F.H.Q.

17 May 45
CSB/RH

5038

LABOR SUB-COMMISSION
A.C.
Routing Slip

	Initials	Date
Mr. W.H. BRAINE		
Mr. SACHS		
Mr. DI FEDE		
Mr. AIRBY		
Mr. SCOTT		
Mr. PROCTOR		
Mr. STEVENSON		
Chief Clerk		

Fela

5037

FILE

HEADQUARTERS ALLIED COMMISSION
APO 384
LABOR SUB-COMMISSION

DCS/rav

28 April 1945

TEL : Ext. 204

REF : LSC/908

SUBJECT: Establishment of Local Sub-Committees for Labor and
Wages Control Committee.

TO : G-1, American

1. We are forward^{ed} to you for action the enclosed memorandum reference above subject.

2. It is suggested that the A.C. representative should be the representative of G-1, American Establishment Section, ~~who~~ has jurisdiction over the employment of civilian personnel.

3. It is suggested that you nominate a representative for this Committee.

4. Labor Sub-Commission will be glad to have a representative as observer.

5. Please route memos arising out of this Sub-Committee to Labor Sub-Commission for information.

DAVID C. BACHS
Deputy Director
Labor Sub-Commission

Encl. 1

5036

Free Copy
1006/900

1. A meeting of the Wages Sub-Committee was held at 0900 hrs on 27 Apr 45 in WILKS (AHEC) Conference Room, 2nd Floor, 60 Piazza dell' Esedra, Rome.

2. Present:
 Lt. Col. H.B. PEARCE, A.D.L. (Civil), AMHQ.
 Chairman

Representatives of:

(1) DAVID C. SACHS
(1) SCOTT

PHS	Major H.J. REUBER
RMFCAR	Lieut (S) P.R. CRIBBLE, RMVR
WAF (RAF)	S/Ldr A.A. HARDY

In attendance:

Major J. H. CLARSON
Lt. Col. R. H. BURDET
W/Capt J. H. GARLAND
Lt. Col. C. STEWART
Major K. R. HAZARD
Capt A. ROSS

3. The minutes of the Sub-Committee Meeting held on 3 Apr 45 were approved.
4. As instructed in Minute 157 of the Meeting of the Labour and Wages Control Committee held on 11 Apr 45, the differential between the Allied Forces Basic Wage Scales in SICILY and ITALY were considered.
- Evidence of DML 3 District was that Allied Force Basic Rates compared favourably with those in private industry on the East side of SICILY. The U.S. Navy, however, was paying skilled labour at PALLINO, owing to higher rates being paid for private industry; further cost of living is exceptionally high at PALLINO.
15. SACS, AG, confirmed that the cost of living index of this city is comparable with that of ROMA and NAPLES, and was of the opinion that the present Allied Forces Wage rates did not compare favourably with those paid by private industry.
- It was agreed and recommended that 3 District should arrange as soon as possible for the meeting of a Local Sub-Committee as authorised in AMIQ Administrative Memorandum No. 25 to take necessary action in accordance with para 5 of the said memorandum and to recommend, if necessary, the introduction of Italian Basic rates at PALLINO.
- The findings of this committee should be reported to the Labour & Wages Control Committee arranged for 17th May 45.

3. The minutes of the Sub-Committee on Labour and Wages Control.
4. As instructed in Minute 137 of the Meeting of the Labour and Wages Control Committee held on 11 Apr 45, the differential between the Allied Forces Basic Wage Scales in SICILY and ITALY were considered.
Evidence of DML 3 District was that Allied Force Basic Rates compared favourably with those in private industry on the East side of SICILY. The U.S. Navy, however, was paying skilled labour at PHILMO, owing to higher rates being paid in private industry; further cost of living is exceptionally high at PHILMO.
Mr. SAKS, IC, confirmed that the cost of living index of this city is comparable with that of ROME and NAPLES, and was of the opinion that the present Allied Forces Wage scales did not compare favourably with those paid by private industry.
It was agreed and recommended that 3 District should arrange as soon as possible for the meeting at PHILMO of a Local Sub-Committee as authorised in AMIG Administrative Memorandum No. 25 to take necessary action in accordance with para. 6 of the said memorandum and to recommend, if necessary, the introduction of Italian Basic rates at PHILMO.
The findings of this committee should be reported to the Labour & Wages Control Committee arranged for 17th May 45.
5. As instructed in JIRS letter LRS/2143 dated 24 April 45, Draft Administrative Memorandum on Employment and Wage Scales in Northern ITALY was considered.
The following recommendations were agreed :-
 - (a) The territory involved needs clarifying throughout the Memorandum.
 - (b) 40 para. 3(a), last sentence, "prevailing" should be inserted between "local" and "rates". This sub-para should terminate at "minimum rates" in the third line.
 - (c) 40 para. 4(b), line 2, "six continuous days" should be deleted and "six consecutive days" inserted.
 - (d) At Appendix "p", in heading "salaries" should be deleted and "wages" inserted.
 - (e) It is suggested that the following Administrative Memorandum be collected and the substance incorporated in the Drafts now under consideration :-
 - Administrative Memorandum No. 47 of 1944
 - Administrative Memorandum No. 62 of 1944
 - Administrative Memorandum No. 16 of 1945.

Para. 6/.....

- 2 -

6. In requested by DE, 27HQ, consideration was given to the recommendation contained in his letter dated 24 Mar 45 that wages and allowances paid by Contractors working on Military Contracts be divorced from the Allied Forces Basic Wage Scale, and that such contingents be based on the official local rates.

It was agreed and recommended:-

- (a) that paras 2, 4 and 5 of Administrative Memorandum No. 5 be cancelled.
(b) that Contractors' contingents should be paid at local prevailing Wage Rates, such rates to be determined from:-

- I OFFICIAL RATE, L.V.C.R.
 - II OFFICIAL RATE, L.V.C.R.
 - III OFFICIAL RATE, L.V.C.R.
 - IV OFFICIAL RATE, L.V.C.R.
- AS AUTHORIZED IN 27HQ ADMINISTRATIVE MEMORANDUM NO. 25.

7. ADMINISTRATIVE MEMORANDUM NO. 25

- (a) Consideration was given to a request submitted by DE, No. 3 District for the inclusion of the word "Pension" after the classification "Colonies (Post Retirement)" shown at Appendix "D" to 27HQ Administrative Memorandum No. 47 of 1944.

In the discussion of what had been current practice prior to publication of Administrative Memorandum No. 47, it was agreed and recommended that the following amendment be made in Appendix "D" to 27HQ Administrative Memorandum No. 47:-

APPENDIX "D" (POST RETIREMENT) "PENSION" "SILVER OR BRASS"

- (b) Consideration was given to a request submitted by DE, No. 3 District for a proposed rate of 85 100, plus 29 100 cost of Living Bonus to be paid to a pensioner "Pension 6 or 60" (Pension).

It was agreed that no official authority was required as the case was adversely covered by the classification "Pensioners, ALL BRANCHES" (Appendix "D" to 27HQ Administrative Memorandum No. 47).

- (c) Consideration was given to a request submitted by DE, No. 3 District that pensions payable by 27HQ be based on the "Pension, 10000, on the basis of" of contributing pensioners be classified as "Colonies Pension" (Appendix "D" to 27HQ Administrative Memorandum No. 47).

Referring to the discussion of the classification made in Memoranda between 27HQ, 27HQ, 27HQ and 27HQ, it was agreed and recommended that the following rates be included in the Allied Forces Basic Wage Scale:

above discussion of that had been previously discussed in the
of Administrative Memorandum No. 47. It was agreed and recommended that
the following statement be made in paragraph "D" to the Administrative
Memorandum No. 47:

STATIONER & PRINTER
100 N. 1st St.
St. Paul, Minn.

- (c) Consideration was given to a request for a personal rate of \$5.00, plus 25% cost of living bonus to be paid to a formerly "German Officer." (Case).
- It was agreed that no special authority was required in the case was subsequently covered by the classification "EXEMPTIONS, ALL GRADES" (Reference to the 1940 Administrative Manual No. 47).
- (d) Consideration was given to a request submitted by DEL. No. 3 District Unit for a personal rate of \$5.00, plus 25% cost of living bonus to be paid to a formerly "German Officer." (Appendix to the 1940 Administrative Manual No. 47).

- [illegible]

going to the Alstair distribution area in Yorkships on time for work, it was reported and recommended that the following action should be taken:

1. The Alstair distribution area in Yorkships should be visited by the Alstair distribution area in Yorkships on time for work, it was reported and recommended that the following action should be taken:

1990-1991

[illegible]

100,000 Liters per day

- (a) Commission was given to a recent audit by Director of Army Veterans Bureau re estimated table data rates for performers (singer, specialist, bass, baritone, alto).

Let us, however, begin with the question of the first of the two main points.

2. *Why do we need to use the $\mathcal{L}_2$ norm?*

STATE OF NEW YORK
The next meeting of the Board of Regents for the University of the State of New York, will be held at Albany, on the 15th day of May, 1904.

~~H.P. Carter~~

FILE

HEADQUARTERS ALLIED COMMISSION
APO 294
LABOR SUB-COMMISSION

DCS/taw

TEL : Ext. 204 25 April 1945
REF : LSC/908 + 2
SUBJECT: Administrative Memorandum No. 25
TO : G-1, American

1. Reference is made to Paragraph 3 of Administrative Memorandum No. 25 of 16 April, concerning the formation of Sub-Committees in various localities.

2. It is suggested that you signal the Regions advising that the Officer in charge of employment of civilian personnel should represent the Regional Commissioner, A.C. on these Sub-Committees.

3. With respect to the Committee to be formed in Rome, of which you will be notified, it is suggested that Colonel Dragneff, or his nominee, represent Allied Commission as an employing unit.

DAVID C. SACHS
Labor Sub-Commission

1133

LSC/1908

ARMED FORCE HEADQUARTERS

LABOUR DIRECTORATE

SUBJECT:- Wages Sub-Committee.

DL/73/1

Tel. No.
Valley Forge 45

Labour Sub-Committee, HQ AF, APO 591 (For attention of Mr. David C. SAGHS)
APA PENBASE IAIN (For attention of Major H.J. REUPER)
RFA PENBASE SOUTH (For attention of Major R.B. EATON)
RAF, FOTAM (For attention of Lieut (S) P.R. GRINDLE, RWR)
HQ, NAAF (For attention of S/Ldr A.A. HARLEY)

Further to this Directorate letter DL/73/1 of 22 Apr 45.

1. The following addition is to be made to the Agenda of the meeting of the Wages Sub-Committee to be held in ROME on 27 Apr 45:

- ✓ (a) To consider a request submitted by DDE No.3 District for civilian employees employed by 693 Base Manufacturing Workshop, ROME on the inspection of manufacturing processes, to be classified as "Chief Foreman" - see Appendix "D".

23 Apr 45.
CSB/10

(E.S. FENNER, Lt. Col.),
A.D.L. (Civil), A.F.H.Q.,
(Chairman).

Copies to:- AFHQ, HQ ROME Area.

PA (A), AFHQ (for attention of Major J.P. CARSON)

PA (Br), AFHQ

Inspector Section (Br), AFHQ (for attention of Lt. Col. C. SWAN)

PA (RAC), HQ NAAF

DDE No.3 District

5632

APPENDIX "D"

Subject:- Civilian Labour - Classification.

3 District
Baseball 98
3Dis/456/1/L
21 Apr 45

LABOUR Directorate
ATTN:

1. A request has been received from the CIO REBE for the quotation of a rate of pay for Inspectors employed in 683 Base Manufacturing Wasp REBE.
2. This installation manufactures in large quantities a variety of articles, many of which are the result of several manufacturing processes. Whilst the final inspection of completed articles is in the hands of military inspectors, the inspections necessary at the completion of each process have to be left to civilian inspectors.
3. Four Inspectors are at present employed, their trades being respectively Machinist, Grinder, Fitter and Turner.
4. These civilian inspectors are highly skilled tradesmen and have been selected for this responsible work from among the Foremen of the various trades. It is therefore desired that they should be given a higher rate of pay than Foreman.
5. In view of the small number of employees, the creation of classification would not appear to be justified. It is suggested therefore that consideration be given to including these Inspectors under the classification Chief Foreman as a special case.
6. May this matter please be brought before the Wages Sub-Committee at its next meeting?

K. R. HAYWARD, Major,
for (H.F.D. STREPER) Colonel
EDL

/cr2

5031

785021

M. Sachs

ARMED FORCE HEADQUARTERS

LABOUR DIRECTORATE

SUBJECT:- Wages Sub-Committee

14/73/1

Tel No

Valley Force 43

Labour Sub-Committee, HQ 30, 40 394 (for attention of Mr David C. BATES)
MR A PEARSON (for attention of Major E. A. L. L. L. L.)
MR J. J. J. J. J. (for attention of Major E. A. L. L. L.)
MR J. J. J. J. J. (for attention of Lieut (S) F. R. G. G. G.)
HQ 30/1 (for attention of 3/Lt J. J. J. J.)

Further to this Directorate letter HQ 73/1 dated 22 Apr 45.

1. ✓

The following addition is to be made to the agenda of the meeting of the Wages Sub-Committee to be held in ROOM on 27 Apr 45.

- (a) To consider a request contained in a Director of Army Welfare Services letter (see Appendix 22) to establish Basic Wage Rates for Performers (Stems, Specialist Acts, Dancers, Singers).

(P. OWEN WARD, Major, D.A.S.L. (Civil)).
 for (A.S. FARMER, Lt.-Col.),
 A.D.L. (Civil), A.P.H.Q.,
 (Chairman).

Apr 45.
 FOM/JL.

Copy to:- HQ 30, HQ 30/1 (for attention of Major J.F. CARSON)
Mr J. J. J. J. J. (for attention of)
Engineer Section (Dr), 22/2 (for attention of)
Lt.-Col G. B. B.

1. 1. ☒ (for attention of S/Ldr ...)

Further to this Director's letter 16/15/73 dated 22 Apr 45.

The following addition is to be made to the agenda of the meeting of the Wages Sub-Committee to be held in HQB on 27 Apr 45.

- (a) To consider a request contained in a Director of Army Welfare Services letter (see Appendix "B") to establish Basic Wage Rates for Performers (Singers, Specialist Acts, Dancers, Singers).

(E. ONI HALL, Major, D.A.D.L. (Civil)).
for (H.S. FRANK, Lt.-Col.),
A.D.L. (Civil), W.P.L.Q.,
(Chairman).

Apr 45.
FOM/JL.

Copy to: - W.P.S. HQ HQB Area
G.L.D. (for attention of Major J.E. CARSON)
Pa (Pr) (for attention of
Engineer Section (Pr), W.P.S. (for attention of
Lt.-Col C. SWEET)

Pa (Pr), HQ HQB
TEL No 3 District

3030

APPENDIX "A"

ARMED FORCE IN ENGLAND

WEL/1925/PBS

Ref: 50040: Ext 23

21 Apr 45

SUBJECT: - Civilian Artists

Director of Labour,
 WEL.

1. It is now desired to employ civilian performers for work with the Central Pool of Artists. May a ruling please be given as to a Basic Wage Scale.

2. For your information the following scale is suggested:-

PERFORMERS - (Stars)	-	£20 per week	(4 acts)
- (Specialist Acts)	-	1st Grade £15 per week (6 acts)	
		2nd Grade £10 per week	
		Assistants £5 - £7 per week	
PERFORMERS - (Dancers)	-	1st Grade £10 per week	
		2nd Grade £7 per week	
PERFORMERS - (Singers)	-	1st Grade £10 per week	
		2nd Grade £7 per week	

3. They are to be employed within W.E.

(Signed) ? ? ? ? ? Capt
 for H.E.R. WRIGHTLEY, Major,
 for Brigadier,
 Director of Army Welfare Services.

work with the Central Pool of Artists. Any ailing person be given as to a Basic Wage Scale.

2. For your information the following scale is suggested:-

PERFORMERS - (Stars)	-	220 per week	(80th)
	-	1st Grade \$15 per week	(60th)
PERFORMERS - (Specialist Acts)	-	2nd Grade \$10 per week	
	-	assessments \$5 - \$7 per week	
PERFORMERS - (Dancers)	-	1st Grade \$10 per week	
	-	2nd Grade \$7 per week	
PERFORMERS - (Singers)	-	1st Grade \$10 per week	
	-	2nd Grade \$7 per week	

3. They are to be employed within U.S.

(Signed) ? ? ? ? ? Capt

for H.L.A. BRIGADIER, Major,
for Brigadier,
Director of Army Welfare Services.

5029

250/908

ALLIED FORCE HEADQUARTERS

LABOUR DIRECTORATE

SUBJECT: - Wages Sub-Committee.

DL/73/1

Tel No.
Valley Forge 43

Labour Sub-Committee, HQ AC, APO 334 (for attention of Mr. David C. SACHS)
LPA PEMBERE MAIN (for attention of Major M.J. REHMER)
LPA PEMBERE SOUTH (for attention of Major R.A. DAFON)
RN, NONGAI (for attention of Lieut (3) P.L. CRIMMIE, RNVR)
HQ, MAAF (for attention of S/Lt A.A. HILLY)

1. A meeting of the Wages Sub-Committee will be held at 0900 hrs on Friday, 27 Apr 45, in the AFHQ Conference Room, 2nd Floor, 68 Piazza DELL'ESERCIZIO, ROME. This concerns the meeting previously arranged for Monday, 30 Apr 45.

2. AGENDA

- ✓ (a) Minutes of the meeting held on 3 Apr 45.
- (b) As instructed by the Labour & Wages Control Committee, para 137 of the minutes of the meeting held on 11 Apr 45 refers, to consider the abolition of the differential between the Allied Forces Basic Wage Scale in SICILY and that in ITALY.
- ✓ (c) To consider a request submitted by DFL No. 3 District for the inclusion of the word "(female)" after the classification "Clerical (foot repairing)" shown at Appendix "9" to AFHQ Administrative Memorandum No. 47 of 1944. (See Appendix "2").
- ✓ (d) To consider a request contained in an Engineer Section (IR), AFHQ Letter (see Appendix "9") advising that wages and allowances paid by contractors working on military contracts be diverged from the Allied Forces Basic Wage Scale, and that such divergences be based on the official local rates.

✓ (e) To consider a request submitted by DFL No. 3 District for a personnel rate of 8 1/2 lire, per day, plus 29 lire per day Cost of Living Bonus, to be paid to a juvenile contractor. (See Appendix "10").

SUBJECT: Civilian Labour - Rates of Pay

LABOUR Directorate

LFHQ

ATTACHMENT

3 District
Baseball 98
Dis/45/L
6 Apr 45

Reference Regulations for the Employment of Civilian Labour,
1943, Annex 'D', para 33 - "Closures - Post warling".

1. A complaint has been received from 557 MOD to the effect that payments made in respect of "Closures" have been followed by Command Paymaster who asserts that the same should be at the rate.
2. However, due to the fact that all closures employed by 557 MOD are female and previously have been in receipt of this rate of pay, which was classified in the publication 'Instructions Regarding the Employment of Civilian Labour - 1943' as "closures - female", may consideration be given, please, to the word 'female' to be re-inserted against the grade "Closures".

(Lt Col W. L. DAVY, Major,
for (Lt Col D. S. GUNTER) Colonel
RAF)

enc/

ATTACHMENT

From: 4 Clothing & Repair Factory, RASC

Re: 1. L. D. L. 2905 G. L. L.

Ref: 1. 5,077 - 50,79

Date: 1. 03/43

Date: 1. 10 Apr 45

Subject: Paymaster's Rates

1. In accordance with "Regt. for Employment of Civilian Labour 1943" para 33, application is made for authority to pay

REGT. ATTACHMENT. (Date of Birth 8/9/23)

as an adult employee at the minimum basic rate of 85 lines per day plus 75 lines per day cost of living bonus as a working operator and not 75 lines per day plus 29 lines per day cost of living bonus as an apprentice.

2. Application is being made for this rate although not yet 17 years of age, is an expert worker who has been employed on 6/4/45 has been up to the highest other pay rate

5027

For (Sgt) T. D. Smith, Major
(Sgt) D. D. Smith, Colonel
DDL

APPENDIX "C"

FROM : - Clothing & Repair Factory, HACO

TO : - D.D. Smith, 2935 C.L.U.

TEL : - 54077 - 50679

REF : - 03/83

Date : - 10 Apr 45

Subject: - Person 1 Status

3027

1. In accordance with "Reg. for Employment of Civilian Labor

1945" para 24, application is made for authority to pay

PERSON ARCHITECT (Date of Birth 8/9/28)

as an Adult Employee at the minimum basic rate of 83 lire per day plus 75 lire per day Cost of Living Bonus as a machine operator and not 35 lire per day plus 29 lire per day Cost of Living Bonus as an apprentice.

2. Application is based on the fact that this individual has been employed for 17 years of age, in an engineering position as a solo machinist, who since engagement on 6/4/45 has acted as a professional in the field of other button hole machines with the result that production in this particular department has increased considerably.

3. It is contended that this special case should be dealt with under the provisions of a/m para 24 as it would be prejudicial if the matter could be referred to P.M. (Mr) and the A.P.M. Local Resources (Italian) Board.

(Sgt) W. D. McINTOSH, Major,
Clothing & Repair Factory HACO.

WDM/EE

APPENDIX "B"

ENGINEER SECTION (BR)

A. J. J. Q.

C. H. P.

7854 No. 10000000 019

ENC/2752

24 March 1945

ST-7002:-- Civilian Contractors.
Wage Rates

To :- C(Head)

1. Reference this office memo numbered as above dated 23 March 1945 which in effect recognises as authorised rates of wages and allowances those approved by the appropriate Italian Government Authority for each locality and minute 7 of the minutes of the Sub-Committee of C.O. Labour and Wages Control Committee" held on 5 March 1945, which reads as follows :-

" The Sub-Committee which have concern the frequent and unpredictable changes in the Italian wage scale together with the institution of various bonuses which are being authorised by local labour organisations. It is felt that in the light of such frequent changes the Armed Forces will rapidly lose control of rates of pay and will experience considerable difficulty in retaining the civilian labour essential for military purposes. "

2. The frequent introduction of bonuses and wage increases which must be paid by the Italian Contractors renders difficult the application of Para 11 of Adm. Memo. No. 5 dated 31st. Jan. 45 which is the subject of Supplementary Clause No. 105 circulated under cover of this office memo refd once as above dated 14 Feb 45 which forms a basis of our Variation of Price - Labour Costs Supplementary Clause 100 L, circulated under cover of this office memo reference ENR/2600 dated 5 Mar 45.

3. The rates of wages given in the Allied Forces Basic Wage Scale plus the cost of living indemnity have been used by A.M.Q. Memo. 62 dated 1st Dec. 44 are believed to be based on the official Italian rates plus certain allowances for an average family and for application of the contract but which is also an average basic wage. We are not so concerned by the contract but which is also an average basic wage. We are advised that the rates and allowances paid by contractors working on military contracts should be derived entirely from the Allied Forces Basic Wage Scale which should be limited to conditions of employment of D.E.L. as we in effect recognise so far as contractors are concerned the official Italian rates and allowances which the contractor must, by Italian law pay, we should like our contracts to be based on the official local rates which can be easily obtained by the local works officer, assessment of claims for increases under the rate and fall clause can also be more easily made.

4. Any representation as made to the appropriate authority on the proposal submitted above would, if approved will result in the cancellation of Supplementary

5026

changes in the Italian wage scale together with the institution of various bonuses which are being authorized by local labour organizations. It is felt that in the light of such frequent changes - the Armed Forces will rapidly lose control of rates of pay and will experience considerable difficulty in retaining the civilian labour essential for military purposes."

2. The frequent introduction of bonuses and wage increases which must be paid by the Italian Contractors renders difficult the application of Para 11 of Adm. Memo. No. 5 dated 1st Jan. 45 which is the subject of Supplementary Clause No. 105 circulated under cover of this office memo reference as above dated 14 Feb 45 which forms a basis of our Variation of Price - Labour Costs Supplementary Clause 100 A, circulated under cover of this office memo reference EW/2600 dated 5 Mar 45.

3. The rates of wages given in the Allied Forces Basic Wage Scale plus the cost of living indemnity and raised by Adm. Memo. 62 dated 19 Dec. 44 are believed to be based on the official Italian rates plus certain allowances for an average family and the application of this scale to Adm. Memo. No. 5 result in a basic wage which may not be exceeded by the contractor but which is also an average basic wage. We have advertised for some time that wages and allowances paid by contractors working on military contracts should be divorced entirely from the Allied Forces Basic Wage Scale which should be limited to conditions of employment of D.E.L. as we in effect recognise so far as contractors are concerned the official Italian rates and allowances which the contractor must, by Italian law pay, we should like our contracts to be based on the official local rates which can be easily checked by the local Morris Official, representative of claims for increases under the Risco and Fall clause can also be more easily made.

3026

4. My representation remains to the appropriate authority or the proposal contained above which, if approved will result in the cancellation of Supplementary Clause No. 105 and modification of Supplementary Clause No. 100 A which will refer to official Italian rates of pay and allowances instead of as at present to Basic Pay and allowances related to the Allied Forces Basic Wage Scale.

5. Claims for increases in rates of wages on contracts which do not contain Supplementary Clause No. 100 A are made with each on its merits by this office in conjunction with the S.A.

(Sgt) C. SMITH,
Lieut. Colonel, R.E.
for Brigadier,
Director of Works.

Copy to :- PA(Dr)
Director of Labour.

LSC/908+405

ALLIED FORCE HEADQUARTERS

LABOUR DIRECTORATE

SUBJECT:- Civilian Contractors - Wage RatesDL/75Tel No
Valley Forge 43Labour Sub-Commission,
HQ AC, APO 394.
(For attention of Mr David C. SACHS)Reference attached copy of Engineer Section (Br), AFHQ
letter ENG/2752 of 24 Mar 45.

1. At the request of AFLRS the contents of the above-quoted letter are to be brought up for consideration at the next meeting of the Wages Sub-Committee on 30 Apr 45.
2. Would you be kind enough to obtain some advice on this matter to bring up at the next meeting.
3. Previously, Capt W.E. SOLENBERGER, late of your HQ, used to deal with contract problems and he was instrumental in submitting the proposals which were finally published as AFHQ Administrative Memorandum No 5 dated 31 Jan 45.

5025

H. Pearce
(H.S. PEARCE. Lt.-Col. A.D.L.(Civil)).
for Brigadier,
Director of Labour,
A.F.H.Q.

20 Apr 45.
CSB/JI.

COPI

ENGINEER SECTION (EX)

A.F.H.Q.
C.M.F.

ENG/2752

Tele. No. FREEDOM 819

24 March 45

SUBJECT: Civilian Contractors.
Wage Rates.

TO : Q (Maint).

1. Reference this office memo numbered as above d/d 23 March 45 which in effect recognises as authorized rates of wages and allowances those approved by the appropriate Italian Government Authority for each locality and minute 7 of the "Minutes of the Sub-Committee of the Labour & Wages Control Committee" held on 5 March 1945, which reads as follows:-

"The Sub-Committee views with grave concern the frequent and unpredictable changes in the Italian wage scale together with the institution on various bonuses which are being authorized by local labour organizations. It is felt that in the light of such frequent changes - the Armed Forces will rapidly lose control of rates of pay and will experience considerable difficulty in retaining the civilian labour essential for military purposes."

2. The frequent introduction of bonuses & wage increases which must be paid by Italian Contractors renders difficult the application of para II of Adm. Memo No. 5 dated 31 Jan 45 which is the subject of Supplementary Clause No. 105 circulated under cover of this office memo reference as above d/d 14 Feb 45 which forms the basis of our Variation of Price - Labour Costs Supplementary Clause No. 100.A circulated under cover of this office memo ref ENG/2600 d/d 5 Mar 45.

3. The rates of wages given in the Allied Forces Basic Wage Scale plus the cost of living indemnity authorized by AFHQ Adm. Memo 62 d/d 19 Dec 44 are believed to be based on the official Italian rates plus certain allowances for an average family and the application of the principle laid down in Adm. Memo No. 5 results in a Basic Wage which may not be exceeded by the contractor but which is also an average basic wage. We have advocated for some time that wages & allowances paid by contractors working on military contracts should be divorced entirely from the Allied Forces Basic Wage Scale which should be limited to conditions of employment of D.E.L; as we effect recognize so far as contractors are concerned the Official law

unpredictable changes in the Italian wage scale together with the institution on various bonuses which are being authorized by local labour organizations. It is felt that in the light of such frequent changes - the Armed Forces will rapidly lose control of rates of pay and will experience considerable difficulty in retaining the civilian labour essential for military purposes."

2. The frequent introduction of bonuses & wage increases which must be paid by Italian Contractors renders difficult the application of para II of Adm. Memo No. 5 dated 31 Jan 45 which is the subject of Supplementary Clause No. 105 circulated under cover of this office memo reference as above d/d 14 Feb 45 which forms the basis of our Variation of Price - Labour Costs Supplementary Clause No. 100.A circulated under cover of this office memo ref ENG/2600 d/d 5 Mar 45.

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4. May representation be made to the appropriate authority on the proposal contained above which if approved will result in the cancellation of Supplementary Clause No. 105 and modification of Supplementary Clause No. 100 A which will refer to official Italian rates of pay & allowances instead of as at present to Base Pay and allowances related to the Allied Forces Basic Wage Scale.

5. Claims for increases in rates of wages on contracts which do not contain Supplementary Clause No. 100 A are dealt with each on its merits by this office in conjunction with the F.A.

Copy to:- F.A. (Br).

Director of Labour.

/s/ C. SWEET, Lt. Col., RE,
for Brigadier,
Director of Works.

LSC/908

ALLIED FORCE HEADQUARTERS

LABOUR DIRECTORATE

Subject: Wages Sub-Committee

DL/73

Labour Sub-Commission, HQ, AC, AMU 394 (5)

Tel: Valley Forge 43

(For attention Mr. David C. SAGES)

BPA FENBASE SOUTH (For attention Major R. A. ZATON)RN FOHAM (For attention Lieut (S) P. A. CRINELE, RNVR)HQ MAF (For attention S/Ldr A. A. HARLES)

Attached are the Minutes of the Meeting of the Wages
Sub-Committee held on 3 Apr 45.

1 Apr 45
PCW/RH

(S. S. PENCE) Lt Col.,
A.D.L. (Civil), A.M.S.Q.
(Chairman).

Copy to: AFLRS, HQ ROME AreaG-4(A), AFHQ (For the attention of Major JR CARSON)FA(Dr), AFHQDDAFS, AFHQ (for the attention of Lt Col A. W. C.
RYLAND)DAMS, AFHQ (for the attention of Capt T. S. F.
TREVELLIS)FA(RAF), HQ MAFDDL No. 3 DistrictHQ Adriatic Base Command (For attention of
Capt A. S. SUMER)

5023

15c/908

THE SUB-COMMITTEE OF THE LABOUR & WAGES CONTROL COMMITTEE.

MINUTES

1. A meeting of the Wages Sub-Committee was held at 1000 hrs on 3 Apr 45 at HQ FENSOUTH, NAPLES.

2. Present:

Lt. Col. S.S. PEARCE, A.D.L. (Civil), AFHQ.
Chairman

Representatives of:

AC - Mr. DAVID C. SACHS
FIS - Major H.J. REUFER
(Capt U.C. BRIDE)
RMCNMI - Lieut (S) F.R. GRIDDLE, RNVR
MAAF (RAF) - S/Ldr A.A. HARTLEY

In attendance:

Lt. Col. S.S. PEARCE, A.D.L. (Civil), AFHQ
C/Capt A. BOWEN, PA, RAF
Major L.W. REUFER } DAWNS, AFHQ
Capt T.B. T. REUFER }
Major W.E. DAVE, DADL, No. 5 District
Major R. BALLEW, DDPS, AFHQ
Capt M.S. SUMNER, HQ, ADRIATIC BASE COMMAND

3. The Minutes of the Sub-Committee Meeting held on 5 Mar 45 were approved.

4. Minute No. 103 of the Labour & Wages Control Committee Meeting held on 15 Mar 45 was read by the Chairman:

"The following, terms of reference for the Wages Sub-Committee were decided:
The Sub-Committee should:

- (a) Consider proposed changes in wage scales and express its recommendations;
- (b) Recommend rates of pay for new categories of labour;
- (c) Consider any specific matter referred to it by the main Committee and make its recommendations."

5. New Grades and Rates of Pay

- (I) as instructed by the Labour & Wages Control Committee (Minute 110 of Meeting held on 15 Mar 45), the possibility of establishing an Allied Forces Basic Wage Scale for MUSICIANS was examined.
While considerable difficulties were encountered owing to the wide range of rates quoted as being paid in various parts of ITALY, the Committee decided to make the following recommendation as a basis, subject to subsequent situation if adequate information is put forward by the various Welfare organizations:

"It is recommended that the following points be followed when considering the various civilian organizations, irrespective of

3. The Minutes of the Sub-Committee meeting held on 5 Mar 45 were approved.
4. Minute No. 103 of the Labour & Wages Control Committee meeting held on 15 Mar 45 was read by the Chairman:
- "The following, terms of reference for the Wages Sub-Committee were decided: The Sub-Committee should:
- (a) Consider proposed changes in wage scales and express its recommendations;
 - (b) Recommend rates of pay for new categories of labour;
 - (c) Consider any specific matter referred to it by the main Committee and make its recommendations."

5. New Grades and Rates of Pay

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While considerable difficulties were encountered owing to the wide range of rates quoted as being paid in various parts of ITALY, the Committee decided to make the following recommendation as a basis, subject to subsequent alteration if adequate information is put forward by the various Welfare organizations:

"It is recommended that the following points be followed when units desire to engage civilian musicians, irrespective of whether payment is to be made from public, unit or private funds.

(a) Rates of Pay - Musicians

Hourly - 50 - 150 Lire per hour for an engagement not exceeding 4 hrs

Daily - 250-700 Lire per daily engagement exceeding 4 hrs

Weekly - 1400 - 3000 Lire per week

The leader of any of the above musical units may be paid 20% more than the highest paid unit member.

The above rates are inclusive of all bonuses and allowances such as caravans, groceries, etc.

Following categories to be included from Allied Forces Basic Wage Scale:

	Lire Monthly	Lire Daily
Appendix "A"..... Band Leader.....	5000	5500
Appendix "B"..... Band Leader.....	Lire 55 per hour plus 20% of total cost of band.	
Appendix "C"..... Band Member.....	Lire 55 per hour	

(b) Efforts should be made...../

5022

- 2 -

- (b) Efforts should be made to register all bookings through the local musicians organizations, where such exist.
- (c) All units should endeavour to contact the local British or American Welfare or Special Service organizations as far as is practicable with a view to avoiding competition between units.
- (d) Should the respective heads of the British and American Welfare organizations consider it desirable, in view of the growing importance of entertainment, the Committee would react most favourably to the establishment of local Allied Welfare Committees who could maintain close liaison with the local Italian musicians organizations with a view to the enforcement of the rules of pay quoted in para 1(a) above and the forwarding of recommendations which would lead to more satisfactory conditions of employment of musicians.

(II) Further consideration was given to the inclusion in the Allied Forces Basic Wage Scale of the grade: FIRST AID POST ATTENDANT.

It was agreed and recommended that creation of new categories was not necessary and that such employees should be classified:

Nursing Orderly.....Sub-professional Worker
(Appendix "A", Allied Forces Basic Wage Scale)
or in charge of First Aid Post
catering for 250/1000 employees

Assistant Nursing Orderly.....Laboratory and Dispensary Assistant
or in charge of First Aid Post
catering for less than 250 employees
(Appendix "D", Allied Forces Basic Wage Scale)

(III) Further consideration was given to the grade STEVEDORE, CO-LING ONE now included in Appendix "D" of the Allied Forces Basic Wage Scale.

The Italian Stevedoring Contract issued by ITCBO on 28 Feb 45 was examined and the recommendation contained in Minute 4(b) of the meeting of the Sub-Committee, held on 5 Mar 45 was confirmed, i.e.

"It is recommended that the grade of:

STEVEDORE, CO-LING ONE.....100 - 115 Lira per day
now appearing in Appendix "D" of the Allied Forces Basic Wage Scale, should be amended to read:

STEVEDORE, CO-LING ONE.....100 - 120 Lira per day. "5021

(IV) Consideration was given to a request submitted by DDIPS, WHQ, for

It was agreed and recommended that creation of new categories was not necessary and that such employees should be classified:

Nursing Orderly.....Sub-professional worker
(Appendix "A", Allied Forces
Basic Wage Scale)
or in charge of First Aid Post
covering for 250/1000 employees

Assistant Nursing Orderly.....Laboratory and Dispensary
Assistant
or in charge of First Aid Post
covering for less than 250
employees
(Appendix "D", Allied Forces
Basic Wage Scale)

(III) Further consideration was given to the grade STEVEDORE, COLLING OVER
now included in Appendix "D" of the Allied Forces Basic Wage Scale.

The Italian Stevedoring Contract issued by MEPSO on 28 Feb 45 was examined and the recommendation contained in Article 4(b) of the text of the Sub-Committee held on 5 Mar 45 was confirmed, i.e.

It is recommended that the grade of:

STEVEDORE, COLLING OVER.....100 - 115 Lira per day
now appearing in Appendix "D" of the Allied Forces Basic Wage
Scale, should be amended to read:

STEVEDORE, COLLING OVER.....100 - 120 Lira per day. **5021**

(IV) Consideration was given to a request submitted by DDAPS, AFHQ, for
rates of pay to be established in respect of POSTAL SORTERS.

It was agreed and recommended that the following grade be
included in the Allied Forces Basic Wage Scale:

Appendix "D" (ITALY)

Postal Sorter (Male or Female).....75 - 120 Lira per day

(V) Consideration was given to a request submitted by DDC No. 3 District
for rates of pay to be established in respect of FIRE FIGHTERS.

It was agreed and recommended that the following grade be included
in the Allied Forces Basic Wage Scale:

Appendix "D" (ITALY) and Appendix "D" (SICILY)

Fire Fighter.....55 - 95 Lira per day

(VI) Consideration was given to...../

(VI) Consideration was given to a request submitted by HQ LAZIO-UBERLA REGION, AMG, for rates of pay to be established in respect of LIBRARIANS.

It was agreed, after examining suggested rates, that this category was covered in appendix "A" of Allied Forces Basic Wage Scale under the heading CLERK OFFICE.

(VII) Consideration was given to a request submitted by HQ SOUTHERN DISTRICT, FBS, that the grade of:

Technic, Typewriter.....100 - 135 Lira per day

now appearing in appendix "A" of the Allied Forces Basic Wage Scale should be amended to read:

Technic, Typewriter.....100 - 165 Lira per day

It was agreed that no recommendation should be made pending possible general revision of cost of living bonus, FBS to raise the matter again if continued difficulty is experienced in attracting right type of employee.

(VIII) Consideration was given to a request submitted by DDL No. 3 District that the classification "DRIVER, MULE" shown at Appendix "A" to AFHQ Administrative Memorandum No. 47 of 1944 be amended to read "DRIVER, MULE".

It was agreed that a clerical error had occurred and it is recommended that the following amendments be made in Appendix "A" of AFHQ Administrative Memorandum No. 47 of 1944 and Appendix "A" of Allied Forces Basic Wage Scale:

Delete: DRIVER, MULE..... 70 - 80 Lira per day
Insert: DRIVER, MULE..... 70 - 80 Lira per day

6. CIVILIAN LABOUR - STANDING OFF

DDL No. 3 District cited the case of LAZIO-UBERLA Docks where, owing to the necessity of "standing-off" labour during black periods, workers could not work 7 consecutive days and so qualify for the 50% extra payment for work on the 7th consecutive day. Consideration was given to the request of DDL No. 3 District that where labour in stood off through no fault of their own there should be no forfeiture of entitlement to extra remuneration for regular attendance.

The Sub-Committee found that:
'time-and-a-half' for the seventh consecutive day was insisted as an incentive to work on Sundays, normally a general holiday, when required operationally, and could make no recommendation on this proposal.

It was agreed that a clerical error had occurred and it is recommended that the following amendments be made in Appendix "A" of HQ Administrative Memorandum No. 47 of 1944 and Appendix "A" of Allied Forces Basic Wage Scale:

Delots: DRIVER, MULE.....	70 -	80 Lire per day
Insert: DRIVER, MULE.....	70 -	80 Lire per day

6. CIVILIAN LABOUR - STANDING OFF

DDL No. 3 District cited the case of BURLIN Docks where, owing to the necessity of "standing-off" labour during slack periods, workers could not work 7 consecutive days and so qualify for the 50% extra payment for work on the 7th consecutive day. Consideration was given to the request of DDL No. 3 District that where labour is stood off through no fault of their own there should be no forfeiture of entitlement to extra remuneration for regular attendance.

The Sub-Committee found that:

"Time-and-a-half" for the seventh consecutive day was intended as an incentive to work on Sundays, normally a General holiday, when required operationally, and could make no recommendation on this proposal.

5020

7. LOCAL DIFFERENTIATION

As instructed by the Labour & Wage Control Committee (Minute 115 of the meeting held on 13 Mar 45 refers), a study was made of the geographical differentiations which govern the wage levels in various localities (see appendix to these minutes).

It was agreed and recommended:

- (I) That the 10% and 10 Lire increase applicable to the Allied Forces Basic Wage Scale in Rome province be extended to include NAPLES province and that Footnote No. 1 to Appendix "A" and "D" of Administrative Memorandum No. 47 be amended accordingly. Footnote No. 1 of Appendixes "A" and "D" of the same Memorandum also to be amended by the addition of "or NAPLES province".

(II) To enable the Allied Forces...../

785021

- 4 -

- (II) To enable the Allied Forces to maintain their Wages Scale in a position which compares favourably with the rates of pay in force in civilian industry in any locality, it is considered necessary that a Special Cost of Living Bonus be authorized, not exceeding 75 Lire per day, payable to all workers on daily and monthly rates.
- (III) A scale of Special Cost of Living Bonus for Juveniles is recommended, at 40 Lire per day.
- (IV) No Special Cost of Living Bonus is recommended for Hotel, Mess and Club employees.
- (V) It is recommended that the Special Cost of Living Bonus referred to above should only be granted, wholly or in part, on the authority of the Army, Base Section, District, or equivalent Commander after it has been established by consultation with all the Allied Forces' employers of Labour and their Labour advisers in any particular area that such a special bonus, or part of it, is necessary as a result of thorough investigation and the production of actual facts justifying its payment.

3. DATE OF NEXT MEETING

The next meeting of the Sub-Committee was arranged provisionally for Monday, 30 Apr 45, to take place in the office of Major R.B. Eaton, HQ FMSOUTH, NAFES.

H. J. Allen
(R.S. EATON) Lt. Col.,
A.D.L. (Civil), A.F.H.Q.
(Chairman).

H. J. Allen
4 Apr 45
FOW/RH

2. DATE OF NEXT MEETING

The next meeting of the Sub-Committee was arranged provisionally for Monday, 30 Apr 45, to take place in the office of Major R.B. EATON, HQ FINSOUTH, NAHLES.

14 Apr 45
FOM/RH

(L.S. PARCE) Lt. Col.,
M.D.L. (Civil), M.F.H.Q.
(Chairman).

5019

has been accompanied by representatives of the various forces
employers of labour and their labour advisers in any particular area
that such a special bonus, or part of it, is necessary as a result
of thorough investigation and the production of actual facts justify-
ing its payment.

ARMY		LOCALITIES	ACC RICH. WAGE INDEX	TRADES	MAXIMUM ALLOWED FOR			FAMILY ALLOWANCE		
DISTRICT	AREA				BASIC WAGE	ED. BONUS	TOTAL	BASIC WAGE	C.D. HOUSE	FAMILY ALLOW.
1	2				3	4	5	6	7	8
THREE	66	NAPLES	100	CARPENTER	120	75	195	500	Incl	28
				CONCRETOR	120	75	195	350	Cost	28
				FITTER, MT	135	67	202	400	of	28
				WELDER	125	72	197	500	Liv-	28
				ELECTRICIAN	135	67	202	500	ing	28
				PAINTER	120	75	195	500	Bonus	28
				CLERK	3600	1690	5290	6000		284
				LABOURER	85	75	160	240		28
THREE	56	CAPUA NOLA CASERTA	100	CARPENTER	120	75	195	62	120	28
				FITTER, MT	135	67	202	55	120	28
				WELDER	125	72	197	65	120	28
				ELECTRICIAN	135	67	202	55	120	28
				CLERK	3600	1690	5290	2200	3120	884
THREE	94	SALERNO AVAILINO BENFVETO SORRENTO	76	CARPENTER	120	75	195	160	Incl	28
				FITTER, MT	135	67	202	190	Cost	28
				WELDER	125	72	197	160	of	28
				ELECTRICIAN	135	67	202	125	Liv-	28
				LABOURER	85	75	160	140	ing	28
									Bonus	
THREE	52	TARANTO	109	CARPENTER	120	75	195	57	130	42
				FITTER, MT	135	67	202	55	130	42
				ELECTRICIAN	135	67	202	41	130	42
				PAINTER	120	75	195	62	130	42
				CLERK	3600	1690	5290	1400	3380	960

1.

NAME	- HOME USE ALLIED FORCE			- HOME USE INDUSTRY				TOTAL	REMARKS
	BASIC WAGE	C.F. BONUS	TOTAL	BASIC WAGE	C.F. BONUS	FAMILY ALLOW.	O.P. ALICE		
5	8	7	9	5	10	11	12	13	14
PENTER	120	75	195	500	Incl	28	-	528	Believed civilian rates include a 50% increase recently awarded to civil servants and extended to all industry.
TER, MT	120	75	195	350	Cost	28	-	378	
DER	135	67	202	400	of	28	-	428	
TRICIAN	125	72	197	500	Living	28	-	528	
TER	135	67	202	900	Incl	28	-	928	
URER	120	75	195	300	Bonus	28	-	328	
URER	3600	1690	5290	6000		884	-	6884	
PENTER	85	75	160	440		28	-	468	
PENTER	120	75	195	62	120	28	6	213	
TER, MT	135	67	202	55	120	28	6	209	
DER	125	72	197	65	120	28	6	219	
TRICIAN	135	67	202	55	120	28	6	209	
URER	3600	1690	5290	2300	3120	884	156	6560	
PENTER	120	75	195	160	Incl	28	-	188	50% increase for civil servants being negotiated in this area. During negotiations to bring all tradesmen's rates up to 250/250 (incl. C. of L. Bonus but not family allow.), interim advances of 1500 per month are being made.
TER, MT	135	67	202	130	Cost	28	-	218	
DER	125	72	197	160	of	28	-	188	
TRICIAN	135	67	202	125	Living	28	-	163	
URER	85	75	160	140	Bonus	28	-	168	
PENTER	120	75	195	57	130	42	Roughly	300	Government Arsenal's paying percentage Bonus on basic rate plus fam. Allow. which gives total wage much the same as civ. firms "free market" are quoted in Column 13.
TER, MT	135	67	202	55	130	42	30% is	300	
TRICIAN	135	67	202	41	130	42	being	300	
TER	120	75	195	62	130	42	added	300	
URER	3600	1690	5290	1400	3390	960	by civ. 5000+ firms giving "free market" rate quoted in Col. 13	5000+	

2101

1	2	3	4	5	6	7	8	9	10	11	12
THREE	208	BRINDISI	60	CARPENTER	120	75	195	140	30	25	1
				MASON	125	72	197	138	30	25	1
				MECHANIC	135	67	202	135	30	25	1
				FITTER	145	65	210	145	30	25	1
				PAINTER	120	75	195	140	30	25	1
				CLERK	3600	1650	3200	4540	780	715	1
				LABORER	85	73	160	120	30	25	1
THREE	64	BAI	74	CARPENTER	120	75	195	202	30	25	1
				MASON	125	72	197	202	30	25	1
				ELECTRICIAN	135	67	202	216	30	25	1
				TURNER	135	67	202	240	30	25	1
THREE	64	BARLETTA PUGLIA	104	CARPENTER	120	75	195	70	105	25	1
				ELECTRICIAN	135	67	202	35	135	25	1
				CLERK	3600	1650	3200	3330	4200	650	330
THREE	204	STOILY	70/90	CARPENTER	109	75	180	115	70	25	
				ELECTRICIAN	135	67	202	150	30	25	
				MASON	105	75	183	125	70	25	
				PAINTER	125	72	197	140	70	25	
				CLERK	110	75	185	95	70	25	

10/17

2.

	6	7	8	9	10	11	12	13	14
	120	75	195	140	30	28	18	216	An increase of Lire 75 per day or Cost of Living Bonus is being considered.
	125	72	197	135	30	28	18	214	
	135	67	202	135	30	28	18	211	
	145	65	210	140	30	28	18	225	
	120	75	195	135	30	28	18	226	
	3600	1600	5200	4540	780	738	423	6278	
	85	75	190	120	30	28	18	198	
	120	75	185	202	30	28	10	270	Employers' Associations agreed to 75% increases in basic rate 16 PES 46 which are included at column 9.
	125	72	197	202	30	28	10	270	
	135	67	202	216	30	28	10	284	
	135	67	202	240	30	28	10	308	
	120	75	195	70	105	25	10	215	RATES SLIGHTLY in excess of those authorized by Confederazione.
	135	67	202	95	125	25	10	250	
	3600	1600	5200	3500	4200	650	200	6570	
									Tendency to merge Cost of Living Bonus into Basic.
	105	75	180	115	70	28		213	Civilian rates are roughly twice the authorized scale (Basic) of the Ufficio del Lavoro.
	135	67	202	150	70	28		240	
	105	75	180	125	70	28		223	
	125	72	197	140	70	28		233	
	110	75	185	95	70	28		193	Cost of Living Bonus may shortly be increased by Lire 10.

[illegible]

[illegible]

1	2	3	4	5	6	7	8	9	10	11	12
8 Army	FWD.	FAENZA FORLI RAVENNA	100	CARPENTER FITTER, MT LABOURER	120 135 89	76 67 75	195 202 160	89 94 69	30 30 30	28 28 28	
8 Army	REAR	RI MINI FANO	83	ARTISAN LABOURER	125 85	72 75	197 160	99 69	30 30	28 28	
5 Army		FLORENCE	103	MECHANICS BUILDING	135 125	67 72	202 197	57 48	99 99	28 28	
5 Army		BORGO S. LORENZO	103	CARPENTER MECHANIC LABOURER	120 135 85	75 67 75	195 202 160	51 51 33	99 99 99	28 28 28	
5 Army		PRATO	92	CARPENTER MECHANIC BUILDING LABOURER	120 135 125 85	75 67 72 75	195 202 197 160	52 42 49 34	107 102 110 79	28 28 28 28	
5 Army		LUCCA	80	CARPENTER BUILDING LABOURER	120 125 85	75 72 75	195 197 160	51 61 36	80 50 80	28 28 28	

Stop

5	6	7	8	9	10	11	12	13	14
CARPENTER	120	75	195	89	30	28	18	165	Local wages are rising in line with reports from the south, but there is a good margin and control by CLU
WITTER, MT	135	67	202	94	30	28	18	170	
BOURER	89	75	160	69	30	28	18	145	
ARTISAN	125	72	197	99	30	28	18	175	These civilian rates, shortly to be implemented by AsG Order, are a slight increase on former Civ. rates.
BOURER	85	75	160	69	30	28	18	145	
MECHANICS	135	67	202	97	99	28	17	201	)Florentine rates are re-)ported to be approximately)Lire 30 below ROMA rates.)Movement to make rates)'fluid', to be readjusted)every month is being re-)sisted by the Industrial-)ists. Confederazione)Generale di lavoro (Communist))clamours for all-round rises)without factual backing.
BUILDING	125	72	197	46	99	20	17	190	
CARPENTER	120	75	195	51	99	28	17	135	
MECHANIC	135	67	202	51	99	28	17	195	
BOURER	85	75	160	33	99	28	17	177	
CARPENTER	120	75	195	52	107	28	17	104	
MECHANIC	135	67	202	42	102	28	17	189	
BUILDING	125	72	197	19	110	26	17	204	
BOURER	85	75	160	34	79	28	17	158	
CARPENTER	120	75	195	51	80	23	18	177	
BUILDING	125	72	197	51	80	28	18	177	
BOURER	85	75	160	36	80	28	18	162	

LABOR SUB-COMMISSION
A.C.
Routing Slip

	Initials	Date
Mr. W.H. BRAINE		
Lt. Col. BABCOCK		
Capt. DORF		
Capt. TOPLISS		
Mr. SACHS		
Mr. DI FEDE		
Mr. AIREY		
Mr. SCOTT		
Mr. PROCTOR		
Miss STEVENSON		
Chief Clerk		

*Mr Sachs**H. speak**urgent. WSB 8/4/45*

LSC/908

ALLIED FORCE HEADQUARTERS

LABOUR DIRECTORATE

SUBJECT:- Wages Sub-Committee

DL/75/1

Tel No
Valley Forge 43Labour Sub-Commission, HQ AC, AFO 594
(For attention of Mr DAVID C. SEGIS)BPA FENRASE SOUTH (For attention Major E.E. EATON)
RN FONAH (For attention Lieut (3) P.R. CRIBBLE, RNVR)
HQ MAAP (For attention S/Ldr A.A. HADLEY)Further to this Directorate letter DL/75/1 dated
27 Mar 45.

1. Attached is a copy of the new agreement of the
Stevedores Union, referred to in paragraph 2 (a)
of the above-cited letter.

7/ Mar 45.
CSG/RH.(H.S. FARGEL Lt.-Col.),
A.D.L. (Civil), A.F.H.Q.,
(Chairman).Copy to:- AFHRS, HQ ROME Area
G-4(A), AFHQ (For attention Major J.R. CARSON)
AFHQ (For attention)
EDAPS, AFHQ (For attention Lt.-Col. M.A.C. FLEANE)
DWBS, AFHQ (For attention Capt T.S.T. TREHILLAS)
AFHQ (For attention)
DEL No 3 District

5013

COPY

MEDITERRANEAN SHIPPING BOARD

Italian Stevedoring Contract

1. It has been agreed by the Board that a uniform document of Stevedoring Contract should be in use for Italian, Sicilian and Sardinian ports.
2. It has also been agreed that the "SHIP" shall engage and pay the stevedore, i.e., Sea Transport will deal with Sea Transport vessels, U.S.A. or their agents with U.S.A. ships, and M.I.T. similarly, and in the case of American Army Transport, Transportation Section, where they employ civilian stevedores.
3. The Board has considered the various expressions of opinion as to who should pay the cost of stevedoring, and are of the opinion that this is still unclear. It was agreed therefore, that whilst the various authorities mentioned above shall engage and pay the cost of loading and discharging in bulk, that the resultant accounts may be transmitted to Mixed Commission for a final decision as to whether this should fall on the shoulders of the Italian Government or not.

4. As regards the rates to be paid, the following were the rates which were agreed for the port of Civitavecchia:-

	OUTPUT OR TUNNAGE PER CARGO PER LIGHT HOUR SHIFT	RATE IN LIRE PER TON
Coal	100 tons	50
Tine in barrels	85 tons	65
Salt in bulk	70 tons	80
Salt in bulk inc. bagging in bulk	55 tons	170
Grain in bulk inc. bagging in bulk	60 tons	155
	100 tons	54

which unclear. It was agreed therefore, that whilst the various authorities mentioned above shall engage and pay the cost of loading and discharging in lire, that the resultant accounts may be transmitted to Allied Commission for a final decision as to whether this should fall on the shoulders of the Italian Government or not.

As regards the rates to be paid, the following were the rates which were agreed for the port of Civitavecchia :-

	OUTPUT OR INMAKE PER CENT PER NIGHT HOUR SHIFT	RATE IN LIRE PER TON
Coal	100 tons	50
Wine in barrels	85 tons	65
Salt in bulk	70 tons	80
Grain in bulk inc. bagging in holds	55 tons	170
Grain in bulk inc. bagging in holds	60 tons	155
Grain in bags	100 tons	54
Food in cases	50 tons	111
Flour in bags	100 tons	59
Canned Cargo	100 tons	56
Sugar in bags	100 tons	59

These tonnage rates apply to cargo worked between the hours of 08.00 and noon and between 15.00 and 17.00. For cargo worked at other times or at any time on Sundays, the rates are subject to an increase of 50%. All rates are per ton of 1000 kilos.

For your guidance, the rates in which these were made up are as follows :-

- 1) The basic tonnage rates payable to the men as agreed by all nation concerned including I.S.A. and as set out in attached Minutes of Meeting held on 18/11/44, plus.

- 2 -

- c) Insurance contributions payable by the Master Stavodore, plus -
 2) Overhead and profit of Master Stavodore

For example, Goal:

1) Auto payable to us	Lira 29.00
2) Accident Insurance (on tonnage basis)	Lira 4.00
Transit Insurance (on percentage)	Lira 0.90
Public Indemnity (on percentage)	Lira 5.25
Steel Work (on percentage)	Lira 0.75
Station Insurance (on percentage)	Lira 0.75
	<u>10.65</u>
3) Fee of Coal (on tonnage basis)	Lira 3.00
Insurance of Coal (on tonnage basis)	Lira 2.00
Insurance of Fuel (on tonnage basis)	Lira 4.00
Insurance of Oil and Lubricant (on tonnage basis)	Lira 1.00
Insurance of Oil and Lubricant (on tonnage basis)	Lira 4.00
Insurance of Oil and Lubricant (on tonnage basis)	Lira 3.00
	<u>17.00</u>
	<u>50.65</u>

From the rate of Lira 50 per ton, all other rates have been worked out on the same basis.

It is understood that these rates of Deduct are very from port to port although there should not be any violent fluctuations in view of the fact that L.B. have fixed the cost of labor.

It is suggested that you should also take into account your port conditions and advise the proper authority to whom you are responsible, i.e. P.S.O., U.S.A. or the relevant, so that you may be able to make satisfactory arrangements within these terms.

(Signed)

J. GIBSON BRADY,

Director, Maritime Transport and Trade Bureau

On ash, steel, profit

From the rate of £100 50 per coal. All other rates have been worked out on the same basis.

It is understood that these rates of freight may vary from port to port (sic) there should not be any violent fluctuations in view of the fact that U.S. have fixed the cost of labour.

6. It is requested that you shall take this matter up within your port Committee and advise the proper authority to whom you are responsible, i.e. P.S.D.O., W.S.A. or U.S.D.O. as and when you have been able to make satisfactory arrangements within these terms.

(Signed)

J. GIBSON CRAIG,

Chairman, Indian Port Committee.

20th February, 1945.

STEVEDORE CONTRACT

The following are the terms of an agreement made this day between:-

and the latter hereinafter referred to as "the Stevedore"

1) GENERAL CONDITIONS

The Stevedore agrees:-

- (a) to undertake the discharging or stowage of cargo as may be directed by the master and under the conditions hereinafter set out.
- (b) to lift the cargo from the hold of the vessel(s) and place it into such railway wagons, trucks, vehicles or craft as may be provided in accordance with the ship's plan or alternatively to deposit the cargo on the quay within the limit of the vessel's tackle or, if necessary, under the same conditions.
- (c) to lift the cargo from the quay or such wagons, trucks, vehicles or craft as may be placed immediately adjacent to the ship and to stow the cargo in the hold of the ship as may be directed by the master or his officers.
- (d) to supply all gear necessary for the performance of his obligations under this agreement.
- (e) to supply two winches per hatch for hatches with two winches and gear as necessary for hatches with one winch.
- (f) to accept full responsibility and make reimbursement for all damage to vessels, their gear and cargoes arising from the negligence of or damage to persons employed by him in the discharge or loading, and for expenses incurred through delays arising from such damage and for all other party claims to persons and property arising from such negligence or damage.
- (g) to strip off hatches and beams prior to commencement of loading or discharging, to secure holds to the satisfaction of ships' officers on completion of discharging of each hold and to beam up on completion of discharge or loading in any case required by ships' officers.
- (h) to accept the full responsibility for the heights indicated in bills of lading and other official documents.

- (c) to lift the cargo from the quay or such wagons, trucks, vehicles or craft as may be placed immediately adjacent to the ship and to stow the cargo in the hold of the ship as may be directed by or the Master or his officers.
- (d) to supply all gear necessary for the performance of his obligations under this agreement.
- (e) to supply two winches per hatch for hatches with two winches and two winches per hatch for hatches with one winch.
- (f) to accept full responsibility and make reimbursement for all damage to vessels, their gear and cargoes arising from the negligence of or shortage of persons employed by him in the discharge or loading, and for expenses incurred through delays arising from such damage and for all third party claims to persons and property arising from such negligence or shortage.
- (g) to stow off hatches and secure prior to commencement of loading or discharge, to claim holds to the satisfaction of ships' officers on completion of discharge of each hold and to bear up on completion of discharge of loading, to be received by ships' officers.
- (h) to receive for the purpose of accounts the weights indicated in bills of lading or other official documents.
- (i) to supply labour when required and when available to work all hatches twenty-four hours per day for seven days per week.

2) RATES PER TON DISCHARGED OR LOADED

Locomotion for unloading, discharging or loaded shall be settled at the following rates, the Stevedores guaranteeing to discharge or load the quantities indicated per gross ton light-lift shift, to enter to be paid for work done in overtime to complete the guaranteed loading within time for lay action whatsoever have not been reached in the light-lift shift.

OVERSIGHT OR	
INVOICE PER	
TONS PER SHIFT	
PER SHIFT	
TIME IN	
LINE PER	
DAY	

COAL

WHEAT in barrels

/SALT

[illegible]

Wholesale tonnage rates apply to cargo loaded between the hours of 00.00 and noon and between 12.00 and 17.00. For cargo loaded at other times or at any time on Sundays, the rates are subject to an increase of 50%. All rates are per ton of 1000 kilos.

(a) Work will normally be carried on twenty-four hours per day seven days per week unless in specific cases it is agreed between the parties to this agreement that this will be either not practicable or not desirable.

(c) The quantified outputs are in terms of information and no one will agree with me. The information has been received before, the information of the eight-hour shift.

(c) Any excess over the guaranteed minimum discharge or loading in any shift hour (day, night or week) of the agreed tonnage rate, plus bonus at the rate of twenty-five per cent, such bonus to be paid in full to the men.

(d) In cases of failure for any reason to discharge or load the stipulated minimum in any eight-hour shift day or night the Steward will discharge the Steward, or accumulated short quantities, at first opportunity, or shift in accordance with contract of overtime rates or bonus.

(a) The case of stenoses removed, values of α inches, defect of vessels,

time on Sundays, the rates are subject to an increase of 50%. All rates are per ton of 1000 kilos.

5) HOURS OF WORK AND OVERTIME

- (a) Work will normally be carried on twentyfour hours per day seven days per week unless in specific cases it is agreed between the parties to this agreement that this is either not practicable or not desirable.
- (b) The guaranteed output and intake aforementioned are minimum and no gang will cease work because its minimum has been reached before the expiration of its eight-hour shift.
- (c) Any excess over the guaranteed intake discharge or loaded in any eight hour day will be paid at the agreed tonnage rate plus bonus at the rate of twenty-five per cent, such bonus to be paid in full to the men.
- (d) In cases of failure for any reason to discharge or load the stipulated minimum in any eight-hour shift day or night the Stevedore will discharge the first quantity, or accumulated short quantity, at first opportunity, by night if necessary and without payment of overtime rates or bonuses.
- (e) In cases of storages through failure of inches, defects of vessels, absence of craft or vehicles, any congestion or from causes beyond the control of the Stevedore, the Stevedore will be paid pro rate to the current rate of daily pay authorized by Allied Commission for the period of waiting per man employed.

- 4) In consideration of the Stevedore complying with the time and conditions of this contract, undertaken to employ him for the discharge and/or loading of their vessels and to pay for the work at the rates set out above.

5) DURATION OF CONTRACT

This contract shall have effect from the commencement of discharge or loading of first vessel undertaken by the Stevedore after signing this agreement, and shall remain valid until completion of discharge or loading of any vessel which may have commenced work before midnight thirtieth/fortyfourth February in the year one thousand nine hundred and forty five.

Nevertheless in the event the Stevedore failing to adhere to all and every obligation arising from this agreement shall have the option of terminating the contract without notice.

6) ARBITRATION/.....

Any dispute relating under this agreement will be referred to the Arbitration of the Mediators Board or any Referees appointed by that Board and both parties agree to be bound by the decisions of the Board or such Referee.

IN REVENUE TARIFFS THE POSITION REMAINS THE SAME. HARD TO FIND SOMEONE WHO DOES NOT AGREE THAT THE POSITION IS NOT THE SAME.

City of

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2391

785021

5010

IN THE PRESENCE OF:

LABOR SUB-COMMISSION
A.C.
Routing Slip

Fully

	Initials	Date
Mr. W.H. BRAINE	<i>W.H.</i>	<i>3/2</i>
Lt. Col. BARCOCK		
Capt. DORF		
Capt. TOPLISS		
Mr. SACHS	<i>AS</i>	
Mr. DI FEDE		
Mr. AJREY		
Mr. SCOTT		
Mr. PROCTOR		
Miss STEVENSON		
Chief Clerk		

5009

ALLIED FORCE REQUISITERS

LABOUR DISCRIMINATION

Subject: Wages Sub-Committee.

DL/7/1

Tel: Valley Forge 4

Labour Sub-Committee, HQ, AC, APO 294
(For attention of Mr. DAVID O SLOAN)SEA PENTACI SOUTH (For attention Major R. E. ZARON)RN POMAM (For attention Lieut (S) P. K. ORFIELD, RNVR)HQ MINE (For attention S/Ldr A. A. HALLS)

1. A meeting of the Wages Sub-Committee will be held in the office of Major R. E. ZARON, HQ, PENTACI SOUTH, KILLES, on Tuesday 3 Apr 45 at 1000 hrs.

2. AGENDA

- (a) Minutes of the meeting held on 5 Mar 45.
- (b) As instructed by the Labour & Wages Control Committee, para 110 of the minutes of the meeting held on 15 Mar 45 refers, to consider the possibilities of establishing an Allied Forces Basic Wage Scale for various categories of muslims.
- (c) As instructed by the Labour & Wages Control Committee, para 115 of the minutes of the meeting held on 15 Mar 45 refers, to study the possibility of establishing an Allied Forces Basic Wage Scale which would permit of the recognition of geographical differentiations in wage levels in different localities, and to include in the study the method of determining such differentiations.
- (d) As instructed by the Labour & Wages Control Committee, to reconsider the rate of pay agreed and recommended by this Committee in minute No. 4(b) of the meeting held on 5 Mar 45, with special reference to a new agreement of the Stevedores Union.
- (e) To consider a request submitted by LIL No. 3 District for the payment of overtime for the seventh consecutive day of work in broken periods to civilian labour employed at military docks, whose work, through reasons of economy, is of an intermittent nature, so preventing such labour

LSC/908

- (e) Minutes of the meeting held on 5 Mar 45.
- (f) As instructed by the Labour & Wages Control Committee, para 113 of the minutes of the meeting held on 15 Mar 45 refers, to consider the possibilities of establishing an Allied Forces Basic Wage Scale for various categories of personnel.
- (g) As instructed by the Labour & Wages Control Committee, para 113 of the minutes of the meeting held on 15 Mar 45 refers, to study the possibility of establishing an Allied Forces Basic Wage Scale which would permit of the recognition of geographical differentials in wage levels in different localities, and to include in the study the subject of uniformity, such differentials.
- (h) (a) As instructed by the Labour & Wages Control Committee, to reconsider the rate of pay agreed and recommended by the Committee in minute No. 4(b) of the meeting held on 5 Mar 45, when special provision is made for agreement of the Government.
- (b) To consider a request submitted by the No. 3 District for the payment of overtime for the seventh consecutive day of work in broken periods to civilian labour employed in the No. 3 District, under work, through reasons of necessity, as an independent matter, so preventing such labour from carrying the full amount of overtime to those who work on the seventh consecutive day.
- (c) To consider a proposal submitted by HQ HQ, District, for the payment of overtime for the seventh consecutive day of work.
- (d) To consider the submission of the classification "Driver, full" shown in Appendix "A", for administrative class No. 47 of 1945, to "Driver, full".
- (e) To consider a proposal submitted by the British Postal Directorate, HQ (so Appendix "B") for the creation of the following classification:

1945, to "Driver, full".

(f) Any other business.

AGENDA

- 2 -

1. DMS, DMS and DIL No. 1 District, or their representatives, should attend at 1000 hrs.

27 Mar 45
CSJ/vh

H. B. Pierce

(H. B. PIERCE) Lt. Col.,
E.L. (Civil), ... P.H.Q.,
(Chairman).

Copy to: DMS, HQ NCEC and
C-4(G), ... (for the attention of Major JR CARSON)

DMS, ... (for the attention of Lt Col
... C. RYLAND)

DMS, ... (for the attention of Capt T. S. F.
...)

PL(RAP), HQ MAP
DIL No. 1 District

5007

Copy to: PLRS, HQ 20th AF

G-4(C), JHQ (for the attention of Major JR CARSON)

PA(Gr), JHQ

DOLB, JHQ (for the attention of Lt Col

L.A.C. RYLAND)

DALS, JHQ (for the attention of Capt T.S.P.

WHEELER)

PA(RAF), HQ 14th AF

DAL No. 1 District

5007

APPENDIX "A"

HEADQUARTERS
ALLIED MILITARY GOVERNMENT
LIMBO-UMERI REGION
PERUPLA PROVINCE

PERUPLA, Febr 17, 1945

File No: MS/L.N./4
Subject: Wage Rate Librarian
To: Headquarters
Lazio-Umbria Region
Attn Regional Labour Office

In accordance with Para 5(A) of the Green Book, instructions re employment of Civilian labour, the S.L.C. Perugia in consultation with myself has fixed the rates of pay for a Librarian employed by welfare at the rate of min. 100, max. 120 lire.

Will you please forward this confirmation, (copy inclosed) to A.C. for onward transmission to Control of Rages Committee HQ JCMR (Admin Sec) Local Resources Board for consideration.

(Sgd) CAPT E.V. BALK.
P.L.O.

1 enclosure

Copy to: EGO, 2/14 Civil Labour Office.

1st. Ind.

Forwarded

C. N. PARKER
Lt. Col.
P.C.

APPENDIX "B"
BRITISH POSTAL DIRECTORATE,
ALLIED FORCE HEADQUARTERS,
O.M.P.
P/246

20 Mar 45

Subject: Civilian Employees - Scale of Pay
and conditions of Service.

To: D Labour ARHQ (thru' Q(Admin))

1. Ref. "Regulations for the Employment of Civilian Labour 1945" approximately 130 civilians are employed at the British Base Army Post (Office Naples on various types of postal work, as there is no other

1 enclosure

Copy to: SLOC, 2914 Civil Labour Office.

1st. Ind.

Forwarded

C. N. RUSSELL
Lt. Col.
P.O.

APPENDIX "B"

BRITISH POSTAL DIRECTORATE,
ALLIED FORCE HEADQUARTERS,
C.I.F.

P/244
20 Mar 45

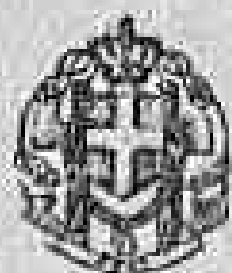
Subject: Civilian Employees - Scale of Pay
and Conditions of Service.

To: D Labour File (three' 9(Maint))

1. Ref. "Regulations for the Employment of Civilian Labour 1945"
approximately 150 civilians are employed at the British Base Army Post
Office Naples on various types of postal work. As there is no other
suitable classification they are employed as "clerks office female" on a
scale of 1870 - 3060 lire per month.
2. The work performed by the civilians corresponds with that normally
carried out by ORs of the HJ (Postal Section) who are classified as Postal
Workers in Army Trade Group B. It is considered inappropriate for them to
be regarded as clerks and it is recommended that a grade of "Postal Worker"
be added to the Group VI Category of Civilian Labour. If this is agreed,
it is recommended that the scale of pay be fixed at 75 - 120 lire per day.
3. It should be mentioned that the number of civilian employees
required varies from time to time in accordance with variation in postal
traffic. It would therefore be more convenient for them to be employed
at daily rates of pay.

(Sgd) (A.W.C. RYLAND)
Lt-Col., R.E.,
for D.D.L.P.S.

Copy to: File.
HC



Ministero delle Corporazioni

SEGRETERIA
DI S. E. IL MINISTRO

Firman 85-95 ← 3703 -

4075 - Sgr.

1400 min. -- 3000, - weekly ←← shower
250 700 daily ← (shower)
200 600
200 150 hourly - less than 4 hours.
50
4+ III
Leader should rec. maximum, →

5005

HEADQUARTERS ALLIED COMMISSION

APO 394

Office of the Executive Commissioner

Ref: 4001/163/EC

27 March 1945.

SUBJECT: Relations with Italian Government.

TO : VP, Economic Section (15)
 VP, Civil Affairs Section (10)
 Director, Communications Sub-Commission
 Director, War Material Disposal &
 Italian PW Sub-Commission

1. Vice Presidents will impress upon the Directors of their Sub-Commissions, and Directors of Independent Sub-Commissions upon their officers, the necessity of implementing the policy of the CCS directive defining the new relations of the Allied Commission with the Italian Government, especially with respect to the following paragraph:

"The Staff of Allied Commission Headquarters should occupy itself primarily with consultation and advice to the Italian Government at high levels."

2. Experience during the last six months has shown that whereas officers in the field have been careful to avoid executive action or speech with officials of the Provincial governments, there has been a tendency at HQ for officers in the Sub-Commissions to forget that the dropping of the "G" from A.C.C. was intended to convert the relations between the Allied Commission and the Italian Government to those of adviser (and provider of supplies) on the one hand and of a sovereign government on the other. I have heard reports of discussions and conferences which lead me to think that more forceful measures than advice have been used to persuade - if indeed not to compel - the Italian Government to accept the views of the Allied Commission and come into line. In some instances these measures have been taken by subordinate officers of Sub-Commissions speaking perhaps to subordinate officials of the Italian Government. But the effect has been the same - and is unfortunate. The Italians presume that every member of the Commission speaks with the authority of the Chief Commissioner and they suffer, in their estimation, from a multiplicity of masters, and the application of conflicting policies of "advice" and "control".

3. In future, therefore, Vice Presidents and Directors of Sub-Commissions will ensure that such formal advice as it may be necessary to convey to the Italian Government is given by Vice Presidents or their Deputies or by Directors of Sub-Commissions, to Ministers or Under-Secretaries. At lower levels officers should refrain from giving formal advice and should restrict their functions to verbal consultation and discussion, expressing informally and unofficially any

"The Staff of Allied Commission Headquarters should occupy itself primarily with consultation and advice to the Italian Government at high levels."

2. Experience during the last six months has shown that whereas officers in the field have been careful to avoid executive action or speech with officials of the Provincial governments, there has been a tendency at HQ for officers in the Sub-Commissions to forget that the dropping of the "Q" from A.C.C. was intended to convert the relations between the Allied Commission and the Italian Government to those of adviser (and provider of supplies) on the one hand and of a sovereign government on the other. I have heard reports of discussions and conferences which lead me to think that more forceful measures than advice have been used to persuade - if indeed not to compel - the Italian Government to accept the views of the Allied Commission and come into line. In some instances these measures have been taken by subordinate officers of Sub-Commissions speaking perhaps to subordinate officials of the Italian Government. But the effect has been the same - and is unfortunate. The Italian press that every member of the Commission speaks with the authority of the Chief Commissioner and they suffer, in their estimation, from a multiplicity of masters, and the application of conflicting policies of "advice" and "control".

3. In future, therefore, Vice Presidents and Directors of Sub-Commissions will ensure that such formal advice as it may be necessary to convey to the Italian Government is given by Vice Presidents or their Deputies or by Directors of Sub-Commissions, to Ministers or Under-Secretaries. At lower levels officers should refrain from giving formal advice and should restrict their functions to verbal consultation and discussion, expressing informally and unofficially any advice which they may feel should be given and would have the complete approval of their Director or Vice President. Generally speaking, in all their dealings with members of the Italian Government on matters affecting Italian Government territory, officers must not with diplomacy and tact rather than as mentors or governors. Only thus will the Italian Government learn to shoulder its responsibility.

5004

W. W. Stone

ELMER W. STONE
Rear Admiral, USNR
Chief, Commissioner

Copies to: Acting President
VP Political Advisers (2)
VP Establishment Section
Navy Sub-Commission
Land Forces Sub-Commission (MFA)
Air Forces Sub-Commission
Public Relations Branch
Liaison Division

LABOR SUB-COMMISSION
A.C.
Routing Slip

	Initials	Date
Mr. W.H. BRAINE	<i>W.H.B.</i>	<i>28/3</i>
Lt. Col. BABCOCK		
Capt. DORF	<i>a</i>	<i>27/3</i>
Capt. TOPLISS	<i>J</i>	<i>28/3</i>
Mr. SACHS	<i>S</i>	
Mr. DI FEDE		
Mr. AIREY		
Mr. SCOTT		
Mr. PROCTOR		
Miss STEVENSON	<i>S</i>	<i>29/3</i>
Chief Clerk		

5003

280/908

ALLIED FORCE HEADQUARTERS
 LABOUR DIRECTORATE

SUBJECT : Wages Sub-Committee.

LL/73

Tel No:
VALLEY FORGE 43

Labour Sub-Commission, HQ, AC, APO 394. (3)
 (For attention Mr. David O. SACHS)
BPA, PEBASE IAFM.
BPA, PEBASE SOUTH.
RN, FOLAM. (For attention Lieut. (S) P.R. GRINDLE, RNVR)
HQ, MAAF. (For attention F/Lieut. A.A. HANLEY)

1. Attached are the minutes of the meeting of the Wages Sub-Committee held on 5 Mar 45.

6 Mar 45
 HRCM/13

(H.S. PEARCE, Lt. Col.).
 A.D.L. (Civil), A.F.H.Q.,
 (Chairman).

Copies to : PA (Br), AFHQ.
PA (RAF), HQ, MAAF.
Fiscal Director, MTOUSA.
G-4(A), AFHQ.
Quint, ASMC.
DAVS, AFHQ.
FVR, AFHQ.
COO, 557 RND.
DDI, 3 District.

5602

THE SUB-COMMITTEE OF THE LABOR & WAGES CONTROL COMMITTEE

MINUTES

1. A meeting of the Wages Sub-Committee was held at 1000 hrs on 5 Mar 45 at HQ PINEBUSH, NARLES.

2. Present:

Lt. Col. H.E. HOWARD, ADL(CIVIL), AFHQ.
Chairman

Representatives of:

AC - Mr. DAVID G. SACHS
PES - Major E.B. ZATON
PMPORAL - Lt Col (S) F.R. CRINDLE, RNR
MAG - Pl/Lt. H.A. HAZEL

In attendance:

Lt. Col. J.S. HALL, AFHQ
Major J.E. CARROLL, G-4(A), AFHQ
Capt W.W. ASCHER, Deputy Fiscal Director, AFHQ
Major E.P. HALLIDAY } DAVIS, AFHQ
Capt T.S.T. THOMAS }
Lieut J. SAMP, AFHQ
Major L.P. HALLIDAY, DAB, No. 3 District
Mr. J.B. SERAFIN } PNB, AFHQ
Mr. J.A. WILSON }
Capt S.H. CRUTCHFIELD, DCO, RND, 557 MOD

3. Minutes of the last meeting

The minutes of the meeting held on 30 Jan 45 and of the special meeting held on 28 Feb 45 were approved.

4. New Grades and Rates of Pay

3001

(a) It was agreed and recommended that the following grades and rates of pay be included in the Allied Forces Basic Wage Scale:

Appendix "A" (CIVIL)

Miner's Work Attendant

120 - 130 lire per day

Appendix "B" (MILITARY)

Driver Gunner

100 - 120 lire per day

(b) It was further recommended that the grade of:

Stevenson, working one

100 - 115 lire per day

now included in Appendix "A" of the Allied Forces Basic Wage Scale.

Lieut J. J. ...
 Major K.E. ...
 Mr. J.E. ...
 Mr. J.A. ...
 Capt G.H. ...

3. Minutes of the last meeting

The minutes of the meeting held on 30 Jan 45 and of the special meeting held on 28 Feb 45 were approved.

4. New Grades and Rates of Pay

3001

(a) It was agreed and recommended that the following grades and rates of pay be included in the Allied Forces Basic Wage Scale:

Appendix "D" (1947)

First-aid post attendant

120 - 150 lire per day

Appendix "E" (SICILY)

Driver Steam-roller

100 - 130 lire per day

(b) It was further recommended that the grade of:

Stevedore, coaling ore

100 - 115 lire per day.

now included in Appendix "D" of the Allied Forces Basic Wage Scale, should be amended to read:

Stevedore, coaling ore

100 - 120 lire per day.

(c) Consideration was given to a request submitted by DAFS AFHQ for rates of pay to be established in respect of civilian instrumentalists:

(i) by the hour;

(ii) if permanently employed.

It was agreed that, as civilian instrumentalists are employed by DAFS AFHQ will be employed in the War Establishment, they will fall within a special category affecting the British Forces only. The committee considered, therefore, that a rate of pay for this type of employee should not be included in the Allied Forces Basic Wage Scale, but that the matter should be referred to DAFS AFHQ, in consultation with V4(AR) AFHQ, would establish the rates to be paid by DAFS.

(d) A request submitted...../

- 2 -

(d) A request submitted by DDL No. 3 District for the approval of the classification of "Firefighter" was deferred pending the receipt of further information regarding the terms of service under which it is proposed to employ this grade. The representative of DDL No. 3 District undertook to present this information to the Labour & Wages Control Committee at its next meeting.

5. Hard-effort Bonus Schemes

(a) The committee considered a proposal, submitted by GOC 557 30D and reproduced as Appendix "A", for the institution of a Hard-effort Bonus Scheme in respect of civilians employed in the sorting and confining of clothing and equipment.

(b) The committee recognised the principle that there may be situations where the application of piece-work or bonus schemes is desirable in terms of increased output, and recommended that:

- (1) the bonus scheme proposed by 557 30D should be submitted to G(Admin) PMA for approval;
- (2) to deal with future cases, the sub-committee should be delegated the authority to examine and consider such schemes and, if satisfactory, to forward them direct to the appropriate Staff section of ARHQ for approval.

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6. Rates of Pay - Printing Grades

- (a) Consideration was given to a request submitted by PW 4013 and presented by the Labour Sub-Committee AG for an increase in rates for employees in the printing trade.
- (b) The basis of this request was an agreement, reached recently in RMC between printers and employers, which provides in substance for an increase in rates of 53 lire per day, but scaled down to a lesser sum where the increase would bring the rate to more than 250 lire per day for employees outside the city of Rome and for women and juveniles.
- (c) The committee took note of the fact that, as a result of civilian printing rates in which increasing wages rates, the

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(1) The Committee should be authorized to submit to Q(Chair) and for approval;

- (12) to deal with future cases, the sub-committee should be delegated the authority to examine and consider such evidence and, if satisfactory, to forward them direct to the appropriate Staff Section of AFHQ for approval.

6. Rates of Pay - Printing Grades

- (a) Consideration was given to a request submitted by FWD HCE and presented by the Labor Sub Commission AG for an increase in rates for employees in the printing trade.
- (b) The basis of this request was an agreement, reached recently in Rome between Printers and employees, which provides in substance for an increase in rates of 88 lire per day, but scaled down to a lesser sum where the increase would bring the rate to more than 200 lire per day for employees outside the city of Rome and for women and juveniles.
- (c) The committee took note of the fact that, as a result of civilian printing plants in Rome increasing wage rates, the progress of work of operational importance, undertaken by the Rome Press, was being jeopardized by the unwillingness of civilian employees to continue in receipt of a wage lower than that prevailing for comparable work in the same locality.
- (d) In the absence of information regarding rates payable by civilian printing plants in other cities, the committee were unable to recommend any increase to the Allied Forces Basic Wage Scale.
- (e) It was agreed, however, that as an operational necessity the Chairman of the Labor & Wages Control Committee should be requested to take action with the joint chairman of the AFHQ (Italian) Board with a view to PWI Rome being authorized to pay the increase in wages in accordance with the agreement made in Rome affecting the printing trade there.
- (f) In view of the need for urgent inter-division action, the Chairman undertook to signal the recommendation made in sub-para (e) above, to the Chairman of the Higher Wages Control Committee.

7. General Wage Policy

7. General Wage Policy

rising out of the action taken in ROME to increase the rates payable in civilian Printing firms, which is understood to be only a part of a more comprehensive agreement entered into in ROME between CGIL and employers, it was agreed that the following declaration should be placed on record:

"The Sub-Committee views with grave concern the frequent and unpredictable changes in the Italian wage scale together with the institution of various bonuses which are being authorised by local labour organisations. It is felt that in the light of such frequent changes - the armed Forces will rapidly lose all control of rates of pay and will experience considerable difficulty in retaining the civilian labour essential for military purposes".

8. Bonus for Railway Workers

- (a) A request was received from DARS for authority to issue a bonus, amounting to 10% of the basic wage, to civilians engaged on dangerous work in railway tunnels on tasks of operational priority.
- (b) The majority of the Committee was opposed to the principle of establishing a bonus of this nature.
- (c) A minority, however, recommended that this bonus should be authorised providing it is proved that:
 - (i) such work is highly dangerous;
 - (ii) it is customary for the Italian State Railways to pay such a bonus;
 - (iii) the progress of work of operational necessity is being jeopardised by the non-payment of the bonus.

9. Terminal Leave Notice

- (a) The AC representative presented a proposal for the present regulations to be amended to provide that civilians employed in administrative, clerical and office grades, who have been employed for a minimum of six months, be entitled to one-half month's notice of dismissal or, in lieu thereof, one-half month's pay where services are discontinued without fault on the part of the employee.
- (b) The committee considered that:

- (i) in cases where it is known that a unit is closing down

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of establishing a bonus of this nature.

(c) A minority, however, recommended that this bonus should be authorized providing it is proved that:

- (i) such work is highly dangerous;
- (ii) it is customary for the Italian State Railways to pay such a bonus;
- (iii) the progress of work of operational necessity is being jeopardized by the non-payment of the bonus.

9. Terminal Leave Notice

(a) The AC representative presented a proposal for the present regulations to be amended to provide that civilians employed in administrative, clerical and office grades, who have been employed for a minimum of six months, be entitled to one-half month's notice of dismissal or, in lieu thereof, one-half month's pay where services are discontinued without fault on the part of the employee.

(b) The committee considered that:

- (i) in cases where it is known that a unit is closing down or changing location every effort should be made to give suitable notice and/or find alternative employment;
- (ii) as a general rule there is ample opportunity of giving suitable notice to civilian employees affected, and that there is no justification for amending the present regulations as proposed by AC.

10. Issue of Rations

(a) The Committee considered a proposal that the notes to appendix "B" and "C" of AFHQ Admin Memo No. 47 dated 16 Nov 44 should be amended to read:

"All rates subject to a deduction of 30 lire per day where meals are provided";

thereby permitting a gross deduction of 930 lire in a 31 day month.

(b) It was considered...../

4937

- 4 -

(b) It was considered that the present instruction allowing for a deduction of 900 lire per month was satisfactory, and that this deduction was the maximum permissible deduction - even in the case of a 31 day month.

11. Date of Next Meeting

The next meeting of the Sub-Committee was arranged provisionally for Tuesday, 3 Apr 45, to take place in the office of Major R.D. LITTON, HQ FIVESEVEN, NALLES.

C. Mar 45
HRCH/RH

W. J. L. (Civil), A. P. H. Q., (Chairman).

4998

Appendix "A" to Minutes of the
Meeting of the Wages Sub-Committee
held on 5 Mar 45.

COPY

SUBJECT: Bonus Scheme - R.S.D.

Headquarters,
557 BOD, CMF.
HQ/52/8
4 Feb 45.

D.D.L., 3 District.

Copy to: D.O.S., AFHQ.) lay even ref. dated
DEOS L of C.) 31 Jan 45 refers.

1. In order to increase the output of the sorting sheds at RSD where clothing is conditioned a trial was recently given to a bonus scheme. This scheme involved the division of the female workers into teams of 31, the teams obtaining the highest weekly output being awarded in theory one days holiday with pay. Actually so that no working time was lost each member of the winning team was given six hours overtime pay (i.e. one hour overtime for every day worked during the week) as a bonus instead of the day's holiday and 'runners up' three hours overtime.

2. The great success of this scheme can be seen from the following figures:-

Before Bonus was Introduced

Week ending	10 Nov 44
"	17 Nov 44
"	24 Nov 44
"	1 Dec 44
"	8 Dec 44

Sorted Clothing	63 tons.
"	75 "
"	72 "
"	79 "
"	81 "

After Bonus was Introduced

Week ending	15 Dec 44
"	22 Dec 44
"	29 Dec 44
"	5 Jan 45
"	12 Jan 45

Sorted Clothing	112 tons.
"	147 "
"	136 "
"	118 "
"	114 "

Thus at a cost of paying 31 women x 6 hrs at 18 lire per hour (L.2418) as a winning bonus and 31 women x 3 hrs at 18 lire per hour (L.1209) as 'runners up', a total weekly outlay of L.3627, the output was increased by 74%. Normally to achieve this increase it would necessitate employing some 450 extra women at 120 lire per day or 54,000 lire.

On the advice of IABL, 66 Area the scheme, not being officially recognised, was abandoned on 12 Jan 45 and as a result the output for the ensuing week dropped to 83 tons.

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introduced

Sorted Clothing	65 tons.
"	70 "
"	72 "
"	79 "
"	71 "

Sorted Clothing	112 tons.
"	"
"	147 "
"	"
"	135 "
"	"
"	118 "
"	"
"	114 "

Week ending	15 Dec 44
"	" 22 Dec 44
"	" 29 Dec 44
"	" 5 Jan 45
"	" 12 Jan 45

Activity

standing was dropped to an amount

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author, 141, 158

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7 MAR. 1945

Mar 24 Mar 7:30
Conf. Room 31
427 Col McFie

LABOR SUB-COLLISION
A.C.
Routing Slip

	Initials	Date
Mr. W.H. BRAINE		
Colonel SMITH		
Lt. Col. HADCOCK		
Capt. DORF		
Capt. TOPLISS		
Mr. SACHS	<i>See</i>	
Mr. DI PEDR	<i>J. H.</i>	22/3
Mr. AIREY		
Mr. SCOTT		
Mr. PROCTOR		
Miss. STEVENSON		
Chief Clerk		

4996

file 250/908

THE SUB-COMMITTEE OF THE LABOUR & WAGES CONTROL COMMITTEE

MINUTES

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

2. Present:

Lt. Col. H.S. PEARCE, ADL(Civil), AFHQ,
Chairman

Representatives of:

AC - Mr. DAVID C. SACHS
FSS - Major R.E. BATON
HCFORAL - Major (S) P.R. GRIMMEL, RMVR
MAAF - Pl/Lt. A.A. HADLEY

In attendance:

Lt. Col. J.B. HALL, APA(Br), AFHQ
Major J.B. GIBSON, G-4(A), AFHQ
Capt T.W. ARCHER, Deputy Fiscal Director, AFHQSA
Major E.F.F. HAVARD } DAVIS, AFHQ
Capt T.G.P. TRIMMILLAS }
Lieut J. SMITH, ENSA
Major K.R. HARRIS, DADL, No. 3 District
Mr. J.B. SPILLER } PHE, AFHQ
Mr. J.A. TROJANSON }
Capt G.H. ORRINGER, DGO, RSD, 357 HOD

3. Minutes of the last meeting

The minutes of the meeting held on 30 Jan 45 and of the special meeting held on 26 Feb 45 were approved.

4. New Grades and Rates of Pay

(a) It was agreed and recommended that the following grades and rates of pay be included in the Allied Forces Basic Wage Scale:

Appendix "D" (17/24)

First-aid post attendant

120 - 130 lire per day

Appendix "G" (18/24)

Driver steam-roller

100 - 110 lire per day

(b) It was further recommended that the grade of:

Stavedown, coaling ore

100 - 115 lire per day,

now included in Appendix "D" of the Allied Forces Basic Wage Scale, should be amended to read:

Stavedown, coaling ore

100 - 120 lire per day.

Capt H.S.H. THRELLIAS)
 Lieut J. SLART, INSA
 Major K.R. HANCO, DALL, No. 3 District
 Mr. J.E. STEADLY } FWR, AFHQ
 Mr. J.A. THOMPSON }
 Capt G.H. CRUTCHER, DCO, RSD, 557 BDD

3. Minutes of the last meeting

The minutes of the meeting held on 30 Jan 45 and of the special meeting held on 28 Feb 45 were approved.

4. New Grades and Rates of Pay

- (a) It was agreed and recommended that the following grades and rates of pay be included in the Allied Forces Basic Wage Scale:

Appendix "D" (ITALY)

First-aid post attendant

120 - 150 lire per day

Appendix "E" (SICILY)

Driver Steam-roller

100 - 130 lire per day

- (b) It was further recommended that the grade of:

Stevedore, coaling ore

100 - 115 lire per day,

now included in Appendix "D" of the Allied Forces Basic Wage Scale, should be amended to read:

Stevedore, coaling ore

100 - 120 lire per day.

- (c) Consideration was given to a request submitted by DWS AFHQ for rates of pay to be established in respect of civilian instrumentalists:

(i) by the hour;

(ii) as permanently employed.

It was agreed that, as civilian instrumentalists to be employed by DWS AFHQ will be employed within War Establishment, they will fall within a special category affecting the British Forces only. The committee considered, therefore, that a rate of pay for this type of employee should not be included in the Allied Forces Basic Wage Scale, but that the matter should be referred to 3 Lab AFHQ who, in consultation with P4(Br) AFHQ, would establish the rates to be paid by DWS.

(d) A request submitted...../

- 2 -

(c) A request submitted by DDL No. 3 District for the approval of the classification of "Firefighter" was deferred pending the receipt of further information regarding the terms of service under which it is proposed to employ this grade. The representative of DDL No. 3 District undertook to present this information to the Labor & Wage Control Committee at its next meeting.

5. Hard-effort Bonus Scheme

(a) The committee considered a proposal, submitted by GPO 557 BCD and reproduced as Appendix "A", for the institution of a Hard-effort Bonus Scheme in respect of civilians employed in the sorting and conditioning of clothing and equipment.

(b) The committee recognized the principle that there may be situations where the application of piece-work or bonus schemes is desirable in terms of increased output, and recommended that:

- (i) the bonus scheme proposed in 557 BCD should be submitted to Q(Admin) AFHQ for approval;
- (ii) to deal with future cases, the sub-committee should be delegated the authority to examine and consider such schemes and, if satisfactory, to forward them direct to the appropriate Staff section of AFHQ for approval.

6. Rates of Pay - Printing Grades

(a) Consideration was given to a request submitted by FWH ROME and presented by the Labor Sub Commission 40 for an increase in rates for employees in the printing trade.

(b) The basis of this request was an agreement, reached recently in ROME between printers and employers, which provides in substance for an increase in ROME of 56 lire per day, but scaled down to a lesser sum where the increase would bring the rate to more than 280 lire per day for employees outside the city of ROME and for women and juveniles.

(c) The committee took note of the fact that, as a result of civilian printing rates in ROME increasing wage rates, the progress of work of operational importance, undertaken by FWH ROME in a press controlled by them, was being jeopardized by the unwillingness of civilian employees to continue in receipt of a wage lower than that prevailing for comparable work in the same locality.

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(ii) to deal with future cases, the sub-committee should be delegated the authority to examine and consider such schemes and, if satisfactory, to forward them direct to the appropriate Staff section of AFHQ for approval.

6. Rates of Pay - Printing Grades

- (a) Consideration was given to a request submitted by FWR ROME and presented by the Labour Sub-Commission AC for an increase in rates for employees in the printing trade.
- (b) The basis of this request was an agreement, reached recently in FWR between Printers and unskilled, which provides in substance for an increase in FWR of 88 lire per day, but scaled down to a lesser sum where the increase would bring the rate to more than 200 lire per day for employees outside the city of FWR and for women and juveniles.
- (c) The committee took note of the fact that, as a result of civilian printing firms in FWR increasing wage rates, the progress of work of operational importance, undertaken by FWR ROME in a press controlled by them, was being jeopardised by the unwillingness of civilian employees to continue in receipt of a wage lower than that prevailing for comparable work in the same locality.
- (d) In the absence of information regarding rates payable by civilian printing firms in other cities, the committee were unable to recommend any amendments to the Allied Forces Basic Wage Scale.
- (e) It was agreed, however, that in an operational necessity the Chairman of the Labour & Wage Control Committee should be requested to take action with the joint chairman of the FWR (Italian) Board with a view to FWR ROME being authorised to pay the increase in wages in accordance with the agreement made in FWR affecting the Printing trade there.
- (f) In view of the need for urgent interim action, the Chairman undertook to signal the request to be made in sub-part (e) above, to the Chairman of the Labour & Wage Control Committee.

7. General Wage Policy

- 3 -

7. General Wage Policy

Arising out of the action taken in RCEI to increase the rates payable in civilian Printing firms, which is understood to be only a part of a more comprehensive agreement entered into in RCEI between CGLL and employers, it was agreed that the following declaration should be placed on record:

"The Sub-Committee views with grave concern the frequent and unpredictable changes in the Italian wage scale together with the institution of various bonuses which are being authorised by local labour organisations. It is felt that in the light of such frequent changes - the Armed Forces will rapidly lose all control of rates of pay and will experience considerable difficulty in retaining the civilian labour essential for military purposes".

8. Bonus for Railway Workers

- (a) A request was received from DARS for authority to issue a bonus, amounting to 10% of the basic wage, to civilians engaged on dangerous work in railway tunnels on tasks of operational priority.
- (b) The majority of the Committee was opposed to the principle of establishing a bonus of this nature.
- (c) A minority, however, recommended that this bonus should be authorised providing it is proved that:
 - (i) such work is highly dangerous;
 - (ii) it is customary for the Italian State Railways to pay such a bonus;
 - (iii) the progress of work of operational necessity is being jeopardised by the non-payment of the bonus.

9. Terminal Leave Notice

- (a) The AC representative presented a proposal for the present regulations to be amended to provide that civilians employed in administrative, clerical and office grades, who have been employed for a minimum of six months, be entitled to one-half month's notice of dismissal or, in lieu thereof, one-half month's pay where services are discontinued without fault on the part of the employee.
- (b) The committee considered that:

- (i) in cases where it is known that a unit is closing down

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- (b) The majority of the Committee was opposed to the establishment of a bonus of this nature.
- (c) A minority, however, recommended that this bonus should be authorized providing it is provided that:
 - (i) such work is highly dangerous;
 - (ii) it is customary for the Italian State Railways to pay such a bonus;
 - (iii) the progress of work of operational necessity is being jeopardized by the non-payment of the bonus.

9. Terminal Leave Notice

- (a) The AC representative presented a proposal for the present regulations to be amended to provide that civilians employed in administrative, clerical and office grades, who have been employed for a minimum of six months, be entitled to one-half month's notice of dismissal or, in lieu thereof, one-half month's pay where services are discontinued without fault on the part of the employee.
- (b) The committee considered that:
 - (i) in cases where it is known that a unit is closing down or changing location every effort should be made to give suitable notice and/or find alternative employment;
 - (ii) as a general rule, there is ample opportunity of giving suitable notice to civilian employees affected, and that there is no justification for exceeding the present regulations as proposed by AC.

10. Issue of Rations

- (a) The Committee considered a proposal that the notes to Appendices "B" and "C" of A/WHQ Adm Memo No. 47 dated 16 Nov 44 should be amended to read:

"All rates subject to a deduction of 30 lire per day where meals are provided";

thereby penalizing a gross deduction of 930 lire in a 31 day month.

(b) It was considered...../

11. Date of next report:

The next meeting of the Sub-Committee was arranged provisionally for Tuesday, 3rd Apr 45, to take place in the office of Major R. A. LITTON, HQ FERRISBURY, HANTS.

(O. S. ~~Public~~, ~~Int. Coll.~~),
O. S. (Civil), ~~Int. Coll.~~,
(Civilian).

6 Mar 45
H2Gh/PH

4992

Appendix "A" to Minutes of the
Meeting of the Wages Sub-Committee
held on 5 Mar 45.

COPY

SUBJECT: Bonus Scheme - H.S.D.

Headquarters,
557 BOD, CMF.
HQ/52/6
4 Feb 46.

S.D.L., 3 District.

COPY to: D.O.S., AMIG.) My even ref. dated
EUGS 1 of C.) 31 Jan 45 refers.

1. In order to increase the output of the sorting sheds at RSD where clothing is conditioned a trial was recently given to a bonus scheme. This scheme involved the division of the female workers into teams of 31, the teams obtaining the highest weekly output being awarded in theory one day's holiday with pay. Actually so that no working time was lost each member of the winning team was given six hours overtime pay (i.e. one hour overtime for every day worked during the week) as a bonus instead of the day's holiday and 'runners up' three hours overtime.

2. The great success of this scheme can be seen from the following figures:-

Before Bonus was introduced

Week ending 10 Nov 44	Sorted Clothing 68 tons.
" " 17 Nov 44	" " 75 "
" " 24 Nov 44	" " 72 "
" " 1 Dec 44	" " 79 "
" " 8 Dec 44	" " 71 "

After Bonus was introduced

Week ending 15 Dec 44	Sorted Clothing 112 tons.
" " 22 Dec 44	" " 147 "
" " 29 Dec 44	" " 135 "
" " 5 Jan 45	" " 118 "
" " 12 Jan 45	" " 114 "

Thus at a cost of paying 31 women x 6 hrs at 15 lire per hour (L.2418) as a winning bonus and 21 women x 3 hrs at 15 lire per hour (L.1203) as 'runners up', a total weekly outlay of L.3621, the output was increased by 76%. Normally to achieve this increase it would necessitate employing some 450 extra women at 120 lire per day or 54,000 lire.

On the advice of E.A.H., 50 Area the scheme, not being officially recognised, was discontinued on 12 Jan 45 and as a result the output for the ensuing week dropped to 68 tons.

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[illegible]

Week ending	16 Dec	22 Dec	25 Dec	5 Jan	12 Jan
1	44	44	44	46	45

Sorted Clothing	112 tons.
"	147 "
"	136 "
"	119 "
"	114 "

4991

Thus at a cost of paying 21 women, x hrs at 12 lira per hour (L.1206) and 21 women, x hrs at 12 lira per hour (L.1206) as a winning bonus, and 21 women, x hrs at 12 lira per hour (L.1206) as a total weekly outlay of L.3627, the output was increased by 74%. Normally to achieve this increase it would necessitate employing 14,000 more workers at 12 lira per hour.

On the advice of DALL, 58 Area and as a result the output for the week dropped to 22 tons.

If the scheme can be given official recognition it is an invitation to apply it to other types of work at DSE entailing sorting and conditioning of clothing and equipment, particularly to the sorting of winter and summer clothing returned as a result of the seasonal change. As far as can be foreseen this will involve a loss of three or four winning teams of about 50 women.

each consisting of about 31 women. Thus, if authority can be given for the payment of bonuses up to the sum of 10,000 lire a week, not only will it avoid the necessity of taking on extra income bearing heavy taxes this sum, but the speed at which clothing, etc. can be put back into service will be greatly increased.

The matter was referred through COS, AFHQ to the financial authorities etc, but no final decision was reached. May I know about this in entirely a labor question for you to settle. Please your comments, please.

(Seq) 4 4 2 2 9 3 14184110,
C.C.G. 557 P.O.D.

12,000

LSC/908

ALLIED FORCE HEADQUARTERS

LABOUR DIRECTORATE

SUBJECT:- Wages Sub-Committee

DL/73

Tel No
Valley Forge 43Labour Sub Commission, HQ AG, APO 394
(For the attention of Capt W.E. SOLEMEYER)

PERBASE MAIN (For attention Major H.J. MEUPER)
 PERBASE SOUTH (For attention Major R.B. EATON)
 HQ FOMAM (For attention Lieut (S) P.R. CRINALE, RMC)
 HQ MAAP (For attention S/Lieut A.A. HARLEY)

- The following amendment should be made to the minutes of the special meeting of the Wages Sub-Committee held at ROME Area Allied Command at 0930 hrs 27 Feb 45 :-

To the list of those in attendance add :

Col. W.T. JOHNSON, Fiscal Director, MEUSA.

1. Mar 45.
HWH/JL.

H. P. [Signature]
 (H.S. [Signature], Lt.-Col.)
 A.D.L. (Civil) M.P.E.C.
 (Chairman).

Copies to:- AFARS, HQ ROME Area
Transportation Sub-Commission, HQ AG, APO 394
 (For attention Col. M.B. THOMAS)

Finance Sub-Commission, HQ AG, APO 394
 (For attention Major J.S.R. PAUL)

Fiscal Director, MEUSAPA (M) AFHQPA (M) HQ MAAPSA (A) AFHQ (For attention Major J.S. CARSON)Chief Supply Officer (M) AFHQADL (Gr) HQ ROME Area

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LABOR SUB-COMMISSION
A.C.
Routing Slip

	Initials	Date
Mr. W.H. BRAINE	<i>W.H.</i>	<i>6/3</i>
Colonel SMITH		
Lt.Col. BARCOCK		
Capt. DOM	<i>9</i>	<i>6/3</i>
Capt. TOPLISS		
Capt. SOLEWBERGER		
Mr. SACHS	<i>S.A.</i>	
Mr. DI FEDE	<i>J. D.</i>	<i>7/3</i>
Chief Clerk		

✓ Corp. Parnell - Do I get copies
of sub. comm. slips for my files?

506/908

THE SUB-COMMITTEE OF THE LABOR & WAGES CONTROL COMMISSION

Minutes of a Special Meeting held at Rome Area Allied Command at 09.30 hrs. Tuesday, 27th February, 1944.

1. Present:

Lt. Col. H.S. PARRIS, ADL(Civil) AMV.
Chairman.

Representatives of:

A.C. - Capt. W.L. SCLATER (US)
P.B. - Major H.J. RUFER (US)
R.V. FOMAL - Lt.(S) P.R. CARROLL, HWV.
M.A. - Pl/Lt. A.A. HANLEY, R.A.F.

In Attendance:

Col. M.F. Thomas - Transportation, HQ AC.
Major J.H.H. Hall - Finance HQ AC.
C-Capt. A. BOWMAN - Financial Advisor, RAF.
Lt. Col. J.M. Hall - Financial Advisor, AFM.
Lt. Col. J.R. CARSON, C-4, AFM.
Lt. Comdr (S) WATSON, HWV - C in C Med.
Lt. Col. W.J. TOSNOCK - Labour, HQ AC.

2. Business.

The meeting was called to consider the matter of the free conveyance of civilians employed directly by, and working for the Allied Armed Forces, and specially to consider a proposal of A.C. as set out in Appendix 'A' to these Minutes.

Representatives of A.C. submitted reasons for the withdrawal of the present free transport concessions authorised in A.A.I. Letter 2059/5/62 dated 28 July, 1944 - Appendix 'B'. (as amended)

Transportation Sub-Commission, A.C. submitted:-

- (a) That in a country where currency is used and workers are paid wages, free conveyance is an undesirable method to introduce.
- (b) That it is not possible to limit such free transport to legitimate traffic.
- (c) Free transport enables many people to ride on overburdened public conveyances, who could otherwise walk, ride bicycles, or travel by other means of private transport.
- (d) Transporting workers free constitutes a serious financial burden on the transportation companies of the Italian Government, and no sensible system can effectively be put in operation, which will account for a few lives for transporting thousands of workers.
- (e) (Limited with (a)) Free transportation is a subterfuge to avoid payment of wages. An adjustment of wages or contract prices would accomplish the same objective.

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Transportation Sub-Commission, A.C. submitted :-

- (a) That in a country where currency is used and workers are paid wages, free conveyance is an undesirable method to introduce.
- (b) That it is not possible to limit such free transport to legitimate traffic.
- (c) Free transport causes many people to ride on overburdened public conveyances, who would otherwise walk, ride bicycles, or travel by other means of private character.
- (d) Transporting workers free constitutes a serious financial burden on the transportation companies or the Italian Government, and no suitable system can effectively be put in operation, which will account for a few lire for transporting thousands of workers.
- (e) (Linked with (a)) Free transportation is a subterfuge to avoid payment of wages. In adjustment of wages or correct prices would accomplish the same objective.
- (f) That any scheme so introduced is open to unchecked abuse by holders of free travel passes, and the cause of much discomfort and difficulty for those who pay their fares.
- (g) That the transition period when the scheme terminates is likely to cause considerable economic difficulty for those involved.
- (h) That when the industrial areas in the north are freed there would be no possible method of introducing or safeguarding any scheme of this kind.

Finance Sub-Commission A.C. submitted :-

- (a) Whilst the Italian Government can be required to furnish free transport facilities on State Railways, it is doubtful if under present high policy, they can be required to reimburse private Companies for the cost of such services.

Continued Sheet 2

- 2 -

(a) no payments for free transport have as yet been made by the Italian Government to private Companies, nor have any such requests for payment been submitted. It is understood, however, that State ~~authorities~~ have been granted to certain Companies to enable them to continue to operate.

(c) as a result of the present situation, private companies which have carried Allied workers without charge are now faced with serious financial difficulty, and are demanding some form of payment.

(1) should the responsibility for reimbursing the companies be assumed by the Allied Forces, settlements would be made in A.M. Lire.

It was unanimously agreed by the Committee that in the interests of military necessity, the principle of transport arrangements without cost to the worker must be continued.

The Committee considered that due to lack of control and supervision the same types of abuses which have existed under the present system will continue if workers are directly reimbursed for the expenses of travel, and it is doubtful if there in many cases would actually be paid.

It would be extremely difficult to check entitlement of each individual worker to the exact amount of reimbursement, and considerable additional clerical staff would be necessary to establish even minimum safeguards.

The proposed change in the present system could not properly be decided upon until the basic question of financial responsibility has been determined by competent authority. The Committee considered such a decision is not within its scope.

It was considered by the Committee that if the financial responsibility was to be assumed by the Armed Forces, payments for the services should be made direct to the carriers through central agencies, and not by way of allowances to individual workers. The details of such an arrangement must necessarily be decided upon and formulated by the Joint Military Finance Committee.

The following resolution was unanimously adopted by the Committee :-

It is reaffirmed that where military necessity can be shown, there is need for free transport (without cost to the workers) for directly employed civilians working for the Allied Forces

It is recommended :

4388

if workers are directly re-imposed for the work. It is further in many cases would actually be paid. It is also extremely difficult to check entitlement of each individual worker to the exact amount of reimbursement, and considerable additional clerical staff would be necessary to establish even minimum safeguards.

The proposed change in the present system could not properly be decided upon until the basic question of financial responsibility has been determined by competent authority. The Committee considered such a decision is not within its scope.

It was considered by the Committee that if the financial responsibility was to be assumed by the Armed Forces, payments for the services should be made direct to the carriers through central agencies, and not by way of allowances to individual workers. The details of such an arrangement must necessarily be decided upon and formulated by the Joint Military Finance Committee.

The following resolution was unanimously adopted by the Committee :-

It is reaffirmed that where military necessity can be shown, there is need for free transport (without cost to the workers) for directly employed civilians working for the Allied Forces

It is recommended :

- (a) that the responsibility of the Italian Government for the provision of such free travel be ascertained,
- (b) that the responsibility of A.C. in this matter be ascertained,
- (c) that, should it be determined that neither the Italian Government nor A.C. has an financial responsibility to pay for such free facilities, or that such responsibilities are limited, the matter be referred to the Joint Military Finance Committee in order that the Allied Forces may assume the responsibility of paying for such facilities.

- (d) It was further recommended that any directive on this subject should cover the financial arrangements for:
 - (1) Italian State Railways,
 - (2) Private Railways,
 - (3) Other transport agencies such as trams, trolley buses, etc.

The resolution outlined in Appendix 'A' to the Agend. of the Special Meeting of the Sub-Committee on 5th March, 1945, was, after considerable discussions and recommendations by the Financial and Transportation Sub-Committees of A.C. rejected.

(H.S. JARVIS) Lt. Col.,
A.D.L. (Civil) A.P.H.Q.

14 MAR 15

APPENDIX "A"

12 Feb 45.

COPY.

SUBJECT: Conditions relating to transportation by means other than M.D. of civilians when employed by Allied Forces or by contractors to Allied Forces.

1. Whenever desirable in the interests of military necessity, direct employees of the Armed Forces may be reimbursed for the expense of travel to and from work upon authorization of the District, Area or Unit Commander. Employees of contractors engaged 100% in work for the Army Forces may be similarly reimbursed.
2. In all cases circumstances, all free transportation not being or which shall cease at the earliest possible date subsequent to 15 January, 1945.

L.D. HARRISON,
Colonel P.A.
Acting Deputy Chief of Staff,
Economic Section.

4987

Subject: Allied Forces - Civilian Labour - Free Rail Travel.

Q.1.

2 District.
3 District.
CC, P.B.
FOUAT.
FOUAT.
AFSC/MO (5)
214 Group Ref.P.

AFSC/MO (5)

HQ AAI,
CAF,
2059/5/52.
28 July 14.

1. Approval has been given for the provision of free railway travel for civilian labour directly employed by the Allied Armed Forces, in order that the present heavy road transport commitment may be reduced.

2. It is understood that you have already made preliminary arrangements to put the following procedure into force from 1 July 1944:

- (a) Units will provide combined work permit and travel voucher to each civilian directly employed by them.
- (b) Units will authorize the permit by attaching it and inserting the expiry date.
- (c) Units will please notify Transportation Sub-Committee, AF, and will of the names of employees carried to and from work place on behalf of units under their administration.
- (d) Transportation Sub-Committee, A.O., will arrange payment of the Railway Concession concerned.

3. Alternative date for the operation of the scheme within 2 District 3 District and P.B. will be 7 Aug 44.

(sgd) A.L. Maitland, ~~Major-General~~
For Major-General,
Chief Administrative Officer.

II.

Subject: Allied Forces - Civilian Labour - Free Rail Travel.

2 District.
3 District.
CC, P.B.
FOUAT.
FOUAT.
AFSC/MO (5)
214 Group Ref.P.

HQ AAI,
CAF,
2059/5/52.
31 Aug 44.

4986

The following arrangements will be made to this effect 2059/5/52 dated 28 July, 44.

- (1) District 2, sub-committee (a) and report;

Transport will notify the AFSC/MO and the Transportation Sub-Committee Divisional

(and) A. L. HUBBARD, Major-General
for Major-General,
Chief Administrative Officer.

• **11**

Samuel L. Mudd Force - Civilian Liqueur - Pro. Rail Travel.

HR 447, 1907

2059/5/02.

39. $\frac{1}{2} \log 2$

2. Discharge.

3 Disptob.

172

2004

THOMSON

11.980/11.980 (57)

215 Group 112.

This following attachments will be made to this HQ letter 2009/5/02 dated 28 July,

$$(1) \text{ Let } x = 2, \text{ then } y = 2$$

Employees will notify the new Transportation Sub-Commission Divisional Superintendent at either Field or Head, at the end of each fortnightly of the number of employees entitled to and from each place on bulletin will write under their administration, any movements will then be made the movement of the Railway Companies concerned.

(2) Coefficient must be rounded to include a period or decimal point.

(a) Name of Building;
(b) City or Station;
(c) Destination Station.

(and) ? ? Lt. Col.,
for Major General,
Chief Administrative Officer

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

LC/508
File

Subject: Wages Sub-Committee.

Ref: LEB/5653.

Labour Directorate, (5)
A.F.H.Q.

28 Feb. 1945.

Wages Sub-Committee - Labour and Wages Control Committee, AFLE.

1. The attached copies of the Minutes of a meeting of the above Sub-Committee held in Rome on 27 February, 1945, are forwarded.

C.M.F.

WJB/FF.

L. S. S. S. S.
Lt. Colonel,
Assistant Director of Labour (Br),
H.Q. Rome Area.

COPIES: Labor Sub-Commission, HQ AC. (2)
Finance Sub-Commission HQ A.C. (2)
Transportation Sub-Commission AC (2)
AFLE Section, c/o Rome Area Allied Command (3)
G-4 - AFHQ.
Financial Adviser (Br) AFHQ. (2)
Financial Adviser HQ MAF (2)
Fiscal Director (US) AFHQ. (2)
RM FORAM (for Lt. (S) P.R. BRINDLE, RNVR) (2)
C.O. Pen Base (for Major H.J. Reuser) (2)
HQ MAF (for Fl. Lt. A.A. Harley, RAF) (2)
Labour Sub-Commission AC (for Capt. Solenberger).

4985

Full *Mr. Sachs* *131/1908*

SPECIAL SUB-COMMITTEE OF LABOUR AND WAGES CONTROL COMMITTEE

MINUTES.

1. A meeting of the above Committee was held at 1100 hrs on 30 Nov 44 at HQ P.R.S. NAPLES.
2. Present Lt-Col. W.J. BOSTOCK, AML (Br) HQ ROLL Aves. (Chairman)
 Representatives of: AC - Capt. W.A. BOSTOCK
 PPS - Lt-Col. J.W. BOSTOCK
 W. RAF - W/O J.K. BOSTOCK
 J. LAB AML - Lt-Col. W.A. BOSTOCK
 In attendance: Major H.J. BOSTOCK - PPS
 Lieut.(S) P.R. GRIMBLE - RM FORM
 Mr J.R. RAYWARD - DASH 3 District
 Major H.R. HURST - L/Secretary.

3. The Chairman stated that this special sub-committee had been set up by the Labour & Wages Control Committee at its meeting on 16 Nov 44 with terms of reference as follows:

"(1) To recommend whether, or not, the 15% differentiation between female and male labour employed on similar work should continue."

"(2) If it is decided to recommend the continuance of the 15% variation then, if any, of the previously classified female categories should be reinstated under the Allied Armed Forces Basic Wage Scale."

4. After discussing the issues involved the committee agreed that:-

(a) it would appear that in the case of Italian Government departments female grades enjoy the same conditions of employment and are paid the same rates of pay as male employees engaged in similar appointments:

(b) no *original* can, however, be produced which would substantiate the claim that the principle of equal pay for equal work had been generally adopted for employees in Italian civilian enterprises. On the contrary, examination of certain *original* contracts disclosed that a fairly wide but varying differential had been maintained between the rates of male and female employees in various branches of Commerce and Industry;

3. The Chairman stated that this special sub-committee had been set up by the Labour & Wages Control Committee at its meeting on 16 Nov 44 with terms of reference as follows:

"(a) To recommend whether, or not, the 15% differentiation between female and male labour employed on similar work should continue.

(b) If it is decided to recommend the continuance of the 15% variation then, if any, of the previously eliminated female categories should be reinstated under the Allied Armed Forces Basic Wage Scale."

4. After discussing the issues involved the committee agreed that:-

(a) it would appear that in the case of Italian Government departments female grades enjoy the same conditions of employment and are paid the same rates of pay as male employees engaged in similar appointments;

(b) no ordinance can, however, be produced which would substantiate the claim that the principle of equal pay for equal work had been generally adopted for employees in Italian commercial enterprises. On the contrary, examination of certain Collective Contracts disclosed that a fairly wide but varying differential has been maintained between the rates of male and female employees in various branches of Commerce and Industry;

(c) no general difficulty had been experienced in securing female grades for employment with the Allied Armed Forces whilst the 15% differential has been in operation.

(4) A differential should continue to be maintained in respect of males and females employed on similar work for the Allied Forces in ITALY, but that separate female classifications should be listed in respect of jobs normally performed by women because of their special aptitude or ability, or by reason of the fact that males are not as suitable for these particular tasks. If males are employed in such classifications, then they should not receive greater remuneration than females.

5. It was therefore recommended:-

(a) that the present 15% differential should continue to be operative, except where specific female classifications are authorised in the Schedules.

(b) The following classifications should be inserted in the Allied Forces Basic Wage Scale:

Continued Sheet No. 2.

- 2 -

Appendix "A"

	Rate of Pay	
	Male	Female
Interpreter, General, Male or Female		
Telephone Operator, English-speaking, Male or Female	2200	1900
Telephone Operator, non-English speaking, Male or Female	2200	1900
Typist, Male and Female	2000	1800
Typist, shorthand, English-speaking, Male or Female	2000	1800
	2100	1900

Appendix "B"

Telephone Operator, English-speaking, Male or Female	2100	3600
Telephone Operator, non-English-speaking, Male or Female	1650	2500

Appendix "C"

Marker and Sorters, Male or Female	75	100
Washer, Hand, Male or Female	85	95
Washer, Machine, Male or Female	85	105
Sewing hand, Male or Female	60	85

Employees - Clothing, Foot and Shoe Manufacturing Plant.

Machine Operator, Male or Female	85	105
Assembler, Male or Female	90	115

NOTE: 1. The grade of Interpreter, General, is included in view of the general shortage of qualified interpreters, and the fact that females capable of carrying out these duties are usually suitable for employment in a higher grade, e.g. "Junior Administrative Assistant" or "Professional Worker."

2. The rates quoted may be paid w.o.f. 1 Oct 44.

3. The rates are subject to increase at the rates and under the conditions prescribed by ANM Administrative Memorandum No. 48 dated 26 Nov 44.

85 95
85 105
60 85

Employees - Clothing, Foot and Shoe Manufacturing Plant.

Machine Operator, Male or Female 85 95
Sewer, Male or Female 85 105
Sewing Machine, Male or Female 60 85

NOTE: 1. The grade of Interpreter, General, is included in vic. of the General shortage of qualified Interpreters, and the fact that females capable of carrying out these duties are usually suitable for employment in a higher grade, e.g. "Junior Administrative Assistant" or "Professional Worker."

2. The rates quoted may be paid w.o.s.f. 1 Oct 44.

3. The rates are subject to increase at the rates and under the conditions provided by A.M.R. Administrative Memorandum No. 43 dated 20 Nov 44.

W.J. ECSTOCK, Lieut. Colonel,
(Chairman)