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AFLRB LABOR + WAGES CONTROL COMMISSION -

ROCK AREA CHAIRMAN SUB. COMMITTEE

Apr. - SEPT. 1945

ALLIED FORCE LABOUR AND WAGES COMMITTEE

ROME AREA SUB COMMITTEE

MINUTES

The 10th Meeting of the Rome Area Sub Committee of the Allied Force Labour and Wages Committee was held on Saturday 20th April 1946 in the Labour Conference Room, Rome Area Allied Command.

Present	Major A. Segura (DADL) Chairman Capt. Maxwell Capt. Perlman Capt. Grove Capt. G.H. Hudson Capt. C.C. Molloy Capt. C.T. Hill	Fiscal US Army Hotel Management US Army CIAMPIO, US Army 362 W/Section HQ S/Capt "Q", RAAC 2902 Civil Labour Unit.
In Attendance	Dott. Cianherbe Mr. Signorini Mr. Castelli Mr. Montevocchi	Carora Del Lavoro Hotel Prospa. Assm. Rep. Hotel Emis. Ital. Liaison RAAC.
Secretary	Capt. H. Morgan	2902 Civil Labour Unit.

1. The Minutes of the NINTH Meeting of the Rome Area Sub Committee were read and accepted as a true record by the Committee.
2. The Chairman said the meeting had been convened in order to consider the Cost of Living Bonuses in the Provinces of TERNI, PERUGIA and FOLIGNO and FLORENCE, and to make such recommendations as would be considered necessary and desirable.
3. The Chairman then presented to the Committee the following cases in respect of rates of pay and Cost of Living Bonuses in operation to civilian employees in TERNI.

A. DAILY PAID EMPLOYEES

The present Cost of Living Bonus payable to daily paid employees consists of the original scale notified in the "Regulations Governing the Employment of Civilian Labour (1945)" as amended on March 1st 1945, plus a variable amount dependent upon the basic wage of individual grades (Appendix I) This addition varied from 30 lire per day in the case of a Bricklayer to 60 lire per day for a Blacksmith, thus, instead of one flat addition being awarded,

Capt. Maxwell	Fiscal US Army
Capt. Perlman	Hotel Management US Army
Capt. Grove	CLAMPINO, US Army
Capt. G.H. Hudson	362 W/Section RE
Capt. C.C. Molloy	g/Capt "Q", RAC.
Capt. O.T. Hill	2902 Civil Labour Unit.
In Attendance	
Dott. Ciambra	Carora Del Lavoro
Mr. Signorini	Hotel Prippa. Assm.
Mr. Castelli	Rev. Hotel Enns.
Mr. Montevucchi	Ital. Liaison RAC.
Secretary	
Capt. H. Morgan	2902 Civil Labour Unit.

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The Committee after discussion agreed that this was leading to an anomalous position and made the following recommendations :-

(Page 2. (i) That the variable.....)

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Page 2.

(1) That the variable award authorized by No. 1 District Sub Committee of the Labor and Wages Committee be cancelled w.e.f. 1st May 1946.

(2) That an all round increase to daily paid employees be made effective 1st May 1946 as hereunder detailed:-

Daily Paid Employees, Male 100 lire per day, Female 85 lire per day.
Juvéniles 40 lire per day.

New Cost of Living Bonus:-

Up to and including 120 lire
From 121 to 125 lire

	Male	Female
126	175	160
131	172	157
136	170	155
141	167	152
146	165	150
151	162	147
156	160	145
161	157	142
166	155	140

Juvéniles 59 lire per day.

MONTHLY PAID EMPLOYEES (EXCLUDING HYPER-TECH/CLUB EMPLOYEES)

The Chairman informed the Committee that the Cost of Living Bonus currently payable to Monthly Paid employees is as published in "Regulations for the Employment of Civilian Labour (1945)" as amended 1st March 1945.

The No. 1 District Sub Committee had made no increases in respect of Clerical and Administrative Grades, and consequently they were in a less preferred position than daily paid workers.

Further, it would be observed from the comparative table here produced (Appendix II) that there was a considerable difference between Allied Force Rates and those of Local Italian Industry.

The committee agreed that an increase should be made at least in proportion to that made to daily paid employees and therefore made the following recommendation:-

That in respect of Clerical and Administrative Grades an increase to the extent of 26 times that awarded to the three categories of daily paid employees (Male, female and juvenile) be made, such increases to be as hereunder detailed:-

New Cost of Living Bonus

Up to and including 3000 lire
From 3001 to 3100 lire

	Male	Female
3101	4570	4160
3201	4520	4130
3301	4470	4080
3401	4420	4030
3501	4370	3980
3601	4320	3930
3701	4270	3880
3801	4220	3830
3901	4170	3780
4001	4120	3730

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Juveniles 53 lire per day.
MONTHLY PAID EMPLOYERS (EXCLUDING HOTEL, RESTAURANTS)

The Chairman informed the Committee that the Cost of Living Bonus currently payable to Monthly Paid employees is as published in "Regulations for the Employment of Civilian Labour (1945)" as amended 1st March 1945.

The No. 1 District Sub Committee had made no increase in respect of Clerical and Administrative Grades, and consequently they were in a less preferred position than daily paid workers.

Further, it would be observed from the comparative table here produced (Appendix II) that there was a considerable difference between Allied Forces Rates and those of Local Italian Industry.

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New Cost of Living Bonus

Up to and including 3000 lire
From 3001 to 3400 lire

3401 3200
3201 3300
3301 3400
3401 3500
3501 5000
5001 5100
5101 5200
5201 5300
5301 5400
5401 and above

Male
4160
4130
4060
4030
3980
3930
3900
3830
3780
3730
3680
3640

Surrounding 754 lire per month

(Page 3. FOLIO 3 AND FOLIO 4.....)

POLICING AND PROSECUTION

The Chairman reported that the Cost of Living Bonus payable to daily paid employees was confirmed at the scales commencing at 195 lire per day for males, and 175 lire per day for females.

In the case of civilian employees of Allied Force units in this area, no proportionate increase in the Cost of Living Bonus had been made to monthly paid employees. As a result it was found that a female of the clerical grade was in receipt of a smaller "take home" wage packet than that paid to an unskilled female. A comparison table showing rates payable to these grades in local private industry, (notably the Perugia Chocolate Factory) (Appendix III) indicated also that WD employees were receiving less, in some cases by as much as 2449 lire per month.

It was considered desirable therefore to revise the Cost of Living Bonus at present payable and to evolve a new one ~~payable~~ based on that payable to daily paid employees.

After discussion the committee agreed that this would appear to meet the needs of the case and make the following recommendations:-

A. That the present schedule of cost of living bonus payable to monthly paid employees, both Clerical/Administrative and Hotel/Mess and Club grades, be cancelled w.e.f. 1st May 1946.

B. That new schedules as detailed below be substituted and made effective w.e.f. 1st May 1946.

MONTHLY WAGE GROUP (CLERICAL AND ADMINISTRATIVE)

	Male	Female
Up to and including 3000 lire	5070	4550
From 3001 to 3100 lire	5040	4520
3101 3200	4990	4470
3201 3300	4940	4420
3301 3400	4890	4370
3401 3500	4840	4320
3501 3600	4810	4290
3601 3700	4760	4220
3701 3800	4690	4170
3801 3900	4640	4120
3901 4000	4590	4070
4001 and above	4550	4030

Juveniles to be paid a cost of living bonus of 1300 lire per month.

HOTEL MESS AND CLUB EMPLOYEES AND OTHERS WHOSE WAGES ARE PAID PARTLY IN KIND

Male Female

After discussion the committee agreed that this would appear to meet the needs of the case and make the following recommendations:-

A. That the present schedules of cost of living bonus payable to monthly paid employees, both Clerical/Administrative and Hotel/Mess and Club grades, be cancelled w.e.f. 1st May 1946.

B. That new schedules as detailed below be substituted and made effective w.e.f. 1st May 1946.

MONTHLY WAGE GROUP (CLERICAL AND ADMINISTRATIVE)

	Male	Female
Up to and including 3000 lire	5070	4550
From 3001 to 3100 lire	5040	4520
3101 3200	4990	4470
3201 3300	4940	4420
3301 3400	4890	4370
3401 3500	4840	4320
3501 5000	4810	4290
5001 5100	4840	4220
5101 5200	4690	4170
5201 5300	4640	4120
5301 5400	4590	4070
5401 and above	4550	4030

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Juveniles to be paid a cost of living bonus of 1300 lire per month.

MOTEL MESS AND CLUB EMPLOYEES AND OTHERS WHOSE WAGES ARE PAID PARTLY IN KIND

	Male	Female
Up to and including 3600 lire	4310	3868
From 3601 to 3700 lire	4260	3818
3701 3800	4210	3768
3801 4900	4160	3718
4901 5000	4110	3668
5001 5100	4060	3618
5101 5200	4010	3568
5201 and above	3940	3498

Juveniles may be paid a cost of living bonus of 1720 lire per month.

5.

FLORENCE

The Chairman informed the committee that at present the Cost of Living Bonuses payable to Allied Force civilian employees in FLORENCE were less than those payable in PERUGIA and POLLICINO. This position was not justifiable since in actual fact the cost of living in FLORENCE was much higher. The Italian Authorities for example recognised FLORENCE as a Class "A" town, indicating a higher cost of living charge as other major cities.

As an example: the basic cost of living bonus for Italian Civil Servants is 5000 lire per month which is subject to adjustment to meet needs in different locations. In the case of FLORENCE for example 4% is deducted; in the case of PERUGIA 14% is deducted.

In spite of this US civilian employees in FLORENCE receive 30 lire per day less Cost of Living Bonus than those in PERUGIA and POLLICINO

It was therefore considered that the cost of living bonus should be increased so that it was at least equivalent to that being paid in PERUGIA.

The committee agreed to the above proposal, and made the following recommendations:-

A. That the present scale of Cost of Living Bonus in the city of FLORENCE be cancelled w.e.f. 1st May 1946.

B. That the revised Cost of Living Bonus applicable to PERUGIA and POLLICINO be substituted w.e.f. the same date.

6.

ROME

The representatives of the Camera del Lavoro and the Hotel Employees Association presented to the committee a statistical table showing that as a result of increases granted in private industry, rates payable in daily and monthly (including Hotel, Mess and Club) Grades by Allied Forces were considerably lower.

The Chairman informed the committee that it still had "in hand" the authority to award 40 lire per day as an increase in the Cost of Living Bonus.

Capt. Perham of Hotels Management (US) stated that already he had lost the services of most valuable employees through disparity in our payments as compared with local non-regimented Hotels and Restaurants and most strongly urged that increases be awarded.

After further discussion the committee made the following recommendations:-

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A. That an increase of 40 lire per day be awarded to all daily paid employees, male and female.

It was therefore concluded that it was at least equivalent to that being paid in PERU.

The committee agreed to the above proposal, and made the following recommendations:-

1. That the promissory note of Cost of Living Bonus in the city of FLORENCE be cancelled w.e.f. 1st May 1946.

2. That the revised Cost of Living Bonus applicable to PERU and POLAND be substituted w.e.f. the same date.

6. ROME

The representatives of the Camera del Lavoro and the Hotel Employees Association presented to the committee a statistical table showing that as a result of increases granted in private industry, rates payable in daily and monthly (including Hotel, Moss and Club) Grades by Allied Forces were considerably lower.

The Chairman informed the committee that it still had "in hand" the authority to award 40 lire per day as an increase in the Cost of Living Bonus.

Capt. Porlman of Hotels Management (HS) stated that already he had lost the services of most valuable employees through disparity in club payments as compared with local non-requisitioned Hotels and Restaurants and most strongly urged that increases be awarded.

After further discussion the committee made the following recommendations:-

A. That an increase of 40 lire per day be awarded to all paid employees, male and female.

B. That an increase of 1200 lire per month be awarded to all monthly paid employees, including Hotel, Moss and Club Grades.

The Chairman informed the committee that application had been received from Headquarters, Rome Area, for the regrading of four Clerical and Administrative employees, to the recently established category of Chief Executive. This application would be presented at the next meeting of the Labour and Wage Committee (25th April 1946) for their consideration.

Page 5.

8. Capt. Grove informed the committee that his unit at CLAMPING Airport would shortly be operating on a 42 hour week, and asked what the position would be regarding his civilian employees. He quoted his own case as an example, but felt that there must be other employers who would welcome a ruling as to whether, when the full week of 48 hours was not worked, appropriate deductions should be made from dues to civilian employees.

The committee recommended that this point be brought to the notice of the Labour and Finance Committee at their next meeting, and their decision obtained.

9. There being no other business the meeting was declared closed.

C.M.P.

AS/CJB.

A. SEYMOUR

Major,

Chairman,

IMDL, HQ Royal Army.

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A. HUGHES

Major,

Chairman,

PMIL, HQ Rome Area.

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ASSEMBLY I.

SPECIAL COST OF LIVING BONUS FOR TERNI AREA.

Authy:- AFIR (It) Board Labour and Wages Control Committee
No. 1 District Sub Committee
1st Meeting

Grado	Permissible additional C of L B in TERNI Province
Artisans Mato	55
Blacksmith	60
Bricklayer	30
Carpenter	45
Electrician	60
Fitter M/T	50
Joiner	50
U/S Labour	60
Mason	45
Mechanic M/T	50
Turner	50

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APPENDIX II

SPECIAL COMPARISON TABLES : CIVILIAN LABOUR RATES : TERNI PROVINCE

PRESENT ALLIED SCALES			CIVILIAN SCALES		PROPOSED NEW CIL	
Grade	Wage	CLB	Take Home	Grade	Take Home	Wage
B' smith	125	132	257	Specialised Workers		125
B' layer	120	105	225			120
Carpenter	120	120	240		350	120
Electrician	135	127	262			135
Fitter M/T	135	117	252			135
Turner	135	117	252			135
Unskilled (M)	85	135	220	Unskilled (M)	500	85
Monthly Paid						
Clerk (M)	3600	1690	5290	1st Cat	12000	3600
				2nd Cat	11000	
				3rd Cat	9500	
						7890

APPENDIX III

SPECIAL COMPARISON TABLES : CIVILIAN LABOUR RATES : PERU. PROVINCES

Grade	Present Allied Scales				Civilian Scales				Proposed New Scales			
	Morp	Wage	CLB	Take Home	Morp	Wage	CLB	Take Home	Morp	Wage	CLB	Take Home
Accountant "	M	5400	3680	9080		12000				5400	4590	9990
	P	4590	2002	6592		10200				4590	4290	8880
Bookkeeper "	M	5000	3900	8900		11000				5000	4840	9810
	P	4250	2002	6252		8350				4250	4290	8540
Typist "	M	3600	3680	7280		9500				3600	4210	8410
	P	3600	2002	5602		8075				3600	4290	7890

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APPENDIX IV

SPECIAL COMPARISON TABLES : CIVILIAN LABOUR RATES : ROME PROVINCE.
APRIL 1946

Grades	ALLIED FORCES (MEX)			MINIMUM CURRENT RATES IN PRIVATE INDUSTRY						
	Basic	GRS	Take Home	Basic	Family Allowance	Presence Indemnity	Care Vits	Contingency	Total	Deductions
<u>Specialised Worker</u>										
Mason	135	227	362	220.32	40	18	35	128	441.52	-
<u>Qualified Worker</u>										
Carpenter, Bricklayer	130	230	360	192.08	40	18	35	128	413.08	-
Mechanic M/T	145	225	370	219.00	40	18	35	128	440.00	-
<u>Unskilled</u>										
Male	95	235	330	173.04	40	18	35	128	394.04	-
<u>Office Worker</u>										
Typist, Gen. Clerk	3960	5850	9810	1400	1156	668	1050	3340	10954	-

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TABLES : CIVILIAN LABOUR RATES : ROME PROVING.

APRIL 1946

MINIMUM CURRENT RATES IN PRIVATE INDUSTRY

	Family Allowance	Presence Industry	Care Vito	Contingency	Total	Deductions	Take Home	Proposed Increase
32	40	18	35	128	441.32	-	441.32	40
08	40	18	35	128	413.08	-	413.08	40
00	40	18	35	128	440.00	-	440.00	40
04	40	18	35	128	394.04	-	394.04	40
	1196	468	1050	3840	10954	-	10954	1200

LABOR-ATTACHE

BRITISH-EMBASSY

ROME AREA ALLIED COMMAND,

A.P.O. 794, U.S. ARMY.

ALLIED FORCE LABOUR AND WAGES COMMITTEE.

ROME AREA SUB-COMMITTEE.

The TENTH Meeting of the Rome Area Sub-Committee of the Allied Force Labour & Wages Committee will be held at 09.30 hrs. on SATURDAY 20 April 1946 in the Labour Conference Room, Rome Area, Headquarters.

AGENDA.

1. To receive the Minutes of the EIGHTH meeting held on 22 of March 1946 and matters arising therefrom.
2. To review the rates of pay and cost of living bonus in Turi province paid by the allied forces to civilian employees in relation to the rate of pay and allowances paid in private local industry and to make recommendations, if adjustment is considered necessary.
3. To review Cost of Living Bonus in respect of Monthly Paid Employees, including Hotel Mess and Club employees in Perugia and Foligno and to assess the amount of any increase considered adequate.
4. To review Cost of Living Bonus in respect of Monthly and Daily Paid Employees in Florence including Hotel, Mess Grades.
5. To review the Cost of Living bonus now being paid by the Allied Forces in Rome to civilian employees in relation to the rate of pay and allowances paid in private industry and to make recommendations.
6. To inform the Committee of application received from H.Q. R.A.A.C. in respect of professional grades.
7. Any other business.

C.M.F.

AS/ED.

A. SECURA,

Major,

Chairman,

DADL HQ Rome Area.

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paid in private local industry and to make recommendations, if adjustment is considered necessary.

3. To review Cost of Living Bonus in respect of Monthly Paid Employees, including Hotel Mess and Club employees in Perugia and Foligno and to assess the amount of any increase considered adequate.
4. To review Cost of Living Bonus in respect of Monthly and Daily Paid Employees in Florence including Hotel, Mess Grubbers.
5. To review the Cost of Living Bonus now being paid by the Allied Forces in Rome to civilian employees in relation to the rate of pay and allowances paid in private industry and to make recommendations.
6. To inform the Committee of application received from H.Q. R.A.A.C. in respect of professional grades.
7. Any other business.

C.M.V.
AS/ED.

A. Secunda
A. SECUNDA,
Major,
Chairman,
DADL HQ Rome Area.

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ROME AREA ALLIED COMMAND
A. P. O. 721, U.S. ARMY

ALLIED FORCE LABOUR & WAGES COMMITTEE
ROME AREA SUB-COMMITTEE

MINUTES

The NINTH meeting of the Rome Area Sub-Committee of the Allied Force Labour & Wages Committee was held on FRIDAY, the 2nd March, 1946 in the Labour Conference Room, Headquarters, Rome Area Allied Command.

PRESENT:

Major A. SEXTON	Chairman
Captain MAXWELL	1st Army
Capt C.A. HILL	2nd Army
Mr SCOTT	Allied Commission

SECRETARY

Captain H. MORRIS 2nd Army

INVITED TO ATTEND BUT NOT PRESENT

Major S.A. CALDWELL 104 (SB) Works
Captain D.N. PRITCHARD 5 & 7 Bn AGO

1. The minutes of the EIGHTH meeting of the Rome Area Sub-Committee were read and accepted as a true record by the Committee.
2. The Chairman said that the meeting would open with the consideration of the case submitted by the Italian Liaison Officer Rome Area Headquarters for an increase in the remuneration of civilian employees, Mr MONTEVECCHI, who acted in the capacity of Executive of that Branch.
The latter submitted by Col. Della Rocca supporting this application was read by the Committee. The Chairman then invited discussion.
Captain Maxwell stated that Montevocchi was doing very valuable work which involved not only contact with various Italian Organizations but also required him to make decisions and take action often on his own responsibility. It was his opinion that the employee merited a more generous remuneration than the SIXTEEN THOUSAND, THREE HUNDRED AND NINETY LIRE MONTHLY which was his present stipend.
He further considered that since there were many other employees in receipt of a similar amount but whose responsibilities were far less heavy, an increase in salary should be awarded though not to the extent suggested in the letter of application. (REMARKS BY MR. MONTEVECCHI). It was to be remembered that MONTEVECCHI was not merely acting as an interpreter nor was he merely the vehicle for passing on the decisions or business of his Branch; often a problem was presented to him and the issue of a decision was his entirely.
Mr. Scott stated the case of a woman employed by Allied Commission in a similar liaison capacity. She had been in no small part responsible for the Social Insurance Scheme, and for the placing of direct contracts involving no less a sum than FIFTY-SEVEN MILLION FORTY-SEVEN LIRE.
He was sure that she had accepted an equal if not greater responsibility yet her salary was THREE THOUSAND LIRE MONTHLY. In Italian industry the sum of FORTY-SEVEN MILLION LIRE MONTHLY considered just for such a grade, while the

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Major A. FERRARA
Captain MAX HILL
Capt C. L. HILL
Mr. SCOTT

MAIL
Plental
2902 STJ
Allied Commission

Captain H. MORGAN

1902 CLU

MEMORANDUM FOR THE RECORD

Major A. FERRARA
Captain H. MORGAN

104 CLE Works
247 BAC

1. The minutes of the 21st meeting of the Allied Commission were read and adopted as a true record by the Commission.
2. The Chairman said that the meeting would open with the consideration of the case submitted by the Italian Liaison Officer for the Allied Commission for the remuneration of civilian employees, Mr. MONTIVOCCHI, who acted in the capacity of Executive of that Branch.

The letter submitted by Col. Della Rocca supporting this application was read by the Chairman. The Chairman then invited discussion which involved not only contact with various Italian Organizations but also required him to make decisions and take action often on his own responsibility. It was his opinion that the employee merited a more generous remuneration than the \$100.00 PER MONTH. THE HUNDRED AND NINETY LINE MONTHLY which was his present stipend.

He further considered that since there were many other employees in receipt of a similar amount but whose responsibilities were far less heavy, an increase in salary should be awarded which met to the extent suggested in the letter of application. (MONTIVOCCHI submitted bills MONTHLY). It was to be remembered that MONTIVOCCHI was not merely acting as an interpreter nor was he merely the vehicle for passing on the decisions of business of his Branch; often a problem was presented to him and the owner of a station was his Branch.

Mr. Scott quoted the case of a woman employed by Allied Commission in a similar liaison capacity. She had been in no small part responsible for the Social Insurance Scheme, and for the placing of direct contracts involving no loss a sum then FIFTY MILLION LITRE MONTHLY.

He was sure that she had accepted an equal if not greater responsibility yet her salary was FIFTY MILLION LITRE MONTHLY. In Italian industry the sum of FIFTY MILLION LITRE MONTHLY was considered just for such a grade, while the Allied figures was in the region of FIFTY MILLION LITRE MONTHLY.

Mr. Scott therefore was of the opinion that the salary asked was excessive. He pointed out that in the revised Allied Forces Wage Scale, such an employee would receive \$100.00 PER MONTH, and that comparison with, for example the Italian Civil Service Rates would show MONTIVOCCHI to be in a most favorable position even now.

He was not prepared to accept exaggerated versions of the rates in operation in Italy, and suggested that the employee was attempting to get to excess of his salary himself. In both Allied Commission and UNRRA there were men with high professional qualifications who were receiving less.

(over).

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Captain Morgan suggested that to accept and approve such an increase was to set a precedent precedent since Montevideo, having achieved his present design might then be encouraged to offer his resignation again later unless further increases were authorized; nor, if such a substantial increase were approved, was it reasonable to think that other in similar classification would remain content with the remuneration laid down in the Allied Force wage Scale, or its revised version.

The Chairman outlined the points brought up and the Sub-Committee made the following decision :-

In view of the particular and exceptional circumstances in this case, and since the war has acted in the place of Cal. Bell's boom taking complete charge of the Italian Liaison Section, an increase in recommended, and the labour and wages Committee shall decide whether a rate so high or was quoted can be granted.

3. The letter from the Commanding General, Headquarters, Rome Area, in which special rates were asked for in respect of AFW Secretaries and THESE Executives employed in Rome Area Headquarters, was presented before the Committee.

Capt. Maxwell suggested that these again were 20% individuals, since for the same grade of, for example, "Secretary" two ranges of payment were being asked. He thought that this was unnecessary in any case since the differential between minimum and maximum rates of pay one could be used in computing the degree of responsibility - and therefore of remuneration - that rested on the employee.

Mr Scott was of the opinion that the need for such special treatment might no longer exist after the revocation of the new wage schedule and that such an application should therefore be held-over until such time as the new wage schedule was published when the two might be considered in conjunction.

The Chairman agreed that different scales of payment for the same grade of employee were undesirable and would present certain difficulties of operation.

The Committee therefore decided that the application be held over until it could be seen whether the new Schedule would meet the needs of the case, and that if this was not so, that re-application be invited with the modification that the rates were to apply to specific persons holding those specific appointments.

4. Promised Revision of Hotel, Home and Laundry and Employees
Mr Scott reported that rates of pay to these classes of employees had been reduced, for purposes of comparison, to equivalent daily wages. They had then been studied in conjunction with rates being paid in Italian industry, with Trade Union requirements, and had been discussed with the Hotel Proprietors' Association.

Some increases have been recommended and these recommendations submitted for approval by the Labour and Wages Committee.

5. That, being no further business, the Chairman declared the meeting closed.

Signature
A. S. S. S.

He thought that this was unnecessary in any case since the differential between minimum and maximum rates of pay was small and could be used in computing the degree of responsibility - and therefore of remuneration - that rested on the employee.

Mr Scott was of the opinion that the need for such special treatment might no longer exist after the promulgation of the new wage schedule and that such an application should therefore be held-over until such time as the new wage schedule was published when the two might be considered in conjunction.

The Chairman agreed that different scales of payment for the same grade of employee were undesirable and would present certain difficulties of operation.

The Committee therefore decided that the application be held over until it could be seen whether the new Schedule would meet the needs of the case, and that if this was not so, that re-application be invited with the modification that the rates were to apply to specific persons holding those specific appointments.

4. Proposed Revision of Hotel, Mess and Laundry and Employees

Mr Scott reported that rates of pay to which classes of employees had been referred, for purposes of comparison, to equivalent daily wages. They had then been studied in conjunction with rates being paid in Italian industry, with Trade Union requirements, and had been discussed with the Hotel Proprietors' Association.

Some suggestions have been recommended and these recommendations submitted for perusal by the Labour and Wages Committee.

5. There being no further business, the Chairman declared the meeting closed.

G.L.P.
19/11.

[Signature]

A. GUYTON,
Major,
Chairman,
DADL HQ Rangoon Area.

3932
ROME AREA LABOR A. L. L. C. COMMITTEE
U.S.O. 7th, U.S. 1st
Establishment & Act.

ALLIED FORCES LABOR A. L. L. C. COMMITTEE
ROME AREA SUB-COMMITTEE

The 12th meeting of the Rome Area Sub-Committee of the Labour and Wages Committee was held on TUESDAY, the 12th February, 1946 in the Labour Conference Room, headquarters, Rome Area Allied Command.

MINUTES.

ATTENDANCE.

Major A. Segura
Capt. C.P. Newton
Lt. R.T. Anderson
Lt. L.H. Pickett
Fl/Lt. Brotherton
Major E.A. Cameron
Capt. D.K. Priestley
Capt. O.T. Hill

Chairman, D.M.
US Army
US Army
US Army (Hotel Management)
2 Base Area R.A.P.
104 C.M. Works
S & P.
2902 C.L.U.

SECRETARY.

Capt. N. Morgan

2902 C.L.U.

IN ATTENDANCE.

Dott. Anori
Sig. Pasternano
Sig. P. Ambrogio
Capt. Racheli
Mr. Montevucchi

Camera del Lavoro
Ufficio Regionale Lavoro
Ufficio Provinciale Lavoro
Genio Militare
Secretary, Italian Liaison Office
R.A.C.

President, Hotel Proprietors' Assn.
Hotel Proprietors' Assn.
" " " " " "

Avv. Barre
Sig. Chiodari
Comm. Buttolis

Representatives of Hotel
employees (Albergo e Mensa)

Sig. Castelli
Sig. Morini
Sig. Perrenti
Sig. Nobili

1. The Minutes of the SEVENTH meeting of the Rome Area Sub-Committee were read and accepted as a true record by the Committee.
2. The Chairman explained that the meeting had been convened to consider whether or not adjustment of rates of pay at present in operation in the case of employees of requisitioned hotels in Rome was now desirable.
The President of the Hotel Owners' Association was invited to present the case for the owners who assert that further increases are undesirable.
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3. The President of the Owners' Association pointed out that:
a. the Italian Treasury allows a fixed sum to cover the expenses involved in the running of requisitioned hotels but that the sum had always been inadequate to meet all expenses.

that an allotment of 250,000,000 lire

Capt. G.T. Hill

2902 C.L.U.

SECRETARY.

Capt. H. Morgan

2902 C.L.U.

IN ATTENDANCE.

Dott. Anori
Sig. Ponterano
Signa. P. Albrogi
Capt. Racheli
Dr. Montevacchi

Camera del Lavoro
Ufficio Regionale Lavoro
Ufficio Provinciale Lavoro
Genio Militare
Squadra, Italian Liaison Office
RAC.
President, Hotel Proprietors' Assn.
Hotel Proprietors' Assn.
"

M. V. Bure
Sig. Chiavari
Capt. Battola

Sig. Castellini
Sig. Morini
Sig. Ferranti
Sig. Nobili

Representatives of Hotel
employees (Albergo e Mense)

1. The minutes of the SEVENTH meeting of the Rome Area Sub-Committee were read and accepted as a true record by the Committee.

2. The Chairman explained that the meeting had been convened to consider whether or not adjustment of rates of pay at present in operation in the case of employees of requisitioned hotels in Rome was now desirable.

The President of the Hotel Owners' Association was invited to present the case for the owners who assert that further increases are undesirable.

5268

3. The President of the Owners' Association pointed out that:

a. The Italian Treasury allots a fixed sum to cover the expenses involved in the running of requisitioned hotels but that the sum had always been inadequate to meet all expenses.

b. Genio Militare informed the Committee that an allotment of 250,000,000 lire for the running of requisitioned hotels in Rome for the period Jan-March, 1946, had been asked but so far none of this money had been received. In any case, a further demand would be necessary, since this amount was designed to cover hotel running expenses and wage-bill at the present rates, but would be insufficient should further increases be authorized.

c. In view of the non-availability of funds provided by Genio Militare it was requested that Allied Command obtain from the Italian Treasury an assurance that in the event of adjustment of wage-rates being made in the favour of the civilian employees, sufficient funds should be made available to enable payment to be made.

d. It was to be remembered that other hotel expenses had increased considerably and already some hotels were seriously in debt; one example showed a hotel having the deficit of 30 million lire.

(over)

4. The representatives of the Hotel Employees' Association (Albergo o Mense) were asked to state their case for the employees, they alleged that:
 - a. While remuneration was technically for a 12-hour working day, most employees were expected to be on duty from 14 to 16 hours daily and for a 7-day week. This was strenuously denied by the US Army Hotel Management representative who pointed out that Roster System was in existence and permitted several hours off-duty for each employee.
 - b. Certain grades such as waiters had incidental expenses in the provision and laundering of uniforms for which they were not compensated.
 - c. The great majority of employees still are not paid at the maximum permissible rates.

The Chairman indicated that these points were not for the Committee to discuss but were for adjustment between the individual employee and the employer.
5. The Hotel Employees' Association representatives made the following proposition to be submitted for the consideration of the Labour and Wages Committee:
 - a. De-Luxe Hotels:
The maxima shall remain as at present fixed, and the minima shall be established at maxima less 10%.
 - b. Other Hotels:
The maxima shall be equal to the minima for De-Luxe Hotels.
The minima shall be maxima less 10%.

After discussion, this representative made a further proposition as follows:

That minimum rates be deleted entirely and that

 - a. For De-Luxe Hotels the present maximum rates be established as a flat rate, and
 - b. For Other Hotels a flat rate at 10% less than the rate for De-Luxe Hotels.
 - c. These rates to be increased from 10% to 50%, dependant upon whether the employee came into actual contact with the Hotel clientele.

In regard to point (c) of this proposal the Chairman pointed out that such a large percentage increase was not likely to be acceptable by the Labour and Wages Committee, especially in view of the fact that certain grades in requisitioned Hotels were already in an advantageous position compared with their equivalents in free Hotels.

In view of the fact that there was no agreement between the representatives of the Hotel Association and the representatives of the Hotel Employees and that the Hotel employees were rather unprepared for a concrete demand, the Committee asked for firm proposals. The representatives of the Hotel Employees asked to be able to submit a tabulated schedule of new rates of pay, and that was agreed by the Committee.

It was then decided to call another meeting as soon as more definite proposals from the Italian representatives were available.

6. Cost of Living Bonus, RIMTI and a ULL.
Statistics and a Comparative Table showing civilian and War Department rates

b. Other Hotels:

The minima shall be equal to the minima for De-Luxe Hotels.
The minima shall be maximum less 10%.

after discussion, this representative made a further proposition as follows:

That minima rates be deleted entirely and that

a. For De-Luxe Hotels the present maxima rates be established as a flat rate, and

b. For Other Hotels a flat rate at 10% less than the rate for De-Luxe Hotels.

c. These rates to be increased from 30% to 50%, dependant upon whether the employee came into actual contact with the Hotel clientele.

In regard to point (c) of this proposal the Chairman pointed out that such a large percentage increase was not likely to be acceptable by the Labour and Tignes Committee, especially in view of the fact that certain grades in requisitioned Hotels were already in an advantageous position compared with their equivalents in free Hotels.

In view of the fact that there was no agreement between the representatives of the Hotel Association and the representatives of the Hotel Employees and that the Hotel employees were rather unprepared for a concrete demand, the Committee asked for firm proposals. The representatives of the Hotel Employees asked to be able to submit a tabulated schedule of new rates of pay, and that was agreed by the Committee.

It was then decided to call another meeting as soon as more definite proposals from the Italian representatives were available.

6. Cost of Living Bonus, RMTI and A. Ulla.

Statistics and a Comparative Table showing civilian and War Department rates of pay and allowances were presented and studied by the Committee. (See Appx. 'A')

It was recommended that for these two provinces the Cost of Living Bonus be increased by 50 lire daily for adult males; 40 lire daily for adult females, and 30 lire daily for juveniles. Monthly paid employees will receive proportionate increases. Increased Cost of Living Bonus to be effective retroactive from 1 February, 1946.

7. There being no other business, the meeting was declared closed.

C.M.P.

AS/P.

A. SUGNA,

Major,

Chairman,

INDEL HQ Base Area.

SPECIAL COMPARISON TABLE - CIVILIAN LABOUR RATES: AQUILA PROVINCE.

Grades	Allied Force Rates			Italian Industry Rates						
	Basic	C.B.B.	Take Home	Basic	Family Allowance	Providence Indemnity	C.B.B.	Contingency	Total	Product
<u>Specialist Worker</u>										
Mason	125	122	247	100	40	13	30	128	311	12
<u>Qualified Worker</u>										
Carpenter, Bricklayer	120	125	245	100	40	13	30	128	311	12
<u>Unskilled Male</u>	85	125	210	70	40	13	30	125	278	12
Juvenile	45	29	74	48	40	7	15	56	166	11
<u>Office Worker</u>										
Typist, Gen. Clerk	3,600	2,990	6,590	2,056	1,196	507	900	3,840	8,499	950

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TABLE - CIVILIAN LABOUR RATES: AQUILA PROVINCE.

Monthly Alliance	Provisional Industry	Italian Industry Rates				Take Home	Proposed Increase
		S.L.B.	Contingency	Total	Deductions		
40	13	30	128	311	12	299	50
40	13	30	128	311	12	299	50
40	13	30	125	278	12	266	50
40	7	15	56	166	11	155	30
1,196	507	900	3,840	8,499	950	7,549	1,300

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8. Establishments Section, Hq RAC.
9. CMO, AFPA.
10. Labour Directorate, AFPA.
11. H.O. AFPA, Rome.
12. C-1 (US) RAC.
13. C-4 (Br) RAC.
14. 2902 C.L.V.
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18. ILL 2 Dist.
19. ILL 3 Dist.
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ROME AREA ALLIED COMMAND.
Ref. O. 794, U.S. ARMY.

ALLIED FORCE LABOUR & WAGES COMMITTEE.
ROME AREA SUB-COMMITTEE.

MINUTES.

The SEVENTH meeting of the Rome Area Sub-Committee of the Labour & Wages Committee was held on Thursday the 7th February 1945 in the Labour Conference Room, Headquarters, Rome Area Allied Command.

PRESENT.

Major A. Segura
Capt. C.P. Newton
Lt. R.T. Anderson
Lt. J.K. Pickett
Mr. R. Scott
P/Lt. P.P. Brotherton
Major E.A. Cameron
Capt. D.R. Priestley
Capt. O.T. Hill

Major

Chairman
US Army
US Army
US Army (Hotel Management)
Labour Sub-Committee, AG.
2 Base Area, BAP.
104 CBB Works
S & T.
2902 CLM.

IN ATTENDANCE.

Dott. Amore
Avv. R. Ciccione
Signor P. Ambrogio
Dott. C. Sigismundo
Mig. Signorini
Sig. Bettola

Camera del Lavoro
Ufficio Regionale Lavoro
Ufficio Provinciale Lavoro
Unione Industriale
Hotel Proprietors' Assoc.

1. INTRODUCTION.

The Chairman explained that the meeting had been called to consider the adequacy of the wage rates being paid to Allied Force civilian employees in Rome province.

The Representatives of Camera del Lavoro and Ufficio Regionale and Provinciale Lavoro (Ministry of Labour) were then invited to submit evidence of current wage rates in Italian industry.

The rates quoted by them have been included in the comparative statement attached to these minutes and it is noteworthy that the basis of wages quoted was an agreement for the building trade which had been signed the previous day and a proposed agreement for an increase in the Cost of Living Bonus which it was expected will become operative in the near future.

2. QUANTIFICATION OF ALLIED FORCE AND CIVILIAN WAGE RATES.

a. Industrial Grades.

The Committee considered the information supplied by the representatives of the Camera del Lavoro, Ufficio Regionale Lavoro, Ufficio Provinciale Lavoro and Unione Industriale (see statement attached) and agreed that the Allied Force wage rates for Rome Province were less than the rates being paid in civilian industry. The Committee considered that whilst the eventual disparity might be as much as 140 lire per day for daily workers, only 60 lire (resulting from an increase in

5266

2 Boss Area, Ray.
104 CIE Works
S & T.
2902 CLM.

2/Lt. P.P. Brotherton
Major E.A. Cameron
Capt. D.M. Priestley
Capt. G.T. Hill

ATTENDANCE

Dott. Amoro
Avv. R. Ciccione
Signor P. Ambrogio
Dott. C. Sigismondo
Sig. Signorini
Sig. Bettolin

Camera del Lavoro
Ufficio Regionale Lavoro
Ufficio Provinciale Lavoro
Unione Industriale
Hotel Proprietaria' Assai.

1. INTRODUCTION.

The Chairman explained that the meeting had been called to consider the adequacy of the wage rates being paid to Allied Force civilian employees in Rome Province.

The Representatives of Camera del Lavoro and Ufficio Regionale and Provinciale Lavoro (Ministry of Labour) were then invited to submit evidence of current wage rates in Italian industry.

The rates quoted by them have been included in the comparative statement attached to these minutes and it is noteworthy that the basis of wages quoted was an agreement for the building trade which had been signed the previous day and a proposed agreement for an increase in the Cost of Living Bonus which it was expected will become operative in the near future.

2. COMPARISON OF ALLIED FORCE AND CIVILIAN WAGE RATES.

A. Industrial Grades.

The Committee considered the information as supplied by the representatives of the Camera del Lavoro, Ufficio Regionale Lavoro, Ufficio Provinciale Lavoro and Unione Industriale (see statement attached) and agreed that the Allied Force wage rates for Rome Province were less than the rates being paid in civilian industry.

The Committee considered that whilst the eventual disparity might be as much as 140 lire per day for daily workers, only 60 lire (resulting from an increase in basic rates) of this amount could be regarded as an immediate deficiency, the agreement for the remaining 50 lire (proposed increase in Cost of Living Bonus) not having been concluded as yet.

They therefore decided that for daily paid workers they would recommend an increase of 60 lire for males, 50 lire for females and 40 lire for juveniles and that the award of an additional 50 lire would be considered immediately agreement was reached by Italian industry regarding the proposed increase in the Cost of Living Bonus.

B. Clerical and Administrative Grades.

Consideration of the rates paid to clerical and similar grades showed that Allied Force rates were less than those paid in Italian industry. There was no comprehensive agreement to permit of direct comparison as there had been in the case of the daily paid workers, but isolated grades included in Building and Engineering agreements and on information supplied by 40 Representatives it was

(over)

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- 2 -

assembly certain that the disparity was practically the same as in the case of the daily paid workers, and the Committee therefore recommended an increase on the same basis of 60 lire a day for males, 50 lire for females and 40 lire for juveniles.

C. Hotel and Moss Gardens.

It was then suggested that the 60, 50 and 40 lire a day increases recommended for other categories should also be granted to Hotel and Moss Gardens.

The Chairman of the Hotel Proprietors' Association said, however, that such an increase was inadequate. Eventually, the Italian representative agreed that an increase to 60 lire was necessary and that this could best be arranged by granting an increase in cost of Living Bonus of 60 lire pending examination of the basic rates, and the Committee recommended accordingly.

3. RECOMMENDATIONS.

Having regard to the foregoing, and in particular with regard to the view of the Italian Ministry of Labour Representatives that the proposed increases were justified, the Committee recommended:

A. That the following increases in Cost of Living Bonus for Allied Forces employees be authorized throughout Rome Province S.O.F. 1st February, 1946.

1) <u>Daily paid grades:</u>	Male	60 lire per day
	Female	50 lire per day
	Juvenile	40 lire per day
2) <u>Monthly paid grades:</u> (Clerical & Supervisory)	Male	1560 lire per month
	Female	1300 lire per month
	Juvenile	1040 lire per month
3) <u>Monthly paid grades:</u> (Hotel, Moss & Club)	Male	1600 lire per month
	Female	1500 lire per month
	Juvenile	1200 lire per month

B. That the Committee be granted a further 200 lire per day as foreseen in para. 6(F) of AFHQ Memorandum No. 25 dated 18 April, 1945, to cover proposed increases and that immediate action be taken by the Allied Forces Labour and Wages Committee to obtain this necessary authority from C.I.O., A.F.H.Q.

4. INTRODUCTION OF NEW GRADINGS OF SKILLED CIVILIAN EMPLOYEES.

It was reported that difficulty was being experienced in obtaining and retaining workers in certain cases owing to the fact that adequate wages could not be paid within the limits imposed by "Buff Book" scales.

The Chairman pointed out that, when it is considered absolutely necessary to pay a particular civilian in excess of the maximum rate of pay laid down, the case will be represented through Labour directly to D.D. Labour, CHQ, who will refer it to the Secretariat of the Allied Forces Labour and Wages Committee for consideration before submitting it to "G" Branch, or G-4 MEUSA, CHQ., for final decision.

- 2 -

reasonably certain that the disparity was practically the same as in the case of the daily paid workers, and the Committee therefore recommended an increase on the same basis of 60 lire a day for males, 50 lire for females and 40 lire for juveniles.

C. Hotel and Mess Grades.

It was then suggested that the 60, 50 and 40 lire a day increases recommended for other categories should also be granted to Hotel and Mess Grades.

The Chairman of the Hotel Proprietors' Association said, however, that such an increase was inadequate. Eventually the Italian representatives agreed that an increase would be necessary and that this would best be arranged by granting an increase in cost of living bonus of 50 lire pending examination of the basic rates, and the Committee recommended accordingly.

3. RECOMMENDATIONS.

Having regard to the foregoing, and in particular with regard to the view of the Italian Ministry of Labour Representatives that the proposed increases were justified, the Committee recommended:

A. That the following increases in Cost of Living Bonus for Allied Forces employees be authorized throughout Rome Province R.O.F. 1st February, 1946.

1) <u>Daily paid grades:</u>	Male	60 lire per day
	Female	50 lire per day
	Juvenile	40 lire per day
2) <u>Monthly paid grades:</u> (Clerical & Supervisory)	Male	1560 lire per month
	Female	1300 lire per month
	Juvenile	1040 lire per month
3) <u>Monthly paid grades:</u> (Hotel, Mess & Club)	Male	1800 lire per month
	Female	1500 lire per month
	Juvenile	1200 lire per month

B. That the Committee be granted a further 200 lire per day as foreseen in para. 6(B) of A.F.H. Memorandum No. 25 dated 18 April, 1945, to cover proposed increases and that immediate action be taken by the Allied Forces Labour and Wages Committee to obtain this necessary authority from G.A.O., A.P.H.Q.

4. INTRODUCTION OF NEW GRADES OF SKILLED CIVILIAN EMPLOYEES.

It was reported that difficulty was being experienced in obtaining and retaining workers in certain cases owing to the fact that adequate wages could not be paid within the limits imposed by "Staff Book" scales.

The Chairman pointed out that, when it is considered absolutely necessary to pay a particular civilian in excess of the maximum rate of pay laid down, the case will be represented through Labour officials to D.D. Labour, G.H., who will refer it to the Secretariat of the Allied Forces Labour and Wages Committee for consideration before submitting it to "J" Branch, or G-4 MTOUSA, G.H., for final decision.

1) Daily paid grades:

Male	60 lire per day
Female	50 lire per day
Juvenile	40 lire per day

2) Monthly paid grades:
(Clerical & Supervisory)

Male	1560 lire per month
Female	1300 lire per month
Juvenile	1040 lire per month

3) Monthly paid grades:
(Hotel, Mess & Club)

Male	1800 lire per month
Female	1500 lire per month
Juvenile	1200 lire per month

B. That the Committee be granted a further 200 lire per day as foreseen in para. 6(B) of AFHQ Memorandum No. 25 dated 18 April, 1945, to cover proposed increases and that immediate action be taken by the Allied Forces Labour and Wages Committee to obtain this necessary authority from C.A.O., A.P.H.Q.

4. REDUCTION OF PAY GRADES OF SKILLED EMPLOYEES.

It was reported that difficulty was being experienced in obtaining and retaining workers in certain areas owing to the fact that adequate wages could not be paid within the limits imposed by "Buff Book" scales.

The Chairman pointed out that, when it is considered absolutely necessary to pay a particular civilian in excess of the maximum rate of pay laid down, the case will be represented through Labour channels to D.D. Labour, CHQ, who will refer it to the Secretariat of the Allied Forces Labour and Wages Committee for consideration before submitting it to "A" Branch, or G-4 MTOUSA, CHQ., for final decision.

C.L.P.

A.S./P.

A. Segura

A. SEGURA,
Major,
Chairman,
D.D. HQ Rome Area.

SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES, RONE PROVINCE.

FEBRUARY, 1946.

Grades	ALLIED FORCES (Max)			MINIMUM CURRENT RATES IN PRIVATE						
	Basic	C.I.B.	Take Home	Basic	Family Allowance	Presence Indemnity	Care Vita	Contingency	Total	Deductions
<u>Specialized Worker</u>										
Minon	135	167	302	172.32	40	13	35	128	393.32	11
<u>Qualified Worker</u>										
Carpenter, Bricklayer	130	170	300	149.84	40	18	35	128	370.00	11
Mechanic, M.T.	145	165	310	168.00	40	18	35	128	389.00	11
<u>Unskilled</u>										
Male	95	175	270	143.04	40	18	35	128	365.00	11
Juvenile	55	69	124	75.00	-	-	-	92	167.00	-
<u>Office Worker</u>										
Typist, Gen. Clerk	3960	4290	8250	3400.00	1196	468	1050	3840	9954.00	286

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COMPARISON TABLE: CIVILIAN LABOUR RATES, ROMÉ PROVINCE.

FEBRUARY, 1946.

MINIMUM CURRENT RATES IN PRIVATE INDUSTRY									Proposed Increase
Basic	Family Allowance	Presence Indemnity	Caro Vita	Contingency	Total	Deductions	Take Home		
172.32	40	13	35	128	393.32	11	382		60
149.84	40	13	35	128	370.00	11	359		60
168.00	40	18	35	128	389.00	11	378		60
143.04	40	18	35	128	365.00	11	354		60
75.00	-	-	-	92	167.00	-	167		40
3400.00	1196	468	1050	3840	9954.00	286	9668		1560

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4/9/45

AG 320

24 SEPTEMBER 45

Subject :- Senior Labour Control Officer,
Rome Area Allied Command.

To :- See Distribution.

1. Ref this HQ letter AG 320 dated 28 April 45, para 4.
2. Major A. SECURA, Senior Labour Control Officer, Rome Area Allied Command, is appointed British Army representative and Chairman of the Local Sub-Committee for Labour and Wages Control Committee.
3. Major A. SECURA is nominated by the Commanding General Rome Area Allied Command as his representative on the Labour and Wages Control Committee of the Allied Force Local Resources Board.

BY COMMAND OF BRIGADIER GENERAL BROWN.


C.E. MURPHY,
Major AGD,
Adjutant General.

DISTRIBUTION

DDL AFHQ
AFPRS Rome
Allied Commission (2)
No 2 Base Area RAF
Chief of Staff RAAC
AA & QMG RAAC
G-1 (US & Br) RAAC
G-4 (US & Br) RAAC

5264

LABOR COMMISSION
A. G.
Routing Slip

	Initials	Date
Mr. W. H. BRAINE	RI E D	
Mr. SACHS		
Mr. BIRD		
Mr. SCOTT		28/9
Mr. PROCTOR		29/9
Miss STEVENSON		2/10
Miss JANSEVERINO		
Chief Clerk		

REMARKS:

ROME AREA ALLIED COMMAND.
A.F.O. 194, U.S. ARMY.

COPY No. 18

LABOUR AND WAGES CONTROL COMMITTEE, A.F.L.R.S.

ROME AREA SUB-COMMITTEE.

MINUTES.

47. The SIXTH Meeting of the Rome Area Sub-Committee of the Labour & Wages Control Committee, AFPS, was held on TUESDAY the 4th September, 1945 in the Labour Information Room, Headquarters, Rome Area Allied Command.

PRESENT.

Lt. Col. G. S. SMITH
Capt. J. N. McKEIL
Lt. MILLS GARNER-CLARK
Pl. Lt. J. J. PALSTED
Lt. W. THORP
Lt. de CAMINI
Captain S. E. LEE

Chairman
US Army
US Navy
Royal Air Force
HQ ALCON
French Army
2902 C.L.U.

IN ATTENDANCE.

Captain CLARK
Captain J. CLARK

RACED.
"A" Team P.A.S.O. (Labour).

48. The Minutes of the FIFTH Meeting held on 30 July 45 were approved.
49. Captain CLARK, RACED, briefly outlined the complaints of RIETI employees regarding pay and their comparison of AQUILA and RIETI rates. A comparison table of Allied Forces and Italian Industry rates in RIETI is attached at Appendix "A". It was proposed by Lt. MILLS GARNER-CLARK, US Navy, that RIETI and AQUILA should have the same Cost of Living Bonus. It was agreed that the following be recommended to Commander, Br Tps, Rome Area.

RIETI - Cost of Living Bonus.

For Daily Wage Group an increase in C.L.B. of 50 lire per day, for males only (females and juveniles excluded)

For Monthly Wage Group an increase in C.L.B. of 1,300 lire per month, for males only (females and juveniles excluded)

For Hotel, Club and Mensa Employees an increase in C.L.B. of 900 lire for males and females (juveniles excluded).

The necessity for an increase in RIETI having been recognised in July, but a decision having been deferred by the Committee at its FIFTH meeting due to incomplete data, it was very strongly recommended that the above increases take effect from the 1st August, 1945.

FOUND IN GUIDES.

50. The Committee considered and approved for recommendation to Labour and Wages Control Committee, AFPS, (Italian) Board the provisional rates established by AEL for mountain guides employed at AQUILA. These rates are 120 lire (Basic Wage) Plus 125 lire per day (CLB). This is half what the guides demanded.

5263

48. The Minutes of the FIFTH Meeting held on 30 July 45 were approved.

49. Captain Clark, BACED, briefly outlined the complaints of RIETI employees regarding pay and their comparison of AQUILA and RIETI rates. A comparison table of Allied Forces and Italian Industry rates in RIETI is attached at Appendix "A". It was proposed by Lt. MILLS GARNER-CLARK, US Navy, that RIETI and AQUILA should have the same Cost of Living Bonus. It was agreed that the following be recommended to Commander, Br Tps, Rome Area.

RIETI - Cost of Living Bonus.
For Daily Wage Group on increase in C.L.B. of 50 lire per day, for males only (females and juveniles excluded)

For Monthly Wage Group on increase in C.L.B. of 1,300 lire per month, for males only (females and juveniles excluded)

For Hotel, Club and Mass Employees on increase in C.L.B. of 900 lire for males and females (juveniles excluded).

The necessity for an increase in RIETI having been recognized in July, but a decision having been deferred by the Committee at its FIFTH meeting due to incomplete data, it was very strongly recommended that the above increases take effect from the 1st August, 1945.

50. MOUNTEIN GUIDES.

The Committee considered and approved for recommendation to Labour and Wages Control Committee, APRILS, (Italian) Board the provisional rates established by ADL for mountain guides employed at AQUILA. These rates are 120 lire (Basic Wage) plus 125 lire per day (CLB). This is half what the guides demanded.

51. ADJUSTMENT OF C.L.B. (ROME PROVINCE) FOR FEMALE EMPLOYEES.

The Committee agreed that a revision of the award to females in Administrative, Office and Clerical Grades and females on a Daily Wage Scale was advisable in Rome Province. A review of the case appears at Appendix "B". The following increase in CLB for the categories mentioned above w.e.f. 1st September 1945 is recommended to the Commanding-General, RAAC.

I. <u>Administrative, Office and Clerical Grades (Female)</u>	...	1,300 lire per month.
<u>Up to 10,000 lire per month</u>	...	
Administrative, Office and Clerical Grades (Female)	...	650 lire per month.
<u>10,001 lire per month and above</u>	...	50 lire per day.
II. <u>Daily Wage Earners (Female)</u>	...	

(over)

5263

- 2 -

52. No date was set for the next meeting which will be convened when business arises.

C.M.F.
JC/PV.

Handwritten signature
C. ESSELY,
Lt. Col.
Chairman,
ADL HQ Rome Area.

DISTRIBUTION.

COPY No.

1. Commanding-General, Rome Area Allied Command.
2. Commander, British Troops, Rome.
3. Commanding-General, H.Q., F.B.S.
4. Commanding-General, French Forces, Italy.
5. Senior USN Liaison Officer (Italy) HQ A.C.
6. Senior British Naval Officer, HQ A.C.
7. Commander, No. 2 Base Area.
8. Establishment Section, HQ Allied Commission.
9. CMO, AFHQ.
10. Labour Directorate, AFHQ.
11. ALJOM, Rome.
- 12/14. AFHQ, Rome.
15. G-4 (US) MAC.
16. G-4 (Br) MAC.
17. 2902 CLU.
- 18/20. Labour Sub-Commission, H.Q., A.C.
22. ADL No. 2 District, CMF.
23. ADL No. 3 District, CMF.
24. ADL 'C' Team P&SO.
25. ADL 'D' Team P&SO.
- 26/31. HQ 3 District.
32. HQ 52 Area.
33. HQ 54 Area.
34. HQ 56 Area.
35. HQ 54 Sub-area.
36. HQ 209 Sub-area.
37. Hotel Management (US) Room C.
38. Hotel Management (Br) Room C.
- 39/51. Attending Officers.
- 51/76. Spares.

Plus 140 copies AFHQ.

1. Commanding-General, Rome Area Allied Command.
2. Commander, British Troops, Rome.
3. Commanding-General, H.Q., P.B.S.
4. Commanding-General, French Forces, Italy.
5. Senior USN Liaison Officer (Italy) HQ A.C.
6. Senior British Naval Officer, HQ A.C.
7. Commander, No. 2 Base Area.
8. Establishments Section, HQ Allied Commission.
9. CAO, AFHQ.
10. Labour Directorate, AFHQ.
11. ALXOM, Rome.
- 12/14. AFHQ, Rome.
15. G-4 (US) RAAC.
16. G-4 (Br) RAAC.
17. 2902 CLU.
- 18/20. Labour Sub-Commission, H.Q., A.C.
22. AIL No. 2 District, CDP.
23. DUL No. 3 District, CDP.
24. ADL 'C' Team PASO.
25. ADL 'D' Team PASO.
- 26/31. HQ 3 District.
32. HQ 52 Area.
33. HQ 54 Area.
34. HQ 56 Area.
35. HQ 94 Sub-area.
36. HQ 209 Sub-area.
37. Hotel Management (US) RAAC.
38. Hotel Management (Br) RAAC.
- 39/51. Attending Officers.
- 51/76. Spares.

Plus 140 copies AFHQ.

SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES.

22 AUG 45

RIETI PROVINCE.

Grade	Male or Female	Allied Force Basic Rate			Base Pay	PLUS ITALIAN INDUSTRIAL RATES			
		Basic Max	PLUS C of L	TAK HOME		Presence Indemnity	3 Depend- ents	Caro- vita.	Contingency
Unskilled Labourer	Male	85	75	160	24	8	40	30	116
Unskilled Labourer	Female	72	75	147	20	3	40	30	116
Bricklayer	Male	120	75	195	48	6	40	30	116
Carpenter	Male	120	75	195	48	6	40	30	116
Blacksmith	Male	125	72	197	48	6	40	30	116
Dvr Truck	Male	115	75	190	96	6	40	30	100
Mechanic (M.T.)	Male	135	67	202	96	6	40	30	100
Clerk, Office	Male	3600	1690	5290	1368	375	1696	900	3150
Cook	Male	4400	1175	5575	1300	364	1040	600	1500
									+ 2% of Service Charge = 1300 + Value of meals = 900
Clerk, office	Female	3060	1920	4980	Total	"Take Home" wage for Clerk, office, male less			
Cook,	Female	3740	1225	4965	"	"	"	"	Cook, male less

COMPARISON TABLE: CIVILIAN LABOUR RATES.

RIETI PROVINCE.

22 AUG 45

APPENDIX "A"

US of L	Basic Rate TAKE HOME	Basic Pay	PLUS ITALIAN INDUSTRIAL RATES				MINUS Social Insurance	TAKE HOME
			Presence Indemnity	3 Depand- ents	Caro- vita.	Contingency		
	160	24	8	40	30	116	2.37	215.63
75	147	20	3	40	30	116	1.50	207.50
75								
75	195	48	6	40	30	116	2.50	237.50
75	195	48	6	40	30	116	2.50	237.50
75	195	48	6	40	30	116	2.50	237.50
72	197	48	6	40	30	116	2.50	237.50
75	190	96	6	40	30	100	3.00	269.00
67	202	96	6	40	30	100	3.00	269.00
690	5290	1368	375	1596	900	3150	72.00	6917
1175	5575	1300	364	1040	600	1500	98.40	7405.60
						+ 2% of Service Charge = 1300 + Value of meals = 900		
1920	4970	Total	"Take Home" wage for Clerk, office, male less 15%					= 5879.45
1225	4965	"	"	"	"	Cook, male	less 15%	= 6294.25

SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES.

APPENDIX "B"

ROME PROVINCE.

- I. Female rates - Admin. Office and Clerical Grades.
II. " " - Daily wage scale.

1961

Introduction.

- The C.L.B. in Rome Province was increased w.o.f. the 1 May 45 by 100 lire for males in the above categories females in the above categories.
- A revision of the award to females has been suggested on the basis of the following comparison table and 213 of the 37th Meeting of the Labour and Wages Control Committee of the Allied Forces Local Resources reads as follows:

"The Financial Advisor has suggested that in making recommendations under AFHQ Administrative Memorandum customary differential of 15% between male and female rates be applied by Local Sub-Committees after a for males in private industry except as regards those exceptional cases where common rates prevail. The Committee agreed to this suggestion and AFHQ (AFHQ) undertook to inform Local Sub-Committees accordingly."

The following comparison table shows Allied Forces and Industrial male rates as well as female rates for the above minute.

the above limits.

Grade	Male or Female	Rome Province Basic Rate			Base Pay.	Presence Indemnity	PLIE	Italian Rates	
		Basic Max	PLUS C of L	THIR HOME			3 Depend- ents	Caro- vita.	& O
I. ADMIN. OFFICE AND CLERICAL GRADES.									
Clerk	Male	3960	4290	8250	2268	450	884	1050	4
Clerk	Female	3366	2420	5786	1837	250	884	1050	4
Typist	Male	3960	4290	8250	1612	450	884	1050	4
Typist	Female	3960	2340	6300	1505	250	884	1050	4
Accountant	Male	5940	4030	9970	3004	450	884	1050	4
Accountant	Female	5049	2270	7319	3004	250	884	1050	4
II. UNKILLED LABOUR.									
Unskd. Labr.	Male	95	175	270	72	18	30	35	
Unskd. Labr.	Female	81	100	181	56	10	30	35	
Unskd. Labr.	Male	95	175	270	49	10	30	35	

COMPARISON TABLE: CIVILIAN LABOUR RATES.

APPENDIX "B"

ROME PROVINCE.

rates - Admin. Office and Clerical Grades.
 " - Daily wage scale.

Increased w.o.f. the 1 May 45 by 100 lire for males in the above categories and by 25 lire for females. This has been suggested on the basis of the following comparison table and on the basis of Minute 100 and Wages Control Committee of the Allied Forces Local Resources (Italian) Board which

that in making recommendations under AFHQ Administrative Memorandum No 25 of 1945 the Board has recommended that male and female rates be applied by Local Sub-Committees after arriving at the rates for each category as regards those exceptional cases where common rates prevail. The AFHQ (AFHQ) undertook to inform Local Sub-Committees accordingly."

Allied Forces and Industrial male rates as well as female rates for study in the light of

Province Basic Rate			Base Pay.	PLUS		Italian Rates		MINUS	
Male	PLUS C of L	TAKE HOME		Presence Indemnity	3 Dependents	Caro-vita.	Cont. & Caropano	Social Insurance	TAKE HOME
COMMERCIAL RATES.									
60	4290	8250	2268	450	884	1050	4125	117	8777
66	2420	5786	1837	250	884	1050	4125	108	8038
60	4290	8250	1612	450	884	1050	4125	104	8017
60	2340	6300	1505	250	884	1050	4125	102	7712
60	4030	9970	3004	450	884	1050	4125	131	9382
60	2270	7319	3004	250	884	1050	4125	131	9182
MINERAL TRADES.									
		270	72	18	30	35	128	1.5	281.5
95	175	181	56	10	30	35	128	1.5	257.5
BUILDING TRADES.									
		270	49	18	30	35	128	1.5	258.5
95	175								

APPENDIX "C"

ROSS AREA SUB-COMMITTEE OF THE LABOUR
AND WAGES CONTROL COMMISSION, A.P.L.R.S.

QUESTIONS.
(ROSS)

1. Reason for Meeting. (i.e. was there evidence of disparity of rates of wages)
Discrepancy between Allied Forces and Industrial rates in Rieti and Allied
Forces rates in neighbouring Province of AQUILA.
2. Source of Information for the Italian Industry Rates as on the attached form.
Ufficio del Lavoro.
3. Steps taken to verify the information referred to in para. 2 above.
Investigations by 2902 GAO.
4. Increase/Decrease referred, with explanation of any variations in proportions
of the award as between occupations.
Increase of 1500 lire per month for Clerical and Administrative Grades, 900
lire per month for Hotel, Mess and Club Employees and 50 lire per day for the
daily wage group, males. All awards were made to suit local conditions.
5. Is the award in the form of a Bonus or of an augmentation of the Basic Pay?
In addition to the Cost-of-Living Bonus.
6. Effective date and area of award.
Effective 1 January, 1945 and in that part of Rieti Province within RAO
boundaries.

3260

QUESTIONS.
(ROSS)

1. Reason for Meeting (i.e. was there evidence of disparity of rates of wages).
Disparity between Allied Forces male rates and female rates in two categories.
2. Source of Information for the Italian Industry Rates as on attached form.
provincial Ufficio del Lavoro.
3. Steps taken to verify the information referred to in para. 2 above.
Information collected by 2902 GAO.
4. Increase/Decrease referred, with explanation of any variations in proportions
of the award as between occupations.
1500 lire for males employed in Administrative,

Investigations by 2902 GAO.

4. Increase/Decrease Award, with explanation of any variations in proportions of the award as between Domestic and Foreign.
Increase of 1500 lire per month for Clerical and Administrative Grades, 90 lire per month for Hotel, Kitchen and Club Employees and 50 lire per day for the daily wage group, males. All awards were made to suit local conditions.
5. Is the award in the form of a Bonus or of an augmentation of the Basic Pay?
In addition to the Cost-of-Living Bonus.
6. Effective date and area of award.

Effective 1 JANUARY, 1945 and in that part of ROME Province within RASO boundaries.

QUESTIONNAIRE.
(ROME)

5260

1. Reason for Making (i.e. was there evidence of disparity of rates of wages).
Disparity between Allied Forces male rates and female rates in two categories.
2. Source of Information for the Italian Embassy Rates as on attached form.
Provincial Ufficio del Lavoro.
3. Steps taken to verify the information referred to in Part 2 above.
Information collected by 2902 GAO.

4. Increase/Decrease Award, with explanation of any variations in proportions of the award as between Domestic and Foreign.
Increase of 1500 lire per month C.L.B. for females employed in Administrative, Office and Clerical Grades (Rome Province) and of 50 lire per day C.L.B. for females paid in Daily Wage Group (Rome Province).

5. Is the award in the form of a Bonus or of an augmentation of the Basic Pay?
Increase in Cost-of-Living Bonus.
6. Effective date and area of award.

Effective 1 JANUARY, 1945 - Rome Province.

LABOR SUB COMMISSION
A. C.
Routing Slip

	Initials	Date
Mr. W. H. BRAINE	(blue ink)	
Mr. SACHS	xy	
Mr. HIRD		
Mr. SCOTT ←		
Mr. PROCTOR		
Miss STEVENSON		
Miss SANSEVERINO		
Chief Clerk		

REMARKS:

Mr. Scott
Pl. check with col. Clark
& see if formal differential must
be brought up. If so - clear
with Theodore

xy

5259

File 154/912

ROME AREA ALLIED COM. HQ.

A.P.O. 724 U.S. AIR FORCE

LABOUR AND ECONOMIC CO-ORDINATION, A.P.O. HQ.

ROME AREA SUB-COM. HQ.

The SIXTH meeting of the Rome Area Sub-Committee of the Labour and
Economic Co-ordination, AFMS, will be held at 10.00 hrs on
Friday the 4th September, 1945 in Room No. 433, 4th floor, H.Q.
Rome Area Allied Command.

AGENDA

1. Minutes of the FIFTH meeting held on the 30th July, 1945 and
matters arising therefrom.
2. Rates of pay in RLTRI provinces. Schedule attached.
3. Any other business.

30 August, 1945.
C. W. H.

W. M. H.
Lt. Col,
C. W. H.,
Chairman,
Assistant Director of Labour,
Rome Area Allied Command.

CONFIRMED

1. C. W. H., Lt. Col.
2. Commander, AF Tps, Rome.
3. C-3, HQ FMS, US Air 73.
4. C-3, French Far East, Italy.
5. Senior RLTRI Liaison Officer (Italy) HQ A.C.
6. Senior Br. Naval Officer, HQ A.C.
7. Comd, 2 RAF Base Area.
8. Establishment Section, HQ A.C.
9. C.I.C. AFHQ.
10. Labour Directorate, AFHQ.
11. ALCOE, Rome.

DISSEMINATION

- 12/14. AFMS, Rome.
15. C-4 (US) RLAC.
16. C-4 (Br) RLAC.
17. 3902 CLN.
- 18/20. Lab. Sub. Comm. A.C.
21. ALL Distros.
22. ALL Distros.
23. IRL Distros.
24. ADL 'C' Team RLAC.
25. ADL 'E' Team RLAC.
- 26/35. Spares.

2. Rates of pay in H.M.I. provinces. Schedule attached.
3. Any other business.

30 August, 1945.
C.F.W.

W.M. Lt. Col.
C.F.W.
Assistant Director of Labour,
Home Army Allied Command.

DISTRIBUTION.

- | | |
|--|---------------------------|
| 1. C.F.W., H.M.C. | 12/14. AFMS, Rome. |
| 2. Commander, 8th Troop, Home. | 15. G-4 (US) H.M.C. |
| 3. G-3, HQ FMS, US Army 70th. | 16. G-4 (Br) H.M.C. |
| 4. G-2, French Forces, Italy. | 17. 2902 CLU. |
| 5. Senior US Liaison Officer (Italy) HQ A.C. | 18/20. Lt. Sub. Com. A.C. |
| 6. Senior Br. Naval Officer, HQ A.C. | 21. H.M. Distab. |
| 7. Comd. 2nd Base Area. | 22. H.M. Distab. |
| 8. Establishment Section, HQ A.C. | 23. H.M. Distab. |
| 9. C.F.W. AMR. | 24. ADL 'C' Team H.M.C. |
| 10. Labour Directorate, AMR. | 25. ADL 'E' Team H.M.C. |
| 11. ALCON, Rome. | 26/35. Spares. |

6258

[illegible]

REPORT ON: CIVILIAN LABOR RATES. 24 APR 66.

BASE RATES

Grade	Rate	Pay	PLIN	Dependents	Service	Contingency	Social Insurance	Total
			Indemnity	ents.	units.			
75	160	24	5	40	30	116	2.37	215.33
75	147	20	3	40	30	116	1.50	207.50
75	195	42	6	40	30	116	2.50	237.50
75	195	48	6	40	30	116	2.50	237.50
72	197	43	6	40	30	116	2.50	237.50
75	190	96	6	40	30	100	3.00	269.00
67	202	96	6	40	30	100	3.00	269.00
1690	5290	358	375	1196	900	3150	72.00	6917.00
1175	5575	300	364	1040	600	1500	98.10	7405.60
+ 2% of Service Charge = 1800 + Value of meals = 900								
1920	4980	Rate 1 "Auto Loan" wage for Clerk, Office, rate less 15%						5879.45
1225	4965	" " " " " " Clerk, rate						6294.25

File 450/912

COPY No. 18

ROU AREA ALLIED COMAND.A.L.O. 794 U.S. ARMY.LABOUR AND WAGES CONTROL COMMITTEE, AFRES.ROU AREA SUB-COMMITTEE.MEMBERS.

39. The FIFTH meeting of the Rou area Sub-Committee of the Labour & Wages Control Committee, AFRES, was held on WEDNESDAY 30th JULY 45 in the Labour Information Room, Headquarters, Rou Area Allied Command.

PRESIDENT.

Major C. Emsely
Lt. J.A. Maxwell
Lt. Edith Gardner-Clark
Lt. C. Pittland
Lt. J.C. Helstead
Lt. R. Theodore
Lt. L.L. Wilkinson
Lt. Guibert

Major C.
US Army.
US Navy.
Royal Navy.
Royal Air Force.
R.O. ALCOA.
R.O. S.E.S.
French Army.

IN ATTENDANCE.

Lt. Col. D.A. MacGrath.
Major M.A. Cheshire
Capt. R. Bentley
Mr. R. Scott
Major S.H. Clark
Hotel Management (US)
Hotel Management (US)
Catering Adviser
R.O. ALCOA. (Labour
Sub-Committee).
2902 C.L.U.

40. The Minute of the FOURTH Meeting, held on the 11th June 1945 were approved.

41. Membership.
It was recommended that Major S.H. Clark, D.A.D.L. 2902 C.L.U. be appointed member of the Committee so that the Committee may benefit from his close contact with employers and employees and from his detailed knowledge of the labour market. It is recommended to the Commanding-General that he represent the British Labour Service in order that the Committee be relieved of acting in a dual capacity.

42. Service Charges in Hotels and Restaurants.
After a full review of the case, the Committee adopted the view that the remuneration of employees of hotels and restaurants should consist of authorized wages only. It was pointed out that the Allied Forces

MEMBERSHIP.
 Lt. Col. D.A. MacGrath.
 Major W.A. Cheshire
 Capt. R. Gantley
 Mr. R. Scott
 Major S.H. Clark
 Lt. Col. D.A. MacGrath.
 Major W.A. Cheshire
 Capt. R. Gantley
 Mr. R. Scott
 Major S.H. Clark
 Hotel Management (US)
 Hotel Management (US)
 Catering Adviser
 H.Q. A.L.O.M. (Labour
 Sub-Commission).
 2902 C.L.U.

40. The Minute of the POLITE Meeting held on the 11th June 1945 were approved.

41. Membership.
 It was recommended that Major S.H. Clark, D.A.D.L. 2902 C.L.U. be appointed member of the Committee so that the Committee may benefit from his close contact with employers and employees and from his detailed knowledge of the labour market. It is recommended to the Commanding-General that he represent the British Labour Party in order that the Committee be relieved of acting in a dual capacity.

42. Service Charges in Hotels and Messes.
 After a full review of the matter, the Committee adopted the view that the remuneration of employees of hotels and messes should consist of authorized wages only. It was pointed out that the allied forces wage scales are designed to combine the remuneration of a hotel employee with the remuneration of a civilian employee in the way of both fixed wages and a share of service charges. It was recommended that:

- (1) The following three British Controlled hotels and two messes at present levying a Service charge on Officers be instructed to cease augmenting employees' wages thereby.

Mazoglio	...	Austria
Kalichmann	...	"
Adm	...	Officers' Lounge Hotel.
Griffin Hotel	...	"
Ligerdele	...	Y.M.C.

- (2) A general instruction be issued to Hotels and Messes prohibiting the practice of augmenting employees' authorized wages by means of a Service Charge on Officers.

Continued Sheet 2 (overleaf).

- 2 -

42. (b) Although it was realized that tipping represented a less easily controllable problem, the Committee requests Hotel Management (US and Br) to instruct Hotel Managers to eliminate excessive tipping as much as possible by explaining through the issue of notices etc. In hotels that tipping is not necessary.

43. Rates of pay of positions in the labourers and female employees in Administrative, Clerical and Clerical Grades. The Committee does not think there is no cause for increasing the cost-of-living Bonus of female employees in the introduced V.C.C. the 1 May 45. A presentation of the case is at Appendix "A".

44. Territorial Jurisdiction of the Committee.
a. The Committee recommends to the Commanding-General that the jurisdiction of the Committee be extended to cover the territorial area of Baco, i.e., including those parts of Province other than Baco Province administered by BAC.

b. It was confirmed with the representative of BAC that when necessary action for the promulgation of recommendations of the Committee affecting BAC employees at the northern and southern ends of Baco Province would be taken by him through BAC channels.

45. Rates of pay in BAC and BAC.
a. Subject to the Committee recommends that the cost-of-living bonus in BAC be increased or reduced as follows: 1 May 45. An outline of the case is at Appendix "B".

(1) Monthly Rate of Pay (Clerical and Admin. Grades)	Present C.L.B.		Proposed C.L.B.	
	1 May 1950	1 May 1951	1 May 1950	1 May 1951
Up to and including 3000 lire per month	3001 - 3100	"	3250	3350
" " " " " "	3101 - 3200	"	3220	3320
" " " " " "	3201 - 3300	"	3170	3270
" " " " " "	3301 - 3400	"	3120	3220
" " " " " "	3401 - 3500	"	3070	3170
" " " " " "	3501 - 3600	"	3020	3120
" " " " " "	3601 - 3700	"	2990	3090
" " " " " "	3701 - 3800	"	2920	3020
" " " " " "	3801 - 3900	"	2870	2970
" " " " " "	3901 - 4000	"	2820	2920
" " " " " "	4001 - 4100	"	2770	2870
" " " " " "	4101 - 4200	"	2730	2830
" " " " " "	4201 - 4300	"	2680	2780
" " " " " "	4301 - 4400	"	2630	2730
" " " " " "	4401 - 4500	"	2580	2680
" " " " " "	4501 - 4600	"	2530	2630
" " " " " "	4601 - 4700	"	2480	2580
" " " " " "	4701 - 4800	"	2430	2530
" " " " " "	4801 - 4900	"	2380	2480
" " " " " "	4901 - 5000	"	2330	2430
" " " " " "	5001 - 5100	"	2280	2380
" " " " " "	5101 - 5200	"	2230	2330
" " " " " "	5201 - 5300	"	2180	2280
" " " " " "	5301 - 5400	"	2130	2230
" " " " " "	5401 - 5500	"	2080	2180
" " " " " "	5501 - 5600	"	2030	2130
" " " " " "	5601 - 5700	"	1980	2080
" " " " " "	5701 - 5800	"	1930	2030
" " " " " "	5801 - 5900	"	1880	1980
" " " " " "	5901 - 6000	"	1830	1930
" " " " " "	6001 - 6100	"	1780	1880
" " " " " "	6101 - 6200	"	1730	1830
" " " " " "	6201 - 6300	"	1680	1780
" " " " " "	6301 - 6400	"	1630	1730
" " " " " "	6401 - 6500	"	1580	1680
" " " " " "	6501 - 6600	"	1530	1630
" " " " " "	6601 - 6700	"	1480	1580
" " " " " "	6701 - 6800	"	1430	1530
" " " " " "	6801 - 6900	"	1380	1480
" " " " " "	6901 - 7000	"	1330	1430
" " " " " "	7001 - 7100	"	1280	1380
" " " " " "	7101 - 7200	"	1230	1330
" " " " " "	7201 - 7300	"	1180	1280
" " " " " "	7301 - 7400	"	1130	1230
" " " " " "	7401 - 7500	"	1080	1180
" " " " " "	7501 - 7600	"	1030	1130
" " " " " "	7601 - 7700	"	980	1080
" " " " " "	7701 - 7800	"	930	1030
" " " " " "	7801 - 7900	"	880	980
" " " " " "	7901 - 8000	"	830	930
" " " " " "	8001 - 8100	"	780	880
" " " " " "	8101 - 8200	"	730	830
" " " " " "	8201 - 8300	"	680	780
" " " " " "	8301 - 8400	"	630	730
" " " " " "	8401 - 8500	"	580	680
" " " " " "	8501 - 8600	"	530	630
" " " " " "	8601 - 8700	"	480	580
" " " " " "	8701 - 8800	"	430	530
" " " " " "	8801 - 8900	"	380	480
" " " " " "	8901 - 9000	"	330	430
" " " " " "	9001 - 9100	"	280	380
" " " " " "	9101 - 9200	"	230	330
" " " " " "	9201 - 9300	"	180	280
" " " " " "	9301 - 9400	"	130	230
" " " " " "	9401 - 9500	"	80	180
" " " " " "	9501 - 9600	"	30	80
" " " " " "	9601 - 9700	"	0	30
" " " " " "	9701 - 9800	"	0	0
" " " " " "	9801 - 9900	"	0	0
" " " " " "	9901 - 10000	"	0	0

Juveniles

(11) Hotel Club & House Employees.

Up to and including 3600 lire per month	Present C.L.B.	Proposed C.L.B.
3601 - 3700	3601	3601
" " " "	3701	3701
" " " "	3801	3801
" " " "	3901	3901
" " " "	4001	4001
" " " "	4101	4101
" " " "	4201	4201
" " " "	4301	4301
" " " "	4401	4401
" " " "	4501	4501
" " " "	4601	4601
" " " "	4701	4701
" " " "	4801	4801
" " " "	4901	4901
" " " "	5001	5001
" " " "	5101	5101
" " " "	5201	5201
" " " "	5301	5301
" " " "	5401	5401
" " " "	5501	5501
" " " "	5601	5601
" " " "	5701	5701
" " " "	5801	5801
" " " "	5901	5901
" " " "	6001	6001
" " " "	6101	6101
" " " "	6201	6201
" " " "	6301	6301
" " " "	6401	6401
" " " "	6501	6501
" " " "	6601	6601
" " " "	6701	6701
" " " "	6801	6801
" " " "	6901	6901
" " " "	7001	7001
" " " "	7101	7101
" " " "	7201	7201
" " " "	7301	7301
" " " "	7401	7401
" " " "	7501	7501
" " " "	7601	7601
" " " "	7701	7701
" " " "	7801	7801
" " " "	7901	7901
" " " "	8001	8001
" " " "	8101	8101
" " " "	8201	8201
" " " "	8301	8301
" " " "	8401	8401
" " " "	8501	8501
" " " "	8601	8601
" " " "	8701	8701
" " " "	8801	8801
" " " "	8901	8901
" " " "	9001	9001
" " " "	9101	9101
" " " "	9201	9201
" " " "	9301	9301
" " " "	9401	9401
" " " "	9501	9501
" " " "	9601	9601
" " " "	9701	9701
" " " "	9801	9801
" " " "	9901	9901
" " " "	10001	10001

45. Rates of pay in Table A and Table B.
 a. Subject to Table A, the Department recommends that the cost-of-living bonus in Table A be increased as follows: 1. add 4% an outline of the case is at Appendix "B".

	Amount (\$)	Pay P. month	Pay P. month	Pay P. month
Up to and including 3000	1950	1950	1950	1950
From 3001 - 3100	1920	1920	1920	1920
" 3101 - 3200	1870	1870	1870	1870
" 3201 - 3300	1820	1820	1820	1820
" 3301 - 3400	1770	1770	1770	1770
" 3401 - 3500	1720	1720	1720	1720
" 3501 - 3600	1690	1690	1690	1690
" 3601 - 3700	1620	1620	1620	1620
" 3701 - 3800	1570	1570	1570	1570
" 3801 - 3900	1520	1520	1520	1520
" 3901 - 4000	1470	1470	1470	1470
" 4001 - 4100	1430	1430	1430	1430
" 4101 - 4200	1354	1354	1354	1354

Juveniles

(ii) Hotel Club & House Employees

	Up to and including	From	Pay P. month	Pay P. month	Pay P. month
Up to and including 3600	1325	1325	1325	1325	1325
From 3601 - 3700	1275	1275	1275	1275	1275
" 3701 - 3800	1225	1225	1225	1225	1225
" 3801 - 3900	1175	1175	1175	1175	1175
" 3901 - 4000	1125	1125	1125	1125	1125
" 4001 - 4100	1075	1075	1075	1075	1075
" 4101 - 4200	955	955	955	955	955
" 4201 - 4300	130	130	130	130	130

Juveniles

(iii) Daily Wage Groups

	Up to and including	From	Pay P. month	Pay P. month	Pay P. month
Up to and including 120	75	75	75	75	75
From 121 - 130	72	72	72	72	72
" 131 - 140	70	70	70	70	70
" 141 - 150	67	67	67	67	67
" 151 - 160	65	65	65	65	65
" 161 - 170	62	62	62	62	62
" 171 - 180	60	60	60	60	60
" 181 - 190	57	57	57	57	57
" 191 - 200	55	55	55	55	55
" 201 - 210	29	29	29	29	29

Juveniles

Continued Sheet No. 2.

- 3 -

4.0.0. Rate increases will bring the total remuneration of Allied Forces employees in ADL into line with the legal Provincial rates of pay. In previously in the case of Rome, the comparison was made with the civilian rate of pay for rates with 3 dependents and families without dependents.

b. The Committee considered ALI rates of pay as set out in Appendix "B" and decided that, pending re-verification of the Italian Industrial Rates given, no action should be taken.

46. No date was set for the next meeting which will be convened when business arises.

C.I.F.
OE/FF.

Wm. L.
C. ESELY, Major,
Chairman,
A/ADL HQ Rome Area.

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 4. Commanding-General, French Forces, Italy.
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 6. Senior British Naval Officer, HQ A.O.
 7. Commander, No. 2 RAF Base Area.
 8. Establishment Section, HQ Allied Commission.
 9. CAG, AFHQ.
 10. Labour Directorate, AFHQ.
 11. ADL, Rome.
 - 12/14. ADL, Rome.
 15. CAG (IS) RAC.
 16. CAG (Br) RAC.
 17. 2902 CLU.
 18. Labor Sub-Commission, HQ A.O.
 21. DOL 1 District.
 22. ADL 2 District.
 23. DOL 3 District.
 24. DOL 8 Army.
 27. ADL 10 HQ 758.
 28. ADL 10 HQ 758.
 29. ADL 10 HQ 758.
 - 30/35. HQ 3 District.
 36. HQ 2 Area.
 37. HQ 2 Area.

5255

C. KESSELY, Major,
Chairman,
N/ADL HQ Bonn Area.

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 16. C-4 (Br) RAC.
 17. 2900 GLL.
 18. Labor Sub-Commission, HQ AG.
 21. DDL 1 District.
 22. ADL 2 District.
 23. DDL 3 District.
 24. DDL 6 Army.
 27. ADL 13 Tenth AUSA.
 28. ADL 13 Tenth AUSA.
 29. ADL 13 Tenth AUSA.
 - 30/35. HQ 3 District.
 36. HQ 52 Area.
 37. HQ 54 Area.
 38. HQ 56 Area.
 39. HQ 94 Sub-Area.
 40. HQ 209 Sub-Area.
 41. Hotel Management (US) RAC.
 42. Hotel Management (Br) RAC.
 - 43/55. Attending Officers.
 - 55/80. Spares.

FILE 100 copies AFHQ.

5255

SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES.

Grade	Male or Female	Rome Province Basic Rate	Basic Max	PLAS C of L	TAKE HOME	Basic Pay	Production Indemnity	Plus 3 Dependents	Choro-Vita	Italian Rate Cont. & Choro-Vita
I. UNSKILLED LABOUR.										
Unskd. Labr without family	Male	95	175	270	72	18	-	35	128	
" " with "	"				72	18	30	35	128	
Unskd. Labr without "	Female	81	100	181	56	10	-	25	90	
" " with "	"				56	10	30	25	128	
Unskd. Labr without "	Male	95	175	270	49	18	-	35	128	
" " with "	"				49	18	30	35	128	
II. ADMIN. CLERICAL & OFFICE GRADES.										
Clerk without family	Male	3960	4290	8250	2263	450	-	1050	3840	
" with "	"				2263	450	884	1050	4125	
" without family	Female	3366	2420	5706	1337	250	-	750	2700	
" with "	"				1337	250	884	1050	4125	
Typist without family	Male	3960	4290	8250	1612	450	-	1050	3840	
" with "	"				1612	450	884	1050	4125	
" without family	Female	3960	2340	6300	1505	250	-	750	2700	
" with "	"				1505	250	884	1050	4125	
Accountant without family	Male	5940	4030	9970	3004	450	-	1050	3840	
" with "	"				3004	450	884	1050	4125	
" without family	Female	5049	2270	7319	3004	250	-	750	2700	
" with "	"				3004	250	884	1050	4125	

NOTES:

1. In view of the differential between the CIB for Male and Female employees introduced in Rome v.o.f. the 1st is presented by the Italian Chamber of Labour, Rome Province, in connection with unskilled labour and by the 2nd in connection with Administrative, Clerical and Office employees, to the effect that female rates for those
2. In the above comparative table, industrial and commercial rates cited are the legal minima. Individual firm individual employees more. No account has been taken of the 13th month bonus paid by civilian firms nor of
3. The difference between a man's and a woman's total emoluments (especially when the employee has dependents) industrial and commercial rates of pay as it is in the present Allied Forces Wage Scale in Rome.
4. The Allied Forces Wage Scale does not differentiate between males with and without dependents and it is not differentiate between females with and without dependents. The Allied Forces rates for males shown above industrial & commercial rates for males with dependents, whereas the Allied Forces rates for females approximate commercial rates for females without dependents.

SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES.

APPENDIX "A"

Grade	Basic Rate	Basic Pay	Presence Indemnity	Plus 5 Dependents	Italian Rates		Social Insurance	TAKS HOME
					Cero-Vita	Cont. & Caropene		
B	270	72	18	-	35	128	1.5	251.5
		72	18	30	35	128	1.5	281.5
C	181	56	10	-	25	90	1.5	179.5
		56	10	30	35	128	1.5	257.5
D	270	49	18	-	35	128	1.5	228.5
		49	18	30	35	128	1.5	258.5
E	8250	2268	450	-	1050	3840	117	7491
		2268	450	884	1050	4125	117	8777
F	5706	1337	250	-	750	2700	108	5429
		1337	250	884	1050	4125	108	8038
G	3250	1612	450	-	1050	3840	104	6348
		1612	450	884	1050	4125	104	8017
H	6500	1505	250	-	750	2700	102	5103
		1505	250	884	1050	4125	102	7712
I	9970	3004	450	-	1050	3840	131	8213
		3004	450	884	1050	4125	131	9382
J	7319	3004	250	-	750	2700	131	6573
		3004	250	884	1050	4125	131	9182

For male and female employees introduced in Rome v.o.f. the 1 May '45, a case has been opened in the Province, in connection with unskilled labour and by the Labor Sub-Commission, A.O. and Office employees, to the effect that female rates for these grades are now too low.

and commercial rates cited are the legal minima. Individual firms may and do pay more than the 13th month bonus paid by civilian firms nor of indemnities on discharge.

total emoluments (especially when the employee has dependents) is not so marked in the present Allied Forces Wage Scale in Rome. It is not suggested that it should differentiate between males with and without dependents and it is not suggested that it should differentiate between males with and without dependents. The Allied Forces rates for males shown above do however approximate the industrial & commercial rates, whereas the Allied Forces rates for females approximate the industrial & commercial rates.

APPENDIX "B"

NOTES ON THE SUBCOMMISSION OF THE LABOR
AND WAGE COMMISSION OF THE GOVERNMENT

MEMORANDUM

1. Reason for listing. (i.e. are there evidence of disparity of rates of wages).

Various.

2. Source of information for the Italian Industry Rates as on the attached form.

Provincial Ufficio del Lavoro.

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

Investigations by 2902 CLM.

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

Increased of 1300 lire per month for the monthly wage group, males, (Clerical and Administrative Grades), 900 lire per month for Hotel Moss and Club Employees and 50 lire per day for the daily wage group, males. All awards were made to parallel local rates for equivalent categories.

5. Is the award in the form of a Bonus or of an augmentation of the basic pay?

An addition to the Cost-of-Living Bonus.

6. Effective date and area of award.

Effective 1 AUGUST, 1943 and in that part of SOUTHERN PROVINCES within their boundaries.

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SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES
AQUILA AND RIETI PROVINCES.

Grade	Allied Forces Basic Rate				Italian Industrial				
	Male or Female	Basic Max	Plus G of L	TAXES HOME	Base Pay	Presence Indemnity	3 Dependents	PLUS Caro-vita.	Caropano & Cont
<u>AQUILA.</u>									
Cook	Male	4000	1175	5175	2125	420	945	900	3000
Clerk	"	3600	1690	5290	1705	400	1189	900	3600
Carpenter	"	120	75	195	72	13	28	30	105
Baker (Pastry Maker)	"	120	75	195	114	13	28	30	50
Chauffeur Mechanic	"	125	72	197	57	13	28	30	115
Unskilled lab.	"	85	75	160	52	13	28	30	105
"	Female	72	75	147	20.40	7.00	27	30	105
					20.40	7.00	-	30	95
<u>RIETI.</u>									
Cook	Male	4000	1175	5175	990	420	840	900	3090
Clerk	"	3600	1690	5290	2310-3450	420	840	900	3090
Carpenter	"	120	75	195	40	10	23	30	116
Chauffeur Mechanic	"	125	72	197	64	10	28	30	96
Unskilled lab.	"	85	75	160	104	-	28	-	12 *
"	Female	72	75	147	60	-	27	-	12 *

* Caropano only.

REMARKS:

1. At present the Allied Forces (American and British Units) employ the following in Aquila and Rieti :

	Aquila	Rieti
Clerical & Supervisory	15	5
Artisans	73	158
Miscellaneous (Hotels, etc.)	164	45
Unskilled	50	105
	<u>302</u>	<u>313</u>

There is no general shortage of labour in AQUILA as local industry and commerce are negligible and there are refugees in the vicinity but certain skilled workers are difficult to obtain at prevailing Allied Forces rates. There is no difficulty of supply of labour for Allied Units at prevailing rates.

2. A case has been presented by the ASARC, Aquila, and by the Italian Chamber of Labour, Rieti Province, of increases adopted for Allied Forces employees in Rome Province v.o.f. 1 May 45 and 1 Jun 45 and in Allied Forces Maximum wages and the legal minimum wages agreed on provincially.

APPENDIX "B" (Continued).

SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES
AQUILA AND RIETI PROVINCES.

Rate	TAKE HOME	Base Pay	Presence Indemnity	Dependents	Italian Industry Rates			TAKE HOME
					PLUS	Caropene & Cont	MINUS Social Insurance	
					Caro-vita,			
175	5175	2125	420	945	900	3000	36	7354
690	5290	1705	468	1189	900	3600	71	7871
75	195	72	13	28	30	105	1.5	246.5
75	195	144	13	28	30	50	1.5	263.5
72	197	77	13	28	30	115	1.5	241.5
75	160	92	13	28	30	105	1.5	226.5
75	147	20.40	7.90	27	30	105	1.5	183.7)
		20.40	7.80	-	30	95	1.5	151.7)
175	5175	990	420	840	900	3090	45	7195
690	5290	2310-3450	420	840	900	3090	45	7515-8655
75	195	40	10	28	30	116	1.5	222.5
72	197	64	10	28	30	96	1.5	226.5
75	160	104	-	28	-	12 x	1.5	222.5
75	147	60	-	27	-	12 x	1.5	125.5

and British Units) employ the following in Aquila and Rieti :

	Aquila	Rieti
Supervisory	15	5
	75	158
(Hotels, etc.)	164	45
	50	105
	<u>302</u>	<u>213</u>

In AQUILA, as local industry and commerce are negligible and there is a large body of AC Allied workers are difficult to obtain at prevailing Allied Forces Rates. In RIETI there are Allied Units at prevailing rates.

Aquila, and by the Italian Chamber of Labour, Rieti Province, to increase the CLB in view of employees in Rome Province v.e.f. 1 May 45 and 1 Jan 45 and in view of the difference between minimum wages agreed on provincially.

LARSEN SUB-COMMISSION
A.C.
Routing Slip

	Initials	Date
Mr. W.H. BRAINE	<i>(Handwritten initials)</i>	
Mr. SACHS		
Mr. HIRD		
Mr. SCOTT		
Mr. PROCTOR		
Miss. STEVENSON		
Miss. SANNEVERINO		
Chief Clerk		

REMARKS:

M. B. B. B.

20
COPY No.

ROMA AREA ALLIED COMMAND.

U.S.O. 794 U.S. ARMY.

LABOUR AND WAGES CONTROL COMMITTEE, AFLEP.

ROMA AREA SUB-COMMITTEE.

MINUTE.

39. The FIFTH meeting of the Roma Area Sub-Committee of the Labour & Wages Control Committee, AFLEP, was held on WEDNESDAY 30th JULY 45 in the Labour Information Room, Headquarters, Roma Area Allied Command.

PRESIDENT.

Major C. Busby
Capt. J.A. Foxwell
Lt. William Gardner-Clark
Lt. C. Littleland
Pl. Lt. J.C. Holstead
Lt. W. Theodore
Lt. L.L. Wilkinson
Lt. Giffert

Chairman
US Army
US Navy
Royal Navy
Royal Air Force
R.Q. ALCOA
R.Q. ALCOA
French Army

IN ATTENDANCE.

Lt. Col. D.A. MacGrath
Major D.A. Cheshire
Capt. R. Hestley
Mr. R. Scott

Hotel Management (US)
Hotel Management (US)
Catering Adviser
R.Q. ALCOA (Labour
Sub-Committee).
2902 C.L.U.

Major S.H. Clark

40. The Minutes of the FOURTH Meeting held on the 11th June 1945 were approved.

Membership.

It was recommended that Major S.H. Clark, D.A.D.L. 2902 C.L.U. be appointed member of the Committee so that the Committee may benefit from his close contact with employers and employees and from his detailed knowledge of the labour market. It is recommended to the Commanding-General that he represent the British Labour Service in order that the Chairman be relieved of acting in a dual capacity.

Service Charges in Hotels and Restaurants.

41. After a full review of the case, the Committee adopted the view that the remuneration of employees of hotels and restaurants should consist of authorised wages only. It was pointed out that the allied forces wage scales are designed to combine the remuneration of a hotel employee with service charges in civilian employment in the way of both fixed wages and a share of service charges. It was recommended that:

3233

IN THE A. C.
Lt. Col. D.A. Ingraham
Major M.E. Cheshire
Capt. R. Hatley
Lt. R. Boone
Major E.H. Clark

41. Membership. It was recommended that Major S.H. Clark, D.A.D.L. 2902 G.L.U. be appointed a member of the Committee so that the Committee may benefit from his close contact with employers and employees and from his detailed knowledge of the labour market. It is recommended to the Commanding-General that he represent the British Labour Union in order that the Chairman be relieved of acting in a dual capacity.

(1) The following three British Controlled Hotels and two messes at present having a Service charge on officers, be instructed to cease augmenting employees' wages thereby.

D'Azeglio	...	A. J. Minerva
Mazzini	...	" "
Risorgimento	...	C. Vigorelli, Leone Hotel.
Saragat	...	" "
Togliatti	...	" "

(11) 4 General instruction be issued to Hotels and Messes prohibiting the practice of augmenting employees' authorized duties by means of a Service Charge on Officers.

Continued Sheet 2 (overleaf).

- 2 -

42. (b) Although it was realized that tipping represented a less easily controllable problem, the Committee requested total management (US and Br) to instruct hotel managers to eliminate excessive tipping as much as possible by supervising through the means of notices etc. in hotels that tipping is not necessary.

43. Rates of pay of unskilled female labourers and female employees in administrative offices of Clerical Grade. The Committee decided that there was no cause for increasing the Cost-of-Living Bonus of female employees in 1950 introduced w.o.f. the 1 May 45. A presentation of the case is at Appendix "A".

44. Territorial Jurisdiction of the Committee.
a. The Committee recommended to the Controlling-General that the jurisdiction of the Committee be extended to cover the territorial area of RAC, i.e. including those parts of Province other than Rome Province administered by RAC.

b. It was confirmed with the representative of RAC that when necessary, action for the promulgation of recommendations of the Committee affecting RAC employees at the northern and southern ends of Rome Province would be taken by him through RAC channels.

45. Rates of pay in 1950 and 1951.

a. Subject to 44(a), the Committee recommended that the cost-of-living bonus in 1950 be increased as follows w.o.f. 1 Aug 45. An outline of the case is at Appendix "B".

(4) Monthly Rate Group (Clerical and Admin. Grades).	Present Rate		Proposed Rate	
	1950	1951	1950	1951
Up to and including 3000 lire per month	3001 - 3100	"	3250	3350
"	3101 - 3200	"	3350	3450
"	3201 - 3300	"	3450	3550
"	3301 - 3400	"	3550	3650
"	3401 - 3500	"	3650	3750
"	3501 - 5000	"	3750	3850
"	5001 - 5100	"	3850	3950
"	5101 - 5200	"	3950	4050
"	5201 - 5300	"	4050	4150
"	5301 - 5400	"	4150	4250
"	5401 and above.	"	4250	4350
Juveniles			754	754

45. Rates of pay in detail are as follows:
 a. Subject to (a), the Commission recommends that the cost-of-living bonus in April be increased as follows: 1 and 25. an outline of the case is at Appendix III.

(1) Monthly Life Group
 (Official and Admin. Grades).

Up to and including	3000	Life	per month
From 3001 - 3100	"	"	"
" 3101 - 3200	"	"	"
" 3201 - 3300	"	"	"
" 3301 - 3400	"	"	"
" 3401 - 3500	"	"	"
" 3501 - 3600	"	"	"
" 3601 - 3700	"	"	"
" 3701 - 3800	"	"	"
" 3801 - 3900	"	"	"
" 3901 - 4000	"	"	"
" 4001 - 4100	"	"	"
" 4101 - 4200	"	"	"
" 4201 - 4300	"	"	"
" 4301 - 4400	"	"	"
" 4401 - 4500	"	"	"
" 4501 - 4600	"	"	"
" 4601 - 4700	"	"	"
" 4701 - 4800	"	"	"
" 4801 - 4900	"	"	"
" 4901 - 5000	"	"	"
" 5001 - 5100	"	"	"
" 5101 - 5200	"	"	"
" 5201 - 5300	"	"	"
" 5301 - 5400	"	"	"
" 5401 - 5500	"	"	"
" 5501 - 5600	"	"	"
" 5601 - 5700	"	"	"
" 5701 - 5800	"	"	"
" 5801 - 5900	"	"	"
" 5901 - 6000	"	"	"
" 6001 - 6100	"	"	"
" 6101 - 6200	"	"	"
" 6201 - 6300	"	"	"
" 6301 - 6400	"	"	"
" 6401 - 6500	"	"	"
" 6501 - 6600	"	"	"
" 6601 - 6700	"	"	"
" 6701 - 6800	"	"	"
" 6801 - 6900	"	"	"
" 6901 - 7000	"	"	"
" 7001 - 7100	"	"	"
" 7101 - 7200	"	"	"
" 7201 - 7300	"	"	"
" 7301 - 7400	"	"	"
" 7401 - 7500	"	"	"
" 7501 - 7600	"	"	"
" 7601 - 7700	"	"	"
" 7701 - 7800	"	"	"
" 7801 - 7900	"	"	"
" 7901 - 8000	"	"	"
" 8001 - 8100	"	"	"
" 8101 - 8200	"	"	"
" 8201 - 8300	"	"	"
" 8301 - 8400	"	"	"
" 8401 - 8500	"	"	"
" 8501 - 8600	"	"	"
" 8601 - 8700	"	"	"
" 8701 - 8800	"	"	"
" 8801 - 8900	"	"	"
" 8901 - 9000	"	"	"
" 9001 - 9100	"	"	"
" 9101 - 9200	"	"	"
" 9201 - 9300	"	"	"
" 9301 - 9400	"	"	"
" 9401 - 9500	"	"	"
" 9501 - 9600	"	"	"
" 9601 - 9700	"	"	"
" 9701 - 9800	"	"	"
" 9801 - 9900	"	"	"
" 9901 - 10000	"	"	"

Juveniles

(11) Hotel Club & Mess Employees.

Up to and including	3600	Life	per month
From 3601 - 3700	"	"	"
" 3701 - 3800	"	"	"
" 3801 - 3900	"	"	"
" 3901 - 4000	"	"	"
" 4001 - 4100	"	"	"
" 4101 - 4200	"	"	"
" 4201 - 4300	"	"	"
" 4301 - 4400	"	"	"
" 4401 - 4500	"	"	"
" 4501 - 4600	"	"	"
" 4601 - 4700	"	"	"
" 4701 - 4800	"	"	"
" 4801 - 4900	"	"	"
" 4901 - 5000	"	"	"
" 5001 - 5100	"	"	"
" 5101 - 5200	"	"	"
" 5201 - 5300	"	"	"
" 5301 - 5400	"	"	"
" 5401 - 5500	"	"	"
" 5501 - 5600	"	"	"
" 5601 - 5700	"	"	"
" 5701 - 5800	"	"	"
" 5801 - 5900	"	"	"
" 5901 - 6000	"	"	"
" 6001 - 6100	"	"	"
" 6101 - 6200	"	"	"
" 6201 - 6300	"	"	"
" 6301 - 6400	"	"	"
" 6401 - 6500	"	"	"
" 6501 - 6600	"	"	"
" 6601 - 6700	"	"	"
" 6701 - 6800	"	"	"
" 6801 - 6900	"	"	"
" 6901 - 7000	"	"	"
" 7001 - 7100	"	"	"
" 7101 - 7200	"	"	"
" 7201 - 7300	"	"	"
" 7301 - 7400	"	"	"
" 7401 - 7500	"	"	"
" 7501 - 7600	"	"	"
" 7601 - 7700	"	"	"
" 7701 - 7800	"	"	"
" 7801 - 7900	"	"	"
" 7901 - 8000	"	"	"
" 8001 - 8100	"	"	"
" 8101 - 8200	"	"	"
" 8201 - 8300	"	"	"
" 8301 - 8400	"	"	"
" 8401 - 8500	"	"	"
" 8501 - 8600	"	"	"
" 8601 - 8700	"	"	"
" 8701 - 8800	"	"	"
" 8801 - 8900	"	"	"
" 8901 - 9000	"	"	"
" 9001 - 9100	"	"	"
" 9101 - 9200	"	"	"
" 9201 - 9300	"	"	"
" 9301 - 9400	"	"	"
" 9401 - 9500	"	"	"
" 9501 - 9600	"	"	"
" 9601 - 9700	"	"	"
" 9701 - 9800	"	"	"
" 9801 - 9900	"	"	"
" 9901 - 10000	"	"	"

Juveniles

(111) Daily Wage Employees.

Up to and including	120	Life	per day
From 121 - 130	"	"	"
" 131 - 140	"	"	"
" 141 - 150	"	"	"
" 151 - 160	"	"	"
" 161 - 170	"	"	"
" 171 - 180	"	"	"
" 181 - 190	"	"	"
" 191 - 200	"	"	"
" 201 - 210	"	"	"
" 211 - 220	"	"	"
" 221 - 230	"	"	"
" 231 - 240	"	"	"
" 241 - 250	"	"	"
" 251 - 260	"	"	"
" 261 - 270	"	"	"
" 271 - 280	"	"	"
" 281 - 290	"	"	"
" 291 - 300	"	"	"
" 301 - 310	"	"	"
" 311 - 320	"	"	"
" 321 - 330	"	"	"
" 331 - 340	"	"	"
" 341 - 350	"	"	"
" 351 - 360	"	"	"
" 361 - 370	"	"	"
" 371 - 380	"	"	"
" 381 - 390	"	"	"
" 391 - 400	"	"	"
" 401 - 410	"	"	"
" 411 - 420	"	"	"
" 421 - 430	"	"	"
" 431 - 440	"	"	"
" 441 - 450	"	"	"
" 451 - 460	"	"	"
" 461 - 470	"	"	"
" 471 - 480	"	"	"
" 481 - 490	"	"	"
" 491 - 500	"	"	"
" 501 - 510	"	"	"
" 511 - 520	"	"	"
" 521 - 530	"	"	"
" 531 - 540	"	"	"
" 541 - 550	"	"	"
" 551 - 560	"	"	"
" 561 - 570	"	"	"
" 571 - 580	"	"	"
" 581 - 590	"	"	"
" 591 - 600	"	"	"
" 601 - 610	"	"	"
" 611 - 620	"	"	"
" 621 - 630	"	"	"
" 631 - 640	"	"	"
" 641 - 650	"	"	"
" 651 - 660	"	"	"
" 661 - 670	"	"	"
" 671 - 680	"	"	"
" 681 - 690	"	"	"
" 691 - 700	"	"	"
" 701 - 710	"	"	"
" 711 - 720	"	"	"
" 721 - 730	"	"	"
" 731 - 740	"	"	"
" 741 - 750	"	"	"
" 751 - 760	"	"	"
" 761 - 770	"	"	"
" 771 - 780	"	"	"
" 781 - 790	"	"	"
" 791 - 800	"	"	"
" 801 - 810	"	"	"
" 811 - 820	"	"	"
" 821 - 830	"	"	"
" 831 - 840	"	"	"
" 841 - 850	"	"	"
" 851 - 860	"	"	"
" 861 - 870	"	"	"
" 871 - 880	"	"	"
" 881 - 890	"	"	"
" 891 - 900	"	"	"
" 901 - 910	"	"	"
" 911 - 920	"	"	"
" 921 - 930	"	"	"
" 931 - 940	"	"	"
" 941 - 950	"	"	"
" 951 - 960	"	"	"
" 961 - 970	"	"	"
" 971 - 980	"	"	"
" 981 - 990	"	"	"
" 991 - 1000	"	"	"

Juveniles

Present Life	Proposed Life
Life 2. month	Life 2. month
1950	1950
1920	1920
1870	1870
1820	1820
1770	1770
1720	1720
1690	1690
1620	1620
1570	1570
1520	1520
1470	1470
1430	1430
754	754

1325	2225
1275	2175
1225	2125
1175	2075
1125	2025
1075	1975
1025	1925
955	1855
130	130

Life per day	Life per day
75	75
72	72
70	70
67	67
65	65
62	62
60	60
57	57
55	55
29	29

Continued Sheet No. 2.

C. J. P.
CL/FF.

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26. HQ 64 Area.
27. HQ 56 Area.
28. HQ 94 Sub-area.
29. HQ 209 Sub-area.
30. Hotel Management (US) RAC.
31. Hotel Management (Br) RAC.
32. 43/55 Attending Officers.
33. 55/80 Spares.

THIS 100 copies RASO.

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SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES.

Grade	Male or Female	Rome Province Basic Rate	Basic Pay	Presence Indemnity	3 Dependents	Caro-Vita	Italian Rate
		Basic Max	PLUS C of L	BEN RISE			Cont. & Caro
UNSKILLED LABOUR							
Unskd. Labor without family	Male	95	175	270	72	18	128
" " with "	"				72	18	128
Unskd Labor without "	Female	81	100	181	56	10	90
" " with "	"				56	10	128
Unskd labor without "	Male	95	175	270	49	18	128
" " with "	"				49	18	128
ADMIN. CLERICAL & OFFICE GRADES							
Clerk without family	Male	5960	4290	8250	2268	450	3840
" with "	"				2268	450	4125
" without family	Female	3366	2420	5736	1337	250	2700
" with "	"				1337	250	4125
Typist without family	Male	5960	4290	8250	1612	450	3840
" with "	"				1612	450	4125
" without family	Female	3960	2340	6300	1505	250	2700
" with "	"				1505	250	4125
Accountant without family	Male	5940	4030	9970	3004	450	3840
" with "	"				3004	450	4125
" without family	Female	5049	2270	7319	3004	250	2700
" with "	"				3004	250	4125

NOTES:

1. In view of the differential between the CIB for Male and Female employees introduced in Rome w.o.f. the 1st presented by the Italian Chamber of Labour, Rome Province, in connection with unskilled labour and by the LA in connection with Administrative, Clerical and Office employees, to the effect that female rates for those.
2. In the above comparative table, industrial and commercial rates cited are the legal minima. Individual for individual employees more. No account has been taken of the 13th month bonus paid by civilian firms nor of.
3. The difference between a man's and a woman's total emoluments (especially when the employee has dependents) industrial and commercial rates of pay as it is in the present Allied Forces Wage Scale in Rome.
4. The Allied Forces Wage Scale does not differentiate between males with and without dependents and it is not differentials between females with and without dependents. The Allied Forces rates for males shown above industrial & commercial rates for males with dependents, whereas the Allied Forces rates for females approx commercial rates for females without dependents.

SPECIAL COMPARISON DATA: CIVILIAN LABOR RATES.

APPENDIX "A"

Province	Basic Rate	Basic Pay	Presence Indemnity	Plus 3 Dependents	Italian Rates Cero-Vita	Cont. & Caropano	Minus Social Insurance	TAXES RMS
C of L	RMS		Retail Trades					
175	270	72	18	-	35	128	1.5	251.5
		72	18	30	35	128	1.5	281.5
100	131	56	10	-	25	90	1.5	179.5
		56	10	30	25	128	1.5	257.5
175	270	Wholesale Trades.						
		49	18	-	35	128	1.5	228.5
		49	18	30	35	128	1.5	258.5
Commercial Rates.								
1290	8250	2268	450	-	1050	3240	117	7491
		2268	450	884	1050	4125	117	8777
2420	5736	1337	250	-	750	2700	108	5429
		1337	250	884	1050	4125	108	8038
4290	3250	1612	450	-	1050	3840	104	6348
		1612	450	884	1050	4125	104	8017
2340	6300	1505	250	-	750	2700	102	5103
		1505	250	884	1050	4125	102	7712
4030	9970	3004	450	-	1050	3840	131	8213
		3004	450	884	1050	4125	131	9382
2270	7319	3004	250	-	750	2700	131	6573
		3004	250	884	1050	4125	131	9182

The CIB for Male and Female employees introduced in Rome w.e.f. the 1 May '45, a case has been
 labour, Rome Province, in connection with unskilled labour and by the Labor Sub-Commission, AG.
 official and Office employees, to the effect that female rates for these grades are now too low.

Retail and commercial rates cited are the legal minima. Individual firms may and do pay
 what has been taken of the 13th month bonus paid by civilian firms nor of indemnities on discharge.

Women's total emoluments (especially when the employee has dependents) is not so marked in the
 as it is in the present Allied Forces Wage Scale in Rome.

differentiation between males with and without dependents and it is not suggested that it should
 without dependents. The Allied Forces rates for males shown above do however approximate the
 with dependents, whereas the Allied Forces rates for females approximate the industrial &
 dependents.

ANNEX "B"

RECOMMENDATIONS OF THE LABOR AND WAGE COMMISSION

RECOMMENDATIONS

1. Reason for finding. (i.e., was there evidence of disparity of rates of wages).

Various.

2. Source of information for the finding. Industry notes as on the attached form.

Provincial Official Civil Labor.

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

Investigations by 2902 CLR.

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

Increase of 1300 lire per month for the monthly wage group, namely, (Clerical and Administrative Grades), 900 lire per month for Hotel Men and Club Employees and 50 lire per day for the daily wage group, unless. All awards were made to parallel local rates for equivalent categories.

5. Is the award in the form of a Bonus or of an augmentation of the basic pay?

An addition to the Cost-of-Living Bonus.

6. Effective date and area of award.

Effective 1 AUGUST, 1945 and in that part of AQUILEA Province within road boundaries.

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SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES
AQUILA AND RIETI PROVINCES.

Grado	Allied Forces Basic Rate					Italian Industry			
	Male or Female	Basic Max	Plus C of L	TIME RATE	Base Pay	Presence Indemnity	3 Dependents	PLUS Caro- vita.	Caropane & Cont
<u>AQUILA.</u>									
Cook	Male	4000	1175	5175	2125	420	945	900	3000
Clerk	"	3600	1690	5290	1785	458	1189	900	3600
Carpenter	"	120	75	195	72	13	28	30	105
Driver (Forte Muro)	"	120	75	195	114	13	28	30	50
Chauffeur Mechanic	"	125	72	197	57	13	28	30	115
Unskilled lab.	"	85	75	160	52	13	28	30	105
"	Female	72	75	147	{ 20.40 20.40	7.80	27	30	105
"						7.90	-	30	95
<u>RIETI.</u>									
Cook	Male	4000	1175	5175	990	420	840	900	3090
Clerk	"	3600	1690	5290	2310-3450	420	840	900	3090
Carpenter	"	120	75	195	40	10	28	30	116
Chauffeur Mechanic	"	125	72	197	64	10	28	30	96
Unskilled lab.	"	85	75	160	134	-	28	-	12 x
"	Female	72	75	147	83	-	27	-	12 x

* Caropane only.

NOTE:

1. At present the Allied Forces (American and British Units) employ the following in Aquila and Rieti :

	<u>Aquila</u>	<u>Rieti</u>
Clerical & Supervisory	15	5
Artisans	73	158
Miscellaneous (Hotels, etc.)	164	45
Unskilled	50	105
	<u>302</u>	<u>313</u>

There is no general shortage of labour in AQUILA as local industry and commerce are negligible and there are refugees in the vicinity but certain skilled workers are difficult to obtain at prevailing Allied Forces rates. There is no difficulty of supply of labour for Allied Units at prevailing rates.

2. A case has been presented by the AMARC, Aquila, and by the Italian Chamber of Labour, Rieti Province, to the effect that the rates of increase adopted for Allied Forces employees in Rome Province v.o.f. 1 May 45 and 1 Jun 45 and in v.o.f. 1 Jun 45 are not applicable to Allied Forces Maximum wages and the legal minimum wages agreed on provincially.

SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES
AQUILA AND RIETI PROVINCES.

APPENDIX "B" (Continued).

Basic Rate			Italian Industry Rates						
PLM	C of L	TIME	Base Pay	Province Indemnity	3 Dependents	PLM Caro-vita.	Caropane & Cont	MDUS Social Insurance	TIME
1175		5175	2125	420	945	900	3000	36	7354
1690		5290	1782	468	1189	900	3600	71	7871
75		195	72	13	28	30	105	1.5	246.5
75		195	114	13	28	30	50	1.5	263.5
72		197	57	13	28	30	115	1.5	241.5
75		160	52	13	28	30	105	1.5	226.5
75		147	(20.40	7.80	27	30	105	1.5	188.7)
			(20.40	7.80	-	30	95	1.5	151.7)
1175		5175	990	420	840	900	3090	45	7195
1690		5290	2310-3450	420	840	900	3090	45	7515-8655
75		195	40	10	28	30	116	1.5	222.5
72		197	64	10	28	30	96	1.5	226.5
75		160	104	-	28	-	12 x	1.5	222.5
75		147	60	-	27	-	12 x	1.5	125.5

and British Units) employ the following in Aquila and Rieti :

	Aquila	Rieti
Supervisory	15	5
	75	158
as (Hotels, etc.)	164	45
	50	105
	<u>304</u>	<u>213</u>

in AQUILA as local industry and commerce are negligible and there is a large body of AG skilled workers are difficult to obtain at prevailing Allied Forces Rates. In RIETI there are no Allied Units at prevailing rates.

by the Italian Chamber of Labour, Rieti Province, to increase the CLB in view of the difference between legal minimum wages agreed on provincially.

LABOR SUB-COMMISSION
P.C.
Routing Slip

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

REMARKS:

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ROME AREA ALLIED COMMAND.

A.P.O. 794 U.S. ARMY.

LABOUR AND WAGES CONTROL COMMITTEE, A.P.O. 794.

ROME AREA SUB-COMMITTEE.

The FIFTH meeting of the Rome Area Sub-Committee of the Labour and Wages Control Committee, APLMS, will be held at 09.30 hours on Monday the 30 July 45 in the Labour Information Room (No. 439) 4th Floor, Headquarters, Rome Area Allied Command.

A.C. 2014.

1. Introduction of new Chairman.
2. Minutes of the FOURTH Meeting held on the 11th June 1945 and matters arising therefrom.
3. Co-opted of new member.
4. Service charge in Allied Controlled Hotels. (A review of the case appears at Appendix "A")
5. Rates of pay of unskilled female labourers and female employees in Administrative, Office and Clerical grades in Rome Province. (A review of the case appears at Appendix "B".)
6. Territorial Jurisdiction of the Sub-Committee.
7. Rates of pay in Rieti and Aquila Provinces. (An exposé of the case appears at Appendix "C").
8. Any other business.

25 Jun 1945.
C.S./SS.

Wm d.
O. ESSELY,
Major,
Chairman,
Assistant Director of Labour,
Rome Area Allied Command.

DISSEMINATION.

5249

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7. Comd, 2 RAF Base area.

- 12/14. APLMS, Rome.
15. G-4(US) R.L.C.
16. G-4(Br) R.L.C.
17. 2902 GCU.
- 18/20 Lab. Sub. Comm. AC.
21. HDL Distone.
22. AUL Distone.

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- 5. Rates of pay of unemailed rates in Rome Province.
Administrative, Office and Clerical grades in Rome Province.
(A review of the case appears at Appendix "B".)
- 6. Territorial Jurisdiction of the Sub-Committee. (An exposé of the case)
- 7. Rates of pay in Rieti and Aquila Provinces.
appears at Appendix "C".
- 8. Any other business.

Wm de
C. ZSSELY,
Major,
Chairman,
Assistant Director of Labour,
Rome Area Allied Command.

25 Jan 1945.
CL/TF.

5249

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 - 9. CAO, AFHQ.
 - 10. Labour Directorate, AFHQ.
 - 11. ALOM, Rome.

- 12/14. AFHQ, Rome.
- 15. C-4 (US) R.C.
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- 18/20. Lab. Sub. Comm. AG.
- 21. DEL Distone.
- 22. AAL Distone.
- 23. DEL Distone.
- 24. ADL '0' Team, MABO.
- 25. ADL '2' Team, MABO.
- 26. Hotel Man {US
" " {Br}
- 27. " " {US
" " {Br}
- 28/40. Speres.

APPENDIX "A"

MEMORANDUM REGARDING SERVICE CHARGES IN ALLIED FORCES HOTELS.

1. Copy of Minutes of Meeting of Military Hotel Managers on 19 June 45 is attached.
2. The following five 1st Class British controlled Hotels are making a service charge and distributing it to employees with the result that their total potential remuneration exceeds the maximum laid down for their grade in de-Luxe Hotels:

<u>HOTEL</u>	<u>Type</u>	<u>Approx. monthly share of Service Charge per head</u>
D'Azeoglio	AC Austrie Quarters	300 lire
Mediterranee	" "	350 "
Eden	Senior Officers' Leave Hotel	500 "
Continental	Officers' Leave Hotel	330 "
Imperial	YWCA Leave Hotel	450 "

The following 1st Class American controlled Hotels are making a service charge but are not distributing it to employees:

Excelsior	Transit Mess and Leave Hotel	Nil.
Hamlet	Transit and Mess Hotel	Nil.

3. Retention of Service Charge. If retained, it is desirable that distribution be restricted in the 5 British Hotels concerned so that the employee's total remuneration does not exceed the maximum of his grade in the wage scale. Also, it should not be introduced elsewhere without HQ RAC authority.

Service charge throws an unfair burden on the visiting officer. From this point of view, it is preferable to allow the 5 hotels concerned to pay a wage up to the maximum of the scale (to which retention of service charge is tantamount) despite the views of the Hotel Proprietors' Association. (See para. 4(b) below).

5248

4. Abolition of Service Charge.
 - (a) If the service charge is abolished entirely where it is at present being distributed to employees, no labour trouble will result and the quality of labour would not decrease.

(b) However, an alternative is to compensate by allowing these

The following 1st Class American controlled Hotels are making a service charge but are not distributing it to employees:

Excelsior	Trenton Mess and Leave Hotel	Nil.
Hesseler	Trenton and Mess Hotel	Nil.

3. Retention of Service Charge. If retained, it is desirable that distribution be restricted in the 5 British Hotels concerned so that the employee's total remuneration does not exceed the maximum of his grade in the wage scale. Also, it should not be introduced elsewhere without HQ RAC authority.

Service charge throws an unfair burden on the visiting officer. From this point of view, it is preferable to allow the 5 hotels concerned to pay a wage up to the maximum of the scale (to which retention of service charge is tantamount) despite the views of the Hotel Proprietors' Association. (See para. 4(b) below).

4. Abolition of Service Charge.

(a) If the service charge is abolished entirely where it is at present being distributed to employees, no labour trouble will result and the quality of labour would not decrease.

(b) However, an alternative is to compensate by allowing these 5 hotels to pay up the maximum of the wage scale. From the point of view of the Hotel Proprietors' Association, they would thereby become De Luxe Hotels and the Hotel Proprietors' Association wishes to restrict the number of De Luxe Hotels to the four considered as such, and which paid wages as such, before the Allied Forces entered Rome. A certain amount of consideration is due to the Hotel Proprietors' Association, but not, it is suggested, full acknowledgement of their point of view. In fact, their principle has already been overridden in the case of the Savoie, Regina and Majestic (US AAF Officers Leave Hotels) which are not "De-Luxe" hotels but have been authorized by C-G RAC to pay up to the maximum of the wage scale

- 2 -

5. Tipping. Whether a service charge is made and distributed or not, tipping will never be abolished in fact. The only solution to overcoming in full the disadvantage at which "unseason" staff are placed where tipping is concerned would seem to be to recognize tipping officially and institute a controlled "trunk" system; which it is suggested is not desirable.
6. If para. 3 is acted upon there will be :

4 De-Luxe Hotels allowed to pay wages up to maximum of scale.	"	"	"	"
3 1st Class	"	"	"	"
23 1st Class	"	"	"	" less 10%
5 1st Class	"	"	"	" " " "

plus a share of the service charge.
- If para. 4(a) is acted upon there will be :

4 De-Luxe Hotels allowed to pay wages up to maximum of scale.	"	"	"	"
3 1st Class Hotels	"	"	"	"
28 1st Class Hotels	"	"	"	" less 10%
- If para. 4(b) is acted upon there will be :

4 De-Luxe Hotels allowed to pay wages up to maximum scale.	"	"	"	"
8 1st Class Hotels	"	"	"	"
23 1st Class Hotels	"	"	"	" less 10%.

25TH JULY 1945.

MINUTES OF A MEETING OF MILITARY HOTEL MANAGERS HELD AT HQ. RAAC ON
19 JUNE '45.

PRESENT

Capt. R.T. Whitley. AAC Hotel Management (Br). Chairman.

The Military Managers of the following hotels:-

Eden, Continental, Imperiale, Minerva, Massimo D'Azeglio,
Quirinale, Victoria, Boston, de la Ville, Patria, Mediterraneo,
Anglo Americano.

Military Managers of the Realio and Igea and a representative of
Hotel Management Section (Am) were unable to attend.

1. The Agenda before the meeting was:-

To make recommendation to the Rome Area Sub Committee (Labour
and Wages Control Committee) on the question of a service charge in
all Hotels.

2. The Meeting could not reach agreement on a unanimous recommend-
ation on the question of service charges in hotels.

3. A recommendation that a service charge should not be permitted
in any of the Allied Hotels in Rome, was agreed by seven (7) hotels,
with four (4) dissentients and one (1) no vote.

4. The four dissentients to the above recommendation proposed that
a service charge should continue to be levied at the discretion of the
Military Manager and/or the Committee or Service running the hotel,
as is the practice at present.

5. A recommendation that a fixed service charge should be compulsory
in all hotels received no support at all.

6. A discussion took place on the classification of hotels into:-

- 3247
- (a) Mess Hotels - i.e. used as Officers Messes.
 - (b) Transit Hotels - i.e. used solely for personnel
travelling on duty.
 - (c) Transit and Leave Hotels - i.e. rest or holiday
hotels

with a graded scale of service charge compulsory in each class. No
agreement could be reached.

7. Points raised in discussion on Minute No.3 were:-

For the recommendation.

To make recommendation to the Home Area Sub Committee (Labour and Wages Control Committee) on the question of a service charge in all Hotels.

2. The Meeting could not reach agreement on a unanimous recommendation on the question of service charges in hotels.

3. A recommendation that a service charge should not be permitted in any of the Allied Hotels in Rome, was agreed by seven (7) hotels, with four (4) dissentients and one (1) no vote.

4. The four dissentients to the above recommendation proposed that a service charge should continue to be levied at the discretion of the Military Manager and/or the Committee or Service running the hotel, as is the practice at present.

5. A recommendation that a fixed service charge should be compulsory in all hotels received no support at all.

6. A discussion took place on the classification of hotels into:-

- 32A7
- (a) Mess Hotels - i.e. used as Officers Messes.
 - (b) Transit Hotels - i.e. used solely for personnel travelling on duty.
 - (c) Transit and Leave Hotels - i.e. rest or holiday hotels

with a graded scale of service charge compulsory in each class. No agreement could be reached.

7. Points raised in discussion on Minute No.3 were:-

For the recommendation.

In view of the increase in wages and the fact that basic wages are now adjusted to remove former irregularities between "seen" and "unseen" staff there is no longer any necessity to distribute a service charge.

Against the recommendation.

The removal of a service charge which is distributed pro rata amongst all the staff would lead to uncontrolled tipping from which great dissatisfaction would arise between "seen" and "unseen" staff.

Sheet 2/Continued.....

"Seen" staff would tend to float away from Mass or Transit Hotels, towards the leave hotels where tipping is greater. Therefore the present anomaly - if there is one, would only be aggravated.

HM/CM/502/A
RTW/cg
19 June '45

R. T. Whatley

R. T. Whatley. Capt. ACC.
Hotel Management Section. (Br).

Distribution:-

AA/QMG.

Hotel Management Section. (Am). (2)

Lebour Branch R.A.A.C. (12)

Supervisor "B" A.F.H.Q. Pool for Transit Duties.

The Military Manager, Hotel Eden.

" " Continental.

" " Imperiale.

" " Minerva.

" " D'Azeoglio.

" " Quirinale.

" " Victoria.

" " Boston.

" " de la Ville.

" " Patria.

" " Mediterraneo.

" " Anglo Americano.

" " Reale.

" " Igen.

File.

Plant.

Spare 6.

SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES.

Grade	Male or Female	Rome Province Basic Rate			Basic Pay	Plus				Italian R
		Basic Max	PLUS C of L	TOTAL HOME		Presence Indemnity	3 Depend- ents	Coro- Vita	Cont & Care	
<u>I. UNSKILLED LABOUR.</u>										
Unskd. Labr without family	Male	95	175	270	72	18	-	35	1	
" " with "	"				72	18	30	35	1	
Unskd Labr without "	Female	81	100	181	56	10	-	25	1	
" " with "	"				56	10	30	35	1	
<u>Wholesale Trades.</u>										
Unskd labr without "	Male	95	175	270	72	18	-	35	1	
" " with "	"				72	18	30	35	1	
<u>Commercial Rates.</u>										
<u>II. ADMIN. CLERICAL AND OFFICE EMPLOYEES.</u>										
Clerk without family	Male	3960	4290	8250	2263	450	-	1050	50	
" with "	"				2263	450	884	1050	40	
" without family	Female	3356	2420	5776	1337	250	-	750	20	
" with "	"				1337	250	884	1050	40	
Typist without family	Male	3960	4290	8250	1612	450	-	1050	30	
" with "	"				1612	450	884	1050	40	
" without family	Female	3960	2240	6200	1305	250	-	750	20	
" with "	"				1305	250	884	1050	40	
Accountant without family	Male	5940	4630	10570	3004	450	-	1050	30	
" with "	"				3004	450	884	1050	40	
" without family	Female	5049	2270	7319	3004	250	-	750	20	
" with "	"				3004	250	884	1050	40	

NOTES:

1. In view of the differential between the CLB for Male and Female employees introduced in Rome w.o.f. the presented by the Italian Chamber of Labour, Rome Province, in connection with unskilled labour and by the in connection with Administrative, Clerical and Office employees, to the effect that female rates for the individual employees were. No account has been taken of the 13th month bonus paid by civilian firms.
2. In the above comparative table, industrial and commercial rates cited are the legal minima. Individual
3. The difference between a man's and a woman's total emoluments (especially when the employee has dependents) industrial and commercial rates of pay as it is in the present Allied Forces Wage Scale in Rome.
4. The Allied Forces Wage Scale does not differentiate between males with and without dependents and it is differentiate between females with and without dependents. The Allied Forces rates for males shown at industrial & commercial rates for males with dependents, whereas the Allied Forces rates for females at commercial rates for females without dependents.

SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES.

APPENDIX "B"

Inco Basic Rate PLUS C of L	TAKS HMS	Base Pay	Prenonce Indemnity	Plus 3 Depend- ents	Italian Rates		Social Insurance	TAKS HMS
					Coro- Vita	Cont. & Caropene		
							Minus	
175	270	72	18	30	35	128	1.5	251.5
		72	18		35	128	1.5	281.5
			10		25	90	1.5	179.5
100	131	56	10	30	25	128	1.5	257.5
		56						
					35	128	1.5	228.5
					35	128	1.5	258.5
175	270	49	19	30	35			7491
		42	13					8777
					1050	3840	117	5429
4290	8250	2263	450	884	1050	4125	108	8038
		2133	450		750	4125	108	
2420	5736	1337	250	884	1050			6348
		1337	250					8017
					1050	3840	104	5103
4290	3230	1612	450	884	1050	4125	102	7712
		1612	450		750	2700	102	
		1505	250	884	1050	4125		3213
2340	6240	1505	250					9382
					1050	3840	131	6573
4030	5670	3004	450	884	1050	4125	131	9182
		3004	450		750	2700	131	
		3004	250	884	1050	4125		
2270	7319	3004	250					

the CIB for Male and Female employees introduced in Rome w.e.f. the 1 May '45, a case has been
 Labour, Rome Province, in connection with unskilled labour and by the Labor Sub-Commission, AC.
 Clerical and Office employees, to the effect that female rates for these grades are not too low.
 Industrial and commercial rates cited are the legal minima. Individual firms may and do pay
 account has been taken of the 13th month bonus paid by civilian firms nor of indemnities on discharge.
 a woman's total emoluments (especially when the employee has dependents) is not so marked in the
 of pay as it is in the present Allied Forces Wage Scale in Rome.
 not differentiate between males with and without dependents and it is not suggested that it should
 th and without dependents. The Allied Forces rates for males shown above do however approximate the
 or males with dependents, whereas the Allied Forces rates for females approximate the industrial &
 about dependents.

SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES.
AQUILA AND RIETI PROVINCES.

Grade	Allied Force Basic Rate				Italian Indu				
	Male or Female	Basic Max	Plus C of L	TAKK HOME	Base Pay	Presence Indemnity	3 Dependents	Caro- vita	Ca & b
<u>AQUILA.</u>									
Cook	Male	4000	1175	5175	2125	420	945	900	
Clerk	"	3600	1325	4925	1785	468	1189	900	
Carpenter	"	120	75	195	72	13	28	30	
Baker (Pastry Maker)	"	120	75	195	144	13	28	30	
Chauffeur Mechanic	"	125	72	197	57	13	28	30	
Unskilled Lab.	"	85	75	160	52	13	28	30	
" "	Female	72	75	147	20.40	7.80	27	30	
<u>RIETI.</u>									
Cook	Male	4000	1175	5175	930	420	340	900	
Clerk	"	3600	1325	4925	2310-3450	420	340	900	
Carpenter	"	120	75	195	60	10	28	30	
Chauffeur Mechanic	"	125	72	197	64	10	28	30	
Unskilled Lab.	"	82	75	160	134	-	28	-	
" "	Female	72	72	147	83	-	27	-	
* Carobano only.									

■ Caropano only.

NOTES:

1. At present the Allied Forces (American and British Units) employ the following in Aquila and Rieti :

	<u>Aquila</u>	<u>Rieti</u>
Clerical & Supervisory	15	5
Artisans	73	158
Miscellaneous (Hotels etc)	164	45
Unskilled	50	105
	<u>302</u>	<u>313</u>

There is no general shortage of labour in Aquila as local industry and commerce are negligible and there are no refugees in the vicinity. Only certain tradesmen are difficult to obtain at prevailing Allied Forces rates. No difficulty of supply of labour for Allied Units at prevailing rates.

2. A case has been presented by the AMRC., Aquila, and by the Italian Chamber of Labour, Rieti Province, of increases adopted for Allied Forces employees in Rome Province v.o.f. the 1st of May and 1st June 1945 between our maximum wages and the legal minimum agreed on Provincially.

SPECIAL COMPARISON TABLE: CIVILIAN LABOUR RATES.
AQUILA AND RIETI PROVINCES.

APPENDIX "C"

All Force Basic Rate			Italian Industry Rates						
	Plus C of L	TAKE HOME	Base Pay	Presence Indemnity	PLUS 3 Dependents	Care- vita	Onropene & Cont.	MINUS Social Insurance	TAKE HOME
0	1175	5175	2125	420	945	900	3000	36	7354
0	1325	4925	1785	468	1189	900	3600	71	7871
0	75	195	72	13	28	30	105	1.5	246.5
0	75	195	144	13	28	30	50	1.5	263.5
5	72	197	57	13	28	30	115	1.5	241.5
5	75	160	52	13	28	30	105	1.5	226.5
2	75	147	20.40	7.80	27	30	105	1.5	138.7
0	1175	5175	220	420	340	900	3090	45	6195
0	1325	4925	2312-3450	420	340	900	3090	45	7515-8655
0	75	195	46	10	28	30	116	1.5	222.5
0	72	197	64	10	28	30	95	1.5	226.5
0	75	160	134	-	28	-	12	1.5	222.5
2	75	147	88	-	27	-	12	1.5	125.5

and British Units) employ the following in Aquila and Rieti :

	Aquila	Rieti
Supervisory	15	5
	73	158
ous (Hotel etc)	164	45
	50	105
	<u>302</u>	<u>313</u>

in Aquila as local industry and commerce are negligible and there is a large body of A.C. main tradesman are difficult to obtain at prevailing Allied Forces Rates. In Rieti there is Allied Units at prevailing rates.

A.C., Aquila, and by the Italian Chamber of Labour, Rieti Province, to increase the C.L. in view as employees in Rome Province v.o.f. the 1st of May and 1st June and in view of the difference al minimum agreed on Provincially.

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HEADQUARTERS ALLIED COMMISSION
APO 394
LABOR SUB-COMMISSION

DCS/sb

2 July 1945

TEL : 461

REF : LSC/906/912

SUBJECT: Labor - Local Wage Agreements.

TO : Commanding General
Rome Area Allied Command
APO 794

1. This is in reply to your AG 320 of 28 June 1945.
2. Paragraph 3 of your letter has been noted. This sub-commission will undertake to advise the AML of your HQ whenever it appears that wage increase negotiations in local industry are in progress.

DAVID C. SACHS
Deputy Director
Labor sub-commission

5244

Circulation & File

COPY No. 18

ROTH AREA ALLIED COMMAND

A.P.O. 794 U.S. ARMY.

LABOUR AND WAGES CONTROL COMMITTEE, A.P.O. U.S. ARMY.

HOME AREA SUB-COMMITTEE.

29. The FOURTH Meeting of the Home Area Sub-Committee was held on Monday, 11th June, 1945 in the Labour Information Room, Headquarters, Home Area Allied Command, C.M.F.

Present. Lt. Col. W.J. BOSTOCK (Chairman) representing British Army.

Capt. J.N. MACGILL
Lt. Mills Gardner-Clark
Lt. C. Whitland
2/Lt. C.B. Holstead
Lt. Col. H.W. Drayton
Lt. L.L. Wilkinson
Lt. Peroni

US Army.
US Navy.
Royal Navy
Royal Air Force.
HQ ALCON.
HQ PBS.
French Army.

In Attendance.

Major W.M. Cheshire
Capt. R.L. Whitley
Mr. David Sachs
Lt. Col. B.W. Michelson
Major S.J.B. Loudon

Hotel Management.
Catering Adviser
HQ ALCON.
AFIRS.
AFIRS.

30. The Minutes of the THIRD meeting held on 4 Jan 45 having been circulated to members were received and passed as being a true record. The Chairman reported action taken to implement the recommendations of the Committee and that the matter of continuing the service charge levied in certain hotels was still the subject of consideration.

31. The proceedings of a meeting of interested parties in the Hotel Industry held on 7 Jan 45 having been circulated to members were received and matters arising therefrom were discussed.

32. Cost of Living Bonus. - Hotel Mess and Club Grades.
The Committee accepted the advice of the interested parties as to the necessity for awarding an increase to the present Cost of Living Bonus. It was noted that as the majority of Hotels in Home Area are operated by the Allied Forces, there was difficulty in securing a comparison with rates prevailing in such small hotels as are continuing to operate commercially. In any event, such Hotels would not be paying any comparable salaries to their employees who continue to receive their principal remuneration by way of percentages and gratification. Representatives of the "owners" unanimously agreed to increases being given.

33. Recommendations. - Cost of Living Bonus.

In attendance.

Major W.M. Cheshire
Capt. R.L. Whitley
Mr. David Socha
Lt. Col. B.M. Macdonald
Major S.J.B. Louder

Hotel Management.
Catering Adviser
HQ ALCON.
AFLES.
AZLES.

30. The minutes of the THIRD meeting held on 4 Jun 45 having been circulated to members were received and passed as being a true record. The Chairman reported action taken to implement the recommendations of the Committee and that the matter of continuing the service charges levied in certain hotels was still the subject of consideration.

31. The proceedings of a meeting of interested parties in the Hotel Industry held on 7 Jun 45 having been circulated to members were received and matters arising therefrom were discussed.

5213

32. Cost of Living Bonus. - Hotel Men and Club Garden.
The Committee accepted the advice of the interested parties as to the necessity for awarding an increase to the present Cost of Living Bonus. It was noted that as the majority of Hotels in Rome are operated by the Allied Forces, there was difficulty in securing a comparison with rates prevailing in such well hotels as are continuing to operate commercially. In any event, such Hotels would not be paying any comparable salaries to their employees who continue to receive their principal remuneration by way of perquisites and gratuation. Representatives of the "Gente" unanimously agreed to increases being given.

33. Recommendations. Cost of Living Bonus.
The Committee recommends to the Commanding General that :
the maximum permissible Cost of Living Bonus for Civilians employed in Allied Controlled Hotels, Clubs and Messes in Rome Province be increased by the following additions :-

- for all adult workers of either sex an increase of Sixty (60) lire per day, equal to One thousand eight hundred (1,800) lire per month.
- for all juvenile workers of either sex an increase of twenty (20) lire per day, equal to Six hundred (600) lire per month.

and c. the increases be authorized as effective from 1 Jun 45.

Continued Sheet No. 2.

- 2 -

34. Rates of Pay, Hotel, Mess and Club Grades.
The Committee has received the proposed rates of pay for the Hotel, Mess and Club Grades. It has also received the existing Schedule of Basic Pay of Hotel Grades. It has submitted that the present rates were agreed in September 1944, shortly after the occupation of the Hotel by the Allied Forces, and were based on the rates in force in England and the North, with slight modifications. The rates were agreed to at a time when it was the policy to maintain wages at existing levels. The Hotel which had frequently pointed out depression, the fact that certain responsible grades were underpaid and that certain employees were in a position to receive gratuation whilst others were not. This should be taken into consideration when rates are determined.
It was considered desirable to occur to maintain the standard of services expected, that every effort should be made to conform to the "fair wage" principle and that the rate of remuneration paid to an employee should be in accordance with his responsibilities, services and qualifications.

Hotel Management submitted a proposal for the establishment of two additional occupational classifications, viz: SECOND CHIEF and SECOND HEAD WAITER.

It was noted that insurance granted to Hotel Grades would affect similar occupations in the Club and Mess Schedule. There had recently been some difficulty in retaining cooks employed in unit messes due to the fact that unskilled labourers are now receiving rates in excess of those authorized for cooks.

35. Recommendations. Basic Grades - Hotel, Club and Mess Grades.
The Committee recommended to the Commanding General that:

- the schedule of rates of pay for Hotel employees submitted by this Command on 16 Nov 44 be superseded with effect from 1 Jan 45 by the revised schedule of rates of pay attached as Appendix "A" hereto, but that the maximum rates laid down shall continue to apply to certain selected levels of the Hotel Mess Grades until, and until the maximum rates laid down (10) be made shall continue to apply to all other Hotels.
- the schedule of rates of pay for Club and Mess Grades published by this Command on 16 Nov 44 be superseded with effect from 1 Jan 45 by the revised schedule of rates of pay attached as Appendix "B" hereto.
- application be submitted to the Commanding General to authorize the inclusion of two new occupational classifications in the Hotel Schedule at the rates quoted, viz:

Second Chief 2500 - 6000 lms per month.
Second Head Waiter 3500 - 5500 lms per month.

36. Payable Employees - Administrative, Clerical and Technical Grades.
It is noted that the proposed rates for the Hotel Mess Grades are in accordance with the rates for the Hotel Mess Grades. It is noted that the proposed rates for the Hotel Mess Grades are in accordance with the rates for the Hotel Mess Grades.

Hotel Management submitted a request for the establishment of two additional occupational classifications, viz: FOOD CHIEF and FOOD HAND MAINT.

It was noted that increases granted to Hotel Graden would affect similar occupations in the Club and Moss Garden. There had recently been some difficulty in retaining cooks employed in unit messes due to the fact that unskilled laborers are now receiving rates in excess of those authorized for cooks.

35. Recommendations. Basic Rates - Hotel, Club and Moss Garden.
The Committee recommends to the Commanding General that:

a. the schedule of rates of pay for Hotel employees published by this Command on 16 Nov 44 be superseded with effect from 1 Jan 45 by the revised schedule of rates of pay attached as Appendix 'A' hereto, but that the maximum rates 1944 remain shall continue to apply to certain selected 10 class of the 12-class standard only, and that the minimum rates 1944 be 10% per week shall continue to apply to all other hotels.

b. the schedule of rates of pay for Club and Moss Garden published by this Command on 16 Nov 44 be superseded with effect from 1 Jan 45 by the revised schedule of rates of pay attached as Appendix 'B' hereto.

c. application be submitted to AFMHS to authorize the inclusion of two new occupational classifications in the Hotel Schedule at the rates quoted, viz:

FOOD CHIEF 2500 - 5000 Lira per month.
FOOD HAND MAINT 3000 - 5500 Lira per month.

36. Hotel Employees - Administrative, Office and Clerical Grades.
IQ AFMHS and PM reported discontent among female employees engaged in responsible positions due to the fact that recent increases were awarded by comparison with minimum rates for females (non-dependents of families) prevailing in Italian Industry. A considerable proportion of the higher grade female clerical staff employed by AFMHS are dependents, and according to Italian practice, being legally considered as heads of families, would receive certain allowances and indemnities at equivalent rate rates. In the lengthy discussion which followed the Chairman outlined the policy referring to families and explained that the recent increases were authorized in order to bring the minimum 1944 rate into line with the minimum rate applicable to new hires in private industry. It was higher than the reported minimum rates for a matter of several percentages as between individual employees and the AFMHS.

Continued above p. 34

- 3 -

37. HQ ALOOM agreed to pursue further inquiries as to actual prevailing rates and to discuss the matter with Labour Branch, BAO, with a view to presenting a more complete case at an early meeting.
38. It was agreed that the Chairman would convene further meetings as business arose.

W. J. BOSTOCK

W.J. BOSTOCK,
Lt. Colonel,
Chairman,
Assistant Director of Labour,
Rome Area Allied Command.

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APPENDIX "A"

SALAR SCHEDULE FOR HOTEL EMPLOYEES OF THE ALLIED
FORCES APPLIED WITHIN THE BOUNDARIES OF HOME PROVINCES.
(effective 1 Jun 45)

MONTHLY RATES.

GRADES	Scale of Pay	
	Min.	Max.
Manager	4500	8600
Asst. Manager, Head Receptionist or personnel controller.	3500	6700
Chief Cashier	3000	5500
Book-keeper	2500	4500
Hall Porter	3000	6500
Porter	2500	3500
Hotel Watchman	2700	3900
Telephone Operator (Male or Female)	2100	3600
(English speaking)		
Telephone Operator (Male or Female)	2000	2500
(non English speaking)		
Elevator Operator	2300	2800
Bell Boy	2500	2800
Bell Boy (under 15 yrs of age)	-	1650
Brakeman	2500	3300
Head Waiter	3400	6500
Waiter	2700	4400
Waitress	2200	3100
Asst. Waiter	2500	2800
Barman	3500	4500
Head Cook or Chef	2900	6000
Cook	2700	5000
Asst. Cook	2500	3500
Rot and Wash-dishwasher	2500	3000
Dishwasher	2500	4500
Steward, Porter	2500	3500
Still Room Hand	2500	4500
Housekeeper (Female)	2400	4500
Linens Room, Linen Hand (Female)	2300	3000
Cashier	2400	3000
Laundry Hand (Male)	2700	4000
Laundry Man (Female) or Ironing Woman	2400	2900
Hotel Plumber	2400	4000
Hotel Electrician	2550	4500
Hotel Painter	2550	4000
Hotel Boilerman	2400	4000
Hotel Mason	2400	4000
Hotel Carpenter	2400	4000
Juveniles (male and female) (under 18 yrs of age)	-	1650
(all grades)		

Elevator Operator	2300	2800
Bell Boy	2300	2800
Bell Boy (under 18 yrs of age)	-	1650
Burglar	2500	3500
Head Butler	3600	6300
Waiter	2700	4400
Waitress	2600	3900
Asst. Waiter	2500	3800
Barman	2900	4000
Band Cook or Chef	2700	5000
Cook	2500	3500
Asst. Cook	2500	3200
Port and Utensil Washer	2500	3000
Bibber	2500	3000
Steward, Cabin	2500	4500
Stall Room Hand	2500	3500
Housekeeper (Female)	2100	4600
Linens Room, Linen Hand (Female)	2100	3800
Laundry Room (Male)	2500	3000
Laundry Room (Female) or Ironing Woman	2700	4000
Hotel Plumber	2100	4000
Hotel Electrician	2550	4500
Hotel Painter	2550	4000
Hotel Boilerman	2400	4000
Hotel Mason	2400	4000
Hotel Carpenter	2400	4000
Juveniles (male and female) (under 18 yrs of age)	..	1650
(all grades)		

ANNEX "B"

SALARY SCHEDULE FOR RANGERS AND CLERK EMPLOYEES OF THE
ARMED AND ARMED FORCES AT THE BOUNDARIES OF RUMI PROVINCE.
 (Effective 1 Jun 45)

MONTHLY RATES.

GRADE	Scale of Pay	
	Min.	Max.
Asst. Cook	2500	3500
Asst. Manager	3000	5000
Asst. Writer	2500	2800
Asst. Clerk	3500	4500
Cashier	2500	4200
Cook	2700	4800
Dish Washer	2500	3000
Handyman	2500	3000
Head Cook	2900	6000
Pen/Writer	3000	5000
Housekeeper (female)	2400	4000
Laundryhand (male)	2700	3800
Linen Keeper, Linen Hand (female)	2100	3600
Manager	3900	7000
Orderly, British Mess.	2500	3000
Writer	2700	3700
Waitress	2200	3100
Juveniles (male and female) (under 18 yrs of age) (all grades)	-	1650

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LABOR SUB-COMMISSION
A.C.
Routing Slip

	Initials	Date
Mr. W.H. BRAINE		
Mr. SACHS		
~~Mr. DI FEDE~~		
~~Mr. AIREY~~		
Mr. SCOTT		
Mr. PROCTOR		
Miss STEVENSON		
Miss SANSEVERINO		
Chief Clerk		

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ROME AREA ALLIED COMMANDA.P.O. 704 U.S. ARMY.LABOUR AND WAGES CONTROL COMMITTEE, A.P.O. L.R.S.ROME AREA SUB-COMMITTEE.

29. The FOURTH Meeting of the Rome Area Sub-Committee was held on Monday, 11th June, 1945 in the Labour Information Room, Headquarters, Rome Area Allied Command, O.M.P.

Present. Lt. Col. W.J. DOGGETT (Chairman), representing British Army.

Capt. J.M. MAXWELL
Lt. Mills Gardner-Oliver
Lt. C. Maitland
2/Lt. G.B. Holstead
Lt. Col. N.W. Dragnoff
Lt. L.L. Wilkinson
Lt. Peroni

US Army.
US Navy.
Royal Navy
Royal Air Force.
HQ Alcon.
HQ PBS.
French Army.

In attendance.

Major W.M. Cheshire
Capt. R.L. Whitley
Mr. David Sachs
Lt. Col. B.d. Michelson
Major S.J.B. Lowden

Hotel Management.
Catering Adviser
HQ ALCON.
AFIRS.
AFIRS.

30. The Minutes of the THIRD meeting held on 4 Jun 45 having been circulated to members were received and passed as being a true record. The Chairman reported action taken to implement the recommendations of the Committee and that the matter of continuing the service charge levied in certain hotels was still the subject of consideration.

31. The proceedings of a meeting of interested parties in the Hotel Industry held on 7 Jun 45 having been circulated to members were received and matters arising therefrom were discussed.

32. Cost of Living Bonus. - Hotel Owners and Club Owners.
The Committee accepted the advice of the interested parties as to the necessity for awarding an increase to the present Cost of Living Bonus. It was noted that as the majority of Hotels in Rome are operated by the Allied Forces, there was difficulty in securing a comparison with rates prevailing in such small hotels as are continuing to operate commercially. In any event, such Hotels would not be paying any comparable salaries to their employees who continue to receive their principal remuneration by way of perquisites and gratuities. Representatives of the "owners" unanimously agreed to increases being given.

33. Recommendations. Cost of Living Bonus.
The Committee recommends to the Commanding General that:

Lt. Peroni

In Attendance.

Major W.M. Cheshire
 Capt. R.L. Whitley
 Mr. David Sachs
 Lt. Col. B.M. Michelson
 Major S.J.D. Louisa

HQ PXS.
 French Army.

Hotel Management.
 Catering Advisor
 HQ ALCON.
 AFRES.
 AFRES.

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31. The proceedings of a meeting of interested parties in the Hotel Industry held on 7 Jun 45 having been circulated to members were received and matters arising therefrom were discussed.

32. Cost of Living Bonus. - Hotel Men's and Club Grades.
 The Committee accepted the advice of the interested parties as to the necessity for awarding an increase to the present Cost of Living Bonus. It was noted that on the majority of Hotels in Rome are operated by the Allied Forces, there was difficulty in securing a comparison with rates prevailing in such small hotels as are continuing to operate considerably. In any event, such Hotels would not be paying any comparable salaries to their employees who continue to receive their principal remuneration by way of percentages and gratuities. Representatives of the "owners" unanimously agreed to increases being given.

33. Recommendations. Cost of Living Bonus.
 The Committee recommends to the Commanding General that :

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the maximum permissible Cost of Living Bonus for Civilians employed in Allied Controlled Hotels, Clubs and Messes in Rome Province be increased by the following additions :-

- a. for all adult workers of either sex an increase of Sixty (60) Lire per day, equal to One thousand eight hundred (1,800) Lire per month.
- b. for all juvenile workers of either sex an increase of twenty (20) Lire per day, equal to Six hundred (600) Lire per month,

and c. the increases be authorized as effective from 1 Jun 45.

Continued Sheet No. 2.

- 2 -

34. Letter of 20th April, 1944, from the Chief of the
General Staff, War Office, London.
 The Committee considered the advice of the Inter-Allied Committee on the Revision of the Rates of Pay of Hotel Grades. It was submitted that the present rates were agreed in September 1944, shortly after the occupation of the Hotel by the Allied Forces, and were based on the rates in force in London and the north, with slight modifications. The rates were agreed to at a time when it was the policy to maintain wages at existing levels. The Hotel under had frequently pointed out disparities, the fact that certain responsible grades were underpaid and that certain employees were in a position to receive gratuities whilst others were not. This should be taken into consideration when rates are determined.

It was considered desirable in order to maintain the standard of service expected, that every effort should be made to conform to the "fair wage" principle and that the rate of remuneration paid to an employee should be in accordance with his very qualifications, service and qualifications.

Hotel Management submitted a proposal for the establishment of two additional occupational classifications, viz: SECOND CHIEF and SECOND HEAD WAITER.

It was noted that increased granted to Hotel Grades would affect similar occupations in the Club and Mess Bohemia. There had recently been some difficulty in retaining cooks employed in unit messes due to the fact that unskilled labourers are now receiving rates in excess of those authorized for cooks.

35. Recommendations. Basic Rates - Hotel, Club and Mess Grades.
The Committee recommends to the Commanding General that:

- the schedule of rates of pay for Hotel employees published by this Command on 16 Nov 44 be superseded with effect from 1 Jan 45 by the revised schedule of rates of pay attached as Appendix 'A' hereto, but that the maximum rates for Hotel employees shall continue to apply to certain selected levels of the General Staff (including only), and that the maximum rates for Hotel (10 per cent) shall continue to apply to all other Hotels.
- the schedule of rates of pay for Club and Mess Grades published by this Command on 16 Nov 44 be superseded with effect from 1 Jan 45 by the revised schedule of rates of pay attached as Appendix 'B' hereto.
- application be submitted to the War Office to authorize the inclusion of two new occupational classifications in the Hotel Schedule at the rates quoted, viz:

Second Chief	2500 - 6000	line per month.
Second Head Waiter	3500 - 5500	line per month.

36. Female Employees - Administrative, Dining and General Grades.
HQ ALCON and PH reported discontent among female employees engaged in responsible positions due to the fact that recent increases were awarded by comparison with minimum rates for similar (non-heads of families) prevailing in Italian industry. A considerable proportion of the higher grade female clerical staff employed by ALCON and PH have dependents,

It was noted that increases granted to Hotel Garden would affect similar occupations in the Club and Moss Garden. There had recently been some difficulty in retaining cooks employed in unit messes due to the fact that unskilled labourers are now receiving rates in excess of those authorized for cooks.

35. Recommendations. Basic Rates - Hotel, Club and Moss Garden.
The Committee recommends to the Commanding General that:

- a. the schedule of rates of pay for Hotel employees published in this Command on 16 Nov 44 be superseded with effect from 1 Jan 45 by the revised schedule of rates of pay attached as Appendix 'a' hereto, but that the maximum rates for female (non-dependent) employees, selected levels of the 'dependant' schedule and that the minimum rates for male (10 per cent) will continue to apply to all other hotels.
- b. the schedule of rates of pay for Club and Moss Garden published by this Command on 16 Nov 44 be superseded with effect from 1 Jan 45 by the revised schedule of rates of pay attached as Appendix 'b' hereto.
- c. application be submitted to AFHQ to authorize the inclusion of two new occupational classifications in the Hotel Schedule at the rates quoted, viz:

General Clerk 2200 - 5000 lire per month.
General Cook 1800 - 4000 lire per month.

36. Female Employees - Administrative, Office and Domestic Grades.
HQ AFHQ and PWB reported discontent among female employees engaged in responsible positions due to the fact that recent increases were awarded by comparison with minimum rates for families (non-dependant) prevailing in Italian industry. A considerable proportion of the higher grade female clerical staff employed by AFHQ and PWB have dependants, and according to Italian practice, being legally considered as heads of families, would receive certain allowances and indemnities at equivalent male rates. In the latter discussion which followed the Chairman outlined the policy regarding to families and emphasized that the recent increases were authorized in order to bring the maximum Allied rate into line with the minimum rate reported as prevailing in private industry. Rates higher than the reported minimum rates would result in a number of mutual arrangements as between individual employers and employees.

Continued above No. 2.

- 3 -

37. HQ ALCOM agreed to pursue further inquiries as to actual prevailing rates and to discuss the matter with Labour Branch, RAC, with a view to presenting a more complete case at an early meeting.

38. It was agreed that the Chairman would convene further meetings as business arose.

W. J. BOSTOCK

W. J. BOSTOCK,
Lt. Colonel,
Chairman,
Assistant Director of Labour,
Rome Area Allied Command.

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37. HQ ALOOM agreed to pursue further inquiries as to actual prevailing rates and to discuss the matter with Labour Branch, RAC, with a view to presenting a more complete case at an early meeting.

38. It was agreed that the Chairman would convene further meetings as business arose.

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Chairman,
Assistant Director of Labour,
Rome Area Allied Command.

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 9. CAO, AFHQ.
 10. Labour Directorate, AFHQ.
 11. ALCON, Rome.
 12/14. AFLES, Rome.
 15. G-4 (Br) RAAC.
 16. G-4 (US) RAAC.
 17. DAHL (Civil) 2902 CHH.
 18/20. Labour Sub-Commission, HQ AC.
 21. DOL No. 1 District.
 22. DOL No. 2 District.
 23. DOL No. 3 District.
 24. IRL 8 Army.
 25. C-G 15 Army Gp (2nd Labour).
 26. ADL 5 (E) RAAC.
 27. ADL 1st Force, Sub-Staff Office (Lab).
 28. ADL 1st " " " " " "
 29. ADL 2nd " " " " " "
 30/35. HQ No. 3 District, CMA.
 36. HQ No. 52 Area CMA.
 37. HQ No. 54 Area CMA.
 38. HQ No. 56 Area CMA.
 39. HQ No. 94 Sub-area CMA.
 40. HQ No. 203 Sub-area CMA.
 41. Hotel Management (CM) RAAC.
 42. Catering Services (CM) RAAC.
 43. FILE.
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APPENDIX "A"

SALARY SCHEDULE FOR HOTEL EMPLOYEES OF THE ALLIED
POWERS EMPLOYED WITHIN THE BOUNDARIES OF HOME PROVINCE.
(effective 1 Jun 45)

MONTHLY RATES.

GRADES	Scale of Pay	
	Min.	Max.
Manager	4500	8600
Asst. Manager, Head Receptionist or personnel controller.	3500	6500
Chief Cashier	3000	5500
Book-keeper	2500	4500
Hall Porter	3000	6500
Porter	2500	3500
Hotel Watchman	2700	3900
Telephone Operator (Male or Female)	2100	3600
(English speaking)		
Telephone Operator (Male or Female)	2000	2500
(non English speaking)		
Elevator Operator	2500	2800
Bell Boy	2500	2500
Bell Boy (under 18 yrs of age)	-	1550
Handyman	2500	3300
Head Writer	3400	6500
Writer	2700	4400
Waitress	2200	3100
Asst. Waiter	2500	2800
Burner	3500	4500
Head Cook or Chef	2900	5000
Cook	2700	3500
Asst. Cook	2500	3300
Pot and Utensil washer	2500	3000
Dishwasher	2500	3000
Storeman, Storewoman	2500	4500
Still Room Hand	2500	3500
Housekeeper (Female)	2400	4600
Linen Keeper, Linen Hand (Female)	2100	3800
Carboyman	2100	3000
Laundry Hand (Male)	2700	4000
Laundry Hand (Female) or Ironing Woman	2100	2900
Hotel Plumber	2400	4000
Hotel Electrician	2550	4500
Hotel Painter	2550	4000
Hotel Poilorman	2400	4000
Hotel Mason	2400	4000
Hotel Carpenter	2400	4000
Juveniles (male and female) (under 18 yrs of age)	-	1550
(all grades)		

Telephone Operator (Male or Female) (English speaking)	2400	3600
Telephone Operator (Male or Female) (non English speaking)	2000	2500
Elevator Operator	2500	2800
Bell Boy	2400	1650
Bell Boy (under 18 yrs of age)	-	3300
Handyman	2500	6500
Head Waiter	3400	4400
Waiter	2700	3400
Waitress	2200	2800
Asst. Waiter	2500	4500
Burner	3500	5000
Head Cook or Chef	2900	5000
Cook	2700	3500
Asst. Cook	2500	3300
Pot and Utensil Washer	2500	4500
Dishwasher	2500	3500
Steward, Portrayan	2900	4500
Bell Room Hand	2500	3500
Housekeeper (Female)	2400	4600
Linen Roomer, Linen Hand (Female)	2400	3600
Cleaner	2400	3000
Laundry - Hand (Male)	2700	4000
Laundry (Male or Female) or Ironing Woman	2400	2900
Hotel Plumber	2400	4000
Hotel Electrician	2550	4500
Hotel Painter	2550	4000
Hotel Boilerman	2400	4000
Hotel Mason	2400	4000
Hotel Carpenter	2400	4000
Juveniles (male and female) (infer 18 yrs of age) (all grades)	-	1650

ANNEX "B"

SALARY SCHEDULE FOR MEN AND CLUB EMPLOYEES OF THE
ARMED AND FORCES (THE 111 BATTALIONS OF ROYAL PROVINCIAL
(Effective 1 Jun 45)

MONTHLY RATES.

GRADE	Scale of Pay	
	Min.	Max.
Asst. Cook	2500	3500
Asst. Engineer	3000	5000
Asst. Writer	2500	2800
Barman	3500	4500
Cashier	2500	4200
Cook	2700	4800
Dish washer	2500	3000
Handyman	2500	3000
Head Cook	2900	6000
Handwriter	3000	5000
Housekeeper (female)	2400	4000
Laundryhand (male)	2700	3800
Linen Keeper, Linen Hand (female)	2400	3600
Manager	3900	7000
Orderly, British Mess.	2500	3000
Writer	2700	3700
Waitress	2200	3100
Juveniles (male and female) (under 18 yrs of age) (all grades)	-	165p

1820

HEADQUARTERS ALLIED COMMISSION
APO 394
LAWSON SUB-COMMISSION

DCS/rw

TEL : Ext. 416

7 June 1945

REF : LSC/218/402

SUBJECT: Rome Sub-Committee - Female Rates of Pay.

TO : G-1 (A)

Attention: Lt. Col. Dragneff

1. This will confirm your conversation with the undersigned today reference the above subject.

2. It is noted that you are entertaining the suggestion of having the male bonus apply to the female employees who are heads of families.

3. An alternative solution to the problem created by the Rome Sub-Committee might be to have a lower differential between male and females who are not heads of families. Perhaps both of these proposals might be pursued by you at the meeting when the subject is considered.

4. A valid argument which could be presented against the existing situation and in support of either or both of the proposals mentioned above is the Rome agreement in private industry itself. This agreement provides for an indemnity to men and to women who are heads of families of 125 lire; women who are not heads of families receive a bonus of 90 lire. It is submitted that the difference in the bonus awarded by the Rome Sub-Committee should be no greater than the proportionate difference as expressed in the agreement.

5. The application of the award of 100 lire to men and 55 lire to women has resulted in many anomalous situations. The maximum pay of highly skilled and well qualified female personnel is, in many cases, very close to unskilled male personnel. I am enclosing a study which brings out some of these instances. A female senior administrative assistant, for instance, will draw a maximum of 8,540 lire, whereas a typist or clerk, male, will draw 8,250 lire.

6. A further argument may be found in the Allied Forces provision which establishes 15% as the appropriate differential between male and female. It may well be argued that this represents the considered view of AFHQ on this question and that sex differentials should be upon this basis.

- 2 -

7. Labor Sub-Commission will be happy to assist you in any other way on this question. It is noted that since Allied Commission is the only unit employing substantial numbers of female personnel doing responsible work, the burden will be upon the A.C. representative to urge favorable reconsideration of this problem.

DAVID C. SACHS
Deputy Director
Labor Sub-Commission

Attachment (1)

5235

LS4/912 ✓

HEADQUARTERS
ALLIED COMMISSION
G-1 American
APO 394

WMD/tp

5 June 1945

SUBJECT: Meeting of the Local Sub-Committee of the Labor and Wages Control Committee, Rome Area Allied Command.

TO : Mr. David Sachs, Labor Sub-Commission, Allied Commission.

1. The third meeting of the Rome Area Sub-Committee of the Labor and Wages Control Committee was held at 0930 hours 4 June 1945, Headquarters RAAC, to consider the following:

a. To review minutes of the Labor and Wages Control Committee, Allied Forces Local Resources, Italian board meeting held on Wednesday 23 May 1945.

b. To read the minutes of the second meeting of this Sub-Committee held on 5 May 1945.

c. To review the rates of pay and allowances now authorized for civilian employees in hotels, mess and club grades and to consider proposals for revisions.

2. In the discussion and review of the minutes of the Allied Forces Local Resources Committee, the Chairman of the local sub-committee informed the committee that the Commanding General, Rome Area, had requested AFL RS for an increase of the financial powers authorized the local sub-committee as outlined in Allied Force Headquarters Administrative Memorandum #25. Request was based as a limited objective so as to enable the local sub-committee to meet emergency measures. The Chairman was advised informally that this request would not be approved and that if such an emergency would arise, the problem could be handled locally and authority would be received on the emergency basis.

3. It was agreed that a representative of the French Armed Forces in this area would represent on the local sub-committee.

4. Discussion and study was made of the various grades of employees in the hotel, mess and club grades. A representative from the hotel management of this area sat in on this discussion. Representatives of the hotel employees and the proprietors and managers presented their points for or against increase of wages for hotel employees. The hotel employees presented their case on the basis that the present wages were not sufficient for the family cost of living. The hotel proprietors and managers recognized and presented that the schedule should be revised and were willing to meet with the hotel employees and in a general agreement present a proposal for a revision for the various grades of employees. No formal action was taken by the committee for increase or revision of the wages of the employees.

5234

Third Meeting Labor & Wage Ontl Committee
RAAC-Mr. David Sachs, Labor S/O-dated 5 June 1945

5. It was agreed that Thursday, 7 June 1945, the hotel employees and employers would meet and submit proposals for revisions of the schedule to this committee. If a satisfactory agreement could not be reached for the revision, it was suggested that the employers and employees would submit proposals to the committee for final action.

6. No further business was taken up at this meeting.

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5233

LABOR SUB-COMMISSION
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	Initials	Date
Mr. W.H. BRAINE		
Mr. SACHS	<i>WHS</i>	
Mr. DI FEDE		
Mr. AIREY	<i>RL</i>	<i>7/6</i>
Mr. SCOTT	<i>Go</i>	<i>8/6</i>
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Chief Clerk		

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ROME AREA ALLIED COMMAND

A.P.O. 794 U.S. ARMY.

LABOUR AND WAGES CONTROL COMMITTEE, A.P.O. 794.

ROME AREA SUB-COMMITTEE.

18. The Fifth Meeting of the Rome Area Sub-Committee was held on Monday 4th June, 1945 in the Labour Information Room, Headquarters, Rome Area Allied Command, C.I.P.

<u>Present.</u>	Lt. Col. W.J. HOSKOCK,	Assistant Director of Labour representing British Army.
<u>Members.</u>	Captain J.N. MAXWELL Lt. Mills-Carmer-Clark Lt. C.H. Maitland Flt. Lt. G.A. Travis Lt. Col. H.W. Dragnoff Lt. L.L. Wilkinson Lt. Gilbert	US Army. US Navy. Royal Navy. Royal Air Force. HQ Alcom. HQ P.B.S. French Army.

In attendance. Captain R. Whitley

Barling, R.A.A.C.

Sig. E. Signorini
Mr G. Lovo
Sig. A. Pirani
Sig. G. Perra

Hotel Proprietors'
Association.

Sig. B. Castelli
Sig. de Dominicis
Sig. V.M. La Salla
Sig. G. Zambra
Sig. F. Galloni
Sig. P. Salvati

Hotel employees and
Camera del Lavoro.

5231

19. The Minutes of the thirty-fourth Meeting of the Labour and Wages Control Committee held on 23rd May 1945 having been previously circulated to members of the Sub-Committee were noted. The Chairman reported on matters arising therein with particular reference to Minute No. 159.

20. The Minutes of the SECOND Meeting of the Rome Sub-Committee having previously been circulated to members were accepted as a true record. The Chairman reported that the recommendations of the Sub-Committee had been approved by the Commanding-General and action had been taken to implement the recommendations.

21. An application was received from French Army Headquarters requesting representation on the Sub-Committee. The Commanding-General having given

In attendance, Captain R. Whetley

Lt. Guilbert

Sig. E. Sigiorini
Dr G. Lova
Sig. A. Pironi
Sig. G. Parra

Sig. E. Castelli
Sig. M. Dandinio
Sig. V.M. La Salla
Sig. G. Zucchi
Sig. P. Galloni
Sig. P. Salvati

Hotel employees and
Camera del Lavoro.

Hotel proprietors'
Association.

Quartier, R.A.A.C.

French Army.

19. The Minutes of the thirty-fourth Meeting of the Labour and Wages Control Committee held on 23rd May 1945 having been previously circulated to members of the Sub-Committee were noted. The Chairman reported on matters arising therein with particular reference to Minute No. 153.

20. The Minutes of the SECCO Meeting of the Raso Sub-Committee having previously been circulated to members were accepted as a true record. The Chairman reported that the recommendations of the Sub-Committee had been approved by the Commanding-General and action had been taken to implement the recommendations.

21. An application was received from French Army Headquarters requesting representation on the Sub-Committee. The Commanding-General having given approval First Lieutenant Guilbert was accepted as a member.

22. Hotel, Mess and Club Grades.
The Committee considered proposals to increase the rates of remuneration now authorized for Hotel, Mess and Club Grades in Rome. Representatives of the employees presented a case submitting that the present rates were insufficient to meet the increased cost of living and to support their dependants. The present rates were agreed prior to October 1st 1944 and since that date workers in other groups have received increased pay and allowances. Representatives of the Hotel owners submitted proposals to increase the pay of certain individual classifications within the Group. Discussion centred on the disparity of rates as between workers who are in direct contact with clients, and who receive additional remuneration by way of gratuities, and employees such as Cooks and Kitchen hands, whose services are indirect and remote from the client.

/ over

As the majority of the hotels in Rome are requisitioned and operated for the Allied Forces comparison between Allied Forces Rates and those prevailing in the for commercial operated hotels is of no value, particularly as in normal commercial practice many hotel employees are paid low rates of pay which are augmented by the varying amounts of gratuities received from clients.

23. The representatives of the Owners considered the complete schedule of basic rates for the Hotel Group should be revised. They also considered the present system whereby certain Allied-controlled hotels levy service charges for the benefit of their employees whilst others do not, should either be made uniform or that service charges should not be permitted in any of the Allied-controlled hotels.

24. The Committee accepted the submission of the employees that in case classification the remuneration is not adequate to maintain a reasonable standard of living for themselves and dependants, and that some increases appear to be warranted. If, however, the revisions are to be confined to certain grades, there should be adjustment of the maximum basic rates.

25. The Committee considered the owners and employees should submit mutually agreed proposals, and this having been agreed by the parties present, it was decided the Chairman should arrange a meeting during the next week, and present the proposals to the Sub-Committee as soon as practicable.

26. Annual Leave with Pay - Hotel Employees.
The Hotel Proprietors requested permission to grant paid annual holidays to employees on the grounds that it had formerly been the local standard practice to give employees such holidays, and they were anxious to restore the privilege.
It was noted that Allied regulations grant the privilege of Annual Leave with pay to monthly paid employees in the clerical and administrative grades who have served the Allied Forces satisfactorily for six months, such leave to be accumulated at the rate of one half ($\frac{1}{2}$) day per month.

27. Recommendations.
The Committee decided to support the proposal of the Hotel proprietors and recommend the Commanding-General to agree to A.F.H.C. for an agreement to AFHQ Administrative Memorandum No. 47, para. 5, to permit annual leave with pay to Hotel employees on terms similar to those laid down for other monthly paid employees.

The Committee further recommended to the Commanding-General that in the interests of uniformity and equity consideration should be given to the discontinuance of the service charge levied in some Allied-controlled hotels, from which the employee benefit; or alternatively that the system of levying a service charge be operated universally on a common basis in Allied-controlled hotels.

unwanted. If, however, the revisions are to be made, there should be adjustment of the maximum basic rates.

25. The Committee considered the errors and employees should submit mutually agreed proposals, and this having been agreed by the parties present, it was decided the Chairman should arrange a meeting during the next week, and present the proposals to the Sub-Committee as soon as practicable.

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It was noted that Allied regulations grant the privilege of Annual Leave with pay to monthly paid employees in the clerical and administrative grades who have served the Allied Forces satisfactorily for six months. Such leave to be accumulated at the rate of one half (1/2) day per month.

27. Recommendations.
The Committee decided to support the proposal of the Hotel proprietors and recommend the Commanding-General to apply to A.P.H.Q. for an amendment to AFHQ Administrative Memorandum No. 47, para. 5, to grant annual leave with pay to Hotel employees on terms similar to those laid down for other monthly paid employees.

The Committee further recommended to the Commanding-General that in the interests of uniformity and equity consideration should be given to the discontinuance of the service charge levied in some Allied-controlled Hotels, from which the employees benefit; or alternatively that the system of levying a service charge be operated universally on a cash basis in all Allied-controlled Hotels.

28. It was agreed the Chairman will convene the next meeting as soon as the agreed proposals of the Hotel proprietors and employees are received.

R. B. S. (ed.)
W. J. BOSWICK,
Lt. Colonel,
Chairman,
Assistant Director of Labour,
Rome Area Allied Command.

C.N.P.
WJR/FF.

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6. Senior British Naval Officer, R.Q., A.C.
7. Commander, No. 2 RAF Base Area, C.M.F.
8. Establishment Section, HQ Allied Commission.
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10. Labour Directorate, A.F.H.Q.
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Mr. AIRNEY	RS	7/6
Mr. SCOTT	CS	7/6
Mr. PROCTOR		7/6
<u>Miss STEVENSON</u>		7/6
Chief Clerk		

5220

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154906

ROME AREA ALLIED COMMAND

A.P.O. 724 U.S. ARMY

LABOUR AND WAGES CONTROL COMMITTEE, A.F.I.S.S.

ROME AREA SUB-COMMITTEE

18. The 21st meeting of the Rome Area Sub-Committee was held on Monday 4th June, 1945 in the Labour Information Room, Headquarters, Rome Area Allied Command, C.M.F.

Present: Lt. Col. W.J. HOETCH, Assistant Director of Labour representing British Army.

Members:
Captain J.N. MAXWELL, US Army.
Lt. Mills-Carmer-Clark, US Navy.
Lt. C.H. Maitland, Royal Navy.
Flt. Lt. C.L. Travis, Royal Air Force.
Lt. Col. H.W. Dragnoff, HQ ALOM.
Lt. L.L. Wilkinson, HQ P.B.S.
Lt. Gilbert, French Army.

In attendance: Captain R. Whitley, American, R.A.A.C.

Sig. E. Signorini, Hotel Proprietors' Association.
Sig. G. Levat
Sig. A. Pirani
Sig. G. Parra

Sig. B. Castelli, Hotel employees and Camera del Lavoro.
Sig. M. Dominio
Sig. V.A. La Sella
Sig. G. Zamboni
Sig. P. Galliani
Sig. P. Salvati

5228

19. The Minutes of the thirty-fourth Meeting of the Labour and Wages Control Committee held on 23rd May 1945 having been previously circulated to members of the Sub-Committee were noted. The Chairman reported on matters arising therein with particular reference to Minute No. 159.

20. The Minutes of the 21st Meeting of the Rome Sub-Committee having previously been circulated to members were accepted as a true record. The Chairman reported that the recommendations of the Sub-Committee had been approved by the Commanding-General and action had been taken to implement the recommendations.

21. An application was received from French Army Headquarters requesting representation on the Sub-Committee. The Commanding-General having given approval first Lieutenant Gilbert was accepted as a member.

In attendance, Captain R. Whitley
 Lt. L.L. Wilkins
 Lt. Gubert
 Capt. R. A. H. G.

Sig. E. Signorini
 Mr. G. Lova
 Sig. A. Pirani
 Sig. G. Parro

Sig. R. Castelli
 Sig. G. Dominici
 Sig. V.M. La Sella
 Sig. G. Zambra
 Sig. P. Belloni
 Sig. N. Molvati

Hotel proprietors' association.

Hotel employees and Camera del lavoro.

19. The Minutes of the thirty-fourth Meeting of the Labour and Wages Control Committee held on 23rd May 1945 having been previously circulated to members of the Sub-Committee were noted. The Chairman reported on matters arising therein with particular reference to Minute No. 159.

20. The Minutes of the XXXIX Meeting of the Rate Sub-Committee having previously been circulated to members were accepted as a true record. The Chairman reported that the recommendations of the Sub-Committee had been approved by the Commanding-General and action had been taken to implement the recommendations.

21. An application was received from French Army Headquarters requesting representation on the Sub-Committee. The Commanding-General having given approval First Lieutenant Hubert was accepted as a member.

22. Hotel, Mess and Club Grades.
 The Committee considered proposals to increase the rates of remuneration now authorized for Hotel, Mess and Club Grades in Rome. Representatives of the employees presented a case submitting that the present rates were insufficient to meet the increased cost of living and to support their dependants. The present rates were agreed prior to October 1st 1944 and since that date workers in other groups have received increased pay and allowances. Representatives of the Hotel owners submitted proposals to increase the pay of certain individual classifications within the Group. Discussion centred on the disparity of rates as between workers who are in direct contact with clients, and who receive additional remuneration by way of gratuities, and employees such as Cooks and Kitchen hands, whose services are indirect and remote from the client.

/ over

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23. The representatives of the Owners considered the complete schedule of basic rates for the Hotel Group should be revised. They also considered the present system whereby certain Allied-controlled hotels levy service charges for the benefit of their employees whilst others do not, should either be made uniform or that service charges should not be permitted in any of the Allied-controlled hotels.

24. The Committee accepted the submission of the employees that in some classifications the remuneration is not adequate to maintain a reasonable standard of living for themselves and dependants, and that some increases appear to be warranted. If, however, the revisions are to be confined to certain grades, there should be adjustment of the maximum basic rates.

25. The Committee considered the owners and employees should submit mutually agreed proposals, and this having been agreed by the parties present, it was decided the Chairman should arrange a meeting during the next week, and present the proposals to the Sub-Committee as soon as practicable.

26. Annual Leave with Pay - Hotel Employees.
The Hotel Proprietors requested permission to grant paid annual holidays to employees on the grounds that it had formerly been the local standard practice to give employees such holidays, and they were anxious to restore the privilege.

It was noted that Allied regulations grant the privilege of Annual Leave with pay to monthly paid employees in the clerical and administrative grades who have served the Allied Forces satisfactorily for six months, such leave to be accumulated at the rate of one half ($\frac{1}{2}$) day per month.

27. Recommendations.

The Committee decided to support the proposals of the Hotel proprietors and recommend the Commanding-General to apply to G.F.H.Q. for an agreement to AFHQ Administrative Memorandum No. 17, para. 5, to grant annual leave with pay to Hotel employees on terms similar to those laid down for other monthly paid employees.

The Committee further recommended to the Commanding-General that in the interests of uniformity and equity consideration should be given to the discontinuance of the service charge levied in some Allied-controlled Hotels, from which the employee benefit; or alternatively that the system of levying a service charge be operated universally on a common basis in all Allied-controlled Hotels.

28. It was agreed the Chairman will convene the next meeting as soon as the agreed proposals of the hotel proprietors and employees are received.

W. P. M. S. S. S.
W. P. M. S. S. S.

25. The Committee considered the owners and employees should submit mutually agreed proposals, and this having been agreed by the parties present, it was decided the Chairman should arrange a meeting during the next week, and present the proposals to the Sub-Committee on an as practicable.

26. Annual Leave with Pay - Hotel Employees.
The Hotel Proprietors requested permission to grant paid annual holidays to employees on the grounds that it had formerly been the local standard practice to give employees such holidays, and they were anxious to restore the privilege.
It was noted that Allied regulations grant the privilege of Annual Leave with pay to monthly paid employees in the clerical and administrative grades who have served the Allied Forces satisfactorily for six months, such leave to be accumulated at the rate of one half (1/2) day per month.

27. Recommendations.
The Committee decided to support the proposal of the Hotel Proprietors and recommend the Commanding-General to apply to A.F.M.A. for an amendment to AFHQ Administrative Memorandum No. 47, para. 3, to permit annual leave with pay to Hotel employees on terms similar to those laid down for other monthly paid employees.

The Committee further recommended to the Commanding-General that in the interests of uniformity and equity consideration should be given to the discontinuance of the service charge levied in some Allied-controlled Hotels, from which the employees benefit; or alternatively that the system of levying a service charge be operated universally on a common basis in all Allied-controlled Hotels.

28. It was agreed the Chairman will convene the next meeting as soon as the agreed proposals of the hotel proprietors and employees are received.

C.M.M.
WCH/PP.

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13.11.45
W.J. BOSTOCK,
Lt. Colonel,
Chairman,
Assistant Director of Labour,
Rene Aron Allied Command.

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7. Commander, No. 2 RAF Base Area, C.M.F.
8. Establishment Section, HQ Allied Commission.
9. C.A.O., A.P.H.Q.
10. Labour Directorate, A.Z.H.Q.
11. ALCON, Rome.
- 12/14. AFIRS, Rome.
15. G-4 (US) R.A.A.C.
16. G-4 (Br) R.A.A.C.
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- 18/20. Labour Sub-Commission, A.C.
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22. DDL No. 2 District, C.M.F.
23. DDL No. 3 District, C.M.F.
24. DDL 8th Army for Labour.
25. C-G 15 Army Group, (for Labour).
26. ADL 5 US Army.
27. ADL 'C' Team Pool of Area Staff Office (Lab).
28. ADL 'D' " " " "
29. ADL 'E' " " " "
- 30/35. HQ No. 3 District, C.M.F.
36. HQ No. 52 Area, C.M.F.
37. HQ No. 54 Area, C.M.F.
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ROME AREA ALLIED COMMAND.

A.P.C. 791 US. ARMY.

LABOUR AND WAGES CONTROL COMMITTEE, A.P.L.R.S.

ROME AREA SUB-COMMITTEE.

AGENDA.

The Third Meeting of the Rome Area Sub-Committee of the Labour and Wages Control Committee, will be held at 0930 hrs on Monday 4th June, 1945 in the Labour Information Room, (No. 438), 4th Floor Headquarters, Rome Area Allied Command to consider the following Agenda:-

1. Minutes of the Labour and Wages Control Committee Meeting held on Wednesday 23 May 1945 and matters arising therefrom.
2. Minutes of the Second Meeting of the Sub-Committee held on 5th May 1945 and the action taken to implement its recommendations.
3. To review the Rates of Pay and allowances now authorised for civilian employees in the Hotel, Mess and Club Grades, and to consider proposals for revision.
4. Any other business.
5. To set a date for the next meeting.

29th May 1945.

WJE/AC.

W. J. Bostock

W. J. BOSTOCK, Lt. Col.,
Chairman,
Assistant Director of Labour,
Rome Area Allied Command,
C.M.F.

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30 MAY 1945

0226

3. To review the Rates of Pay and allowances now authorized for civilian employees in the Hotel, Mess and Club Grades, and to consider proposals for revision.

4. Any other business.

5. To set a date for the next meeting.

29th May 1945.

WJB/AC.

W. J. Bostock
W.J. BOSTOCK, Lt. Col.,

Chairman,

Assistant Director of Labour,

Rome Area Allied Command,

C.M.F.

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23. ADL 'E' Team, Pool of Area Staff Officers (Labour).
24. Commanding-General, F.B.S. APO. 782.
- 25/40. Spares.

30 MAY 1945

3226

HEADQUARTERS
ALLIED COMMISSION
2-1 American
APO 394

154/912

KWD/fp

22 May 1945

SUBJECT: Meeting of the Local Sub-Committee of the Labor and Wages Control Committee, Rome Area Allied Command.

TO : Mr. David Sachs, Labor Sub-Commission, Allied Commission.

1. The second meeting of the Rome Area Sub-Committee of the Labor and Wages Control Committee was held at 10:00 o'clock, 22 May 1945, Headquarters, Rome Area Allied Command, to consider the following:

a. To read the minutes of the first meeting held on 5 May 1945, and the action taken to implement the recommendations of the sub-committee.

b. To receive information on the rates of pay and allowance now being paid to administrative and clerical employees in local government and private industries and to study these rates in relation to those now authorized for payment to civilians of comparative grades of the Allied forces and to make recommendations.

2. Discussion was brought in the implementation of the original minutes of the first meeting. In the final approval of the original minutes, it was discovered that there was a clerical error in the computation of wages paid to female employees and the correction from 50 to 25 lire per female was made for skilled and unskilled rates.

3. It was agreed that a representative of Peninsular Base Section installations in this area be represented on the local sub-committee.

4. Discussion and study was made of the various grades of employees from various concerns in private industries and those from concerns who are now being employed by the Allied forces and headquarters of the Allied forces. It was agreed that the wages paid by private industries were higher in general than those paid by the Allied forces. Distinction was made on a table of comparison showing minimum commercial rates and maximum Allied forces rates in the Rome area.

5. It was agreed that an increase should be afforded to personnel employed in the administrative office and clerical grades. This increase would be calculated on a 26 day rate for the monthly rate. All MALE employees would receive an additional monthly allowance of 2,600 lire per month for all personnel up to 10,000 lire of the basic wage scale for this group. For all male employees of 10,000 lire monthly basic scale, an increase of 1,300 lire per month. That all females would receive an additional 650 lire per month. That juveniles would not receive an additional cost of living bonus. That the increase would be retroactive as of 1 May 1945.

6. That the above proposal would be drafted and presented to the Commanding General for approval and that the announcement would be made to all local employing agencies.

Sub-Committee Meeting of the Labor and
Wages Ctrl Committee, 22 May 1945 (cont)

7. That the Chairman of the sub-committee would, in conjunction with the Hotel Management Board, prepare further study for the personnel employed in the hotels in mess grades.

8. No further business was taken up at this meeting.

H. W. Dragwitz
H. W. DRAGWITZ
Lt. Col. ASD
Acting G-1 (A)

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1 copy - Colonel Robertson

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ROME AREA ALLIED COMMAND

A.P.O. 794 U.S. ARMY.

LABOUR AND NAVAL CONTROL COMMITTEE, A.P.L.R.S.

ROME AREA SUB-COMMITTEE.

11. The SECOND Meeting of the Rome Area Sub-Committee was held at 10.00 hours on Tuesday 22nd May, 1945 in the Labour Information Room, Headquarters, Rome Area Allied Command, C.M.F.

Present. Lt. Col. W.J. BOGNOT, Assistant Director of Labour, R.A.A.C.,
(Chairman) representing British Army.

Members. Captain J.N. MAXWELL, US ARMY.
Flt-Lieut. G.L. TRAVIS RAF.
Lt. Col. N.W. DRACHEFF HQ ALCON.
Lt. James W. MOTLEY, P.B.S.

In attendance.

Major S.J.B. LOUEN, A.P.L.R.S., A.P.H.Q.

523

12. The Minutes of the First Meeting held on 5th May 1945 were read and accepted as being a true record. The Chairman reported that the recommendations of the Committee had received the approval of the Commanding-General and action had been taken where required to implement the recommendations.

13. Application was received from the Commanding-General, C.S.S. requesting representation on the Sub-Committee, on the grounds that P.B.S. Units located in Rome area Allied Command are affected by any decisions of the Sub-Committee.

The Sub-Committee recommended to the Commanding-General that H.Q., P.B.S. be represented, and provisionally accepted 1st Lt. James W. Motley (US) as nominee.

14. Consideration was given to the rates of pay and allowances payable to civilian Administrative, Office and Clerical grades employed by the Allied Forces in Rome, and their relation to the rates prevailing for comparative grades in commerce and industry.

It was noted that the recent award of a Contingency Allowance to workers in industry had been made equally to manual and non-manual workers.

It was further noted that as a result of the award in private industrial concerns, the maximum rates laid down in the Allied Forces Scales of Pay and Allowances had fallen considerably below the minimum rates prevailing in industry, and it was therefore considered action was required to effect

12. The Minutes of the first Meeting held on 5th May 1945 were read and accepted as being a true record. The Chairman reported that the recommendations of the Committee had received the approval of the Commanding-General and action had been taken where required to implement the recommendations.

13. Application was received from the Commanding-General, C.B.S. requesting representation on the Sub-Committee, on the grounds that P.B.S. Units located in Base areas Allied Command are affected by any decisions of the Sub-Committee.

The Sub-Committee recommended to the Commanding-General that H.Q., P.B.S. be represented, and provisionally accepted that Lt. James W. Motley (US) as nominee.

14. Consideration was given to the rates of pay and allowances permissible to civilian Administrative, Office and Clerical grades employed by the Allied Forces in Rome, and their relation to the rates prevailing for cooperative grades in commerce and industry.

It was noted that the recent award of a Contingency Allowance to workers in industry had been made equally to annual and non-annual workers.

It was further noted that as a result of the award in private industrial concerns, the maximum rates laid down in the Allied Forces Scales of Pay and Allowances had fallen considerably below the minimum rates prevailing in industry, and it was therefore considered action was required to effect adjustment.

It was reported that whilst there has been no suggestion of organised action on the part of such employees of the Allied Forces, there is evidence of discontent due to comparatively low salaries and our failure to maintain Allied rates to the level of those paid in commerce.

Headquarters Allied Commission reported a steady and continuous drift of the more efficient administrative and clerical grades from their employment to other commercial appointments. This evidence was supported by reports from other Allied organisations.

- 2 -

The Sub-Committee took into consideration in opinion that some proportion of the "drift" may be due to a normal and natural desire of workers to seek appointments offering employment of a more permanent nature than those at the disposal of the Allies.

It was decided that in order to retain the services of the most proficient employees required by the Allied Forces, to avoid discontent and to conform to the policy of the "fair wage principle" it was necessary to adjust existing rates to compare with local standard practice.

15. The Committee recommends to the Commanding-General :

a. that in the case of adult Administrative, Office and Clerical grades comprising the Monthly Wage Group and including grades of Chief Foreman (Artisan, Skilled and Unskilled) employed in ROME Province, the present maximum permissible Cost-of-Living Bonus be increased by the following additions :

for adult Male Workers in receipt of a Basic Rate of up to and including Ten thousand (10,000) lire per month, an addition of Two thousand Six hundred (2,600) lire per month: for adult Male Workers in receipt of a Basic Rate in excess of Ten thousand (10,000) lire per month, an addition of One thousand three hundred (1,300) lire per month: for adult female workers in receipt of a basic rate of up to and including Ten thousand (10,000) lire per month, an addition of Six hundred and fifty (650) lire per month: and to adult female workers in receipt of a basic rate in excess of ten thousand (10,000) lire per month, an addition of three hundred and twentyfive (325) lire per month.

b. that the maximum permissible bonus of Seven hundred and fiftyfour (754) lire per month for Juveniles in this Monthly Wage Group should not be varied.

c. that in accordance with the powers laid down in AFHQ Administrative Memorandum No. 25, para. 6(a) the increases be authorized and promulgated with the minimum of delay, and with retroactive effect from 1st May, 1945.

Hotel, Mess and Club Grades.

16. The Chairman having reported that discussions between employers and workers in the Hotel Trade were not completed, it was decided to defer consideration of a revision of rates for these grades to a further meeting.

17. The date of the next meeting was not decided upon, it being agreed the Chairman should convene meetings as and when business arose.

W.J. BOSTOCK,

Lt. Colonel,
Chairman,

Assistant Director of Labour,
Rome Area Allied Command.

C.M.F.

for adult Male Workers in receipt of a Basic Rate of up to and including Ten thousand (10,000) lire per month, an addition of Two thousand Six hundred (2,600) lire per month; for adult Male Workers in receipt of a Basic Rate in excess of Ten thousand (10,000) lire per month, an addition of One thousand three hundred (1,300) lire per month; for adult female workers in receipt of a basic rate of up to and including Ten thousand (10,000) lire per month, an addition of Six hundred and fifty (650) lire per month; and to adult female workers in receipt of a basic rate in excess of ten thousand (10,000) lire per month, an addition of three hundred and twentyfive (325) lire per month.

- b., that the maximum permissible bonus of Seven hundred and fiftyfour (754) lire per month for Juveniles in this Monthly Wage Group should not be varied.
- c. that in accordance with the powers laid down in AFHQ Administrative Memorandum No. 25, para. 6(a) the increases be authorized and promulgated with the minimum of delay, and with retrospective effect from 1st May, 1945.

Hotel, Mess and Club Grades.

16. The Chairman having reported that discussions between employers and workers in the Hotel Trade were not completed, it was decided to defer consideration of a revision of rates for these grades to a further meeting.
17. The date of the next meeting was not decided upon, it being agreed the Chairman should convene meetings as and when business arose.

C.L.B.
SJE/22.

W. J. Bostock
W.J. BOSTOCK,
Lt. Colonel,
Chairman,

Assistant Director of Labour,
Rome Area Allied Command.

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ROME AREA ALLIED COMMAND.A.P.O. 791. TH. AMST.LABOUR AND WAGES CONTROL COMMITTEE, A.P.I.R.S.ROME AREA SUB-COMMITTEE.AGENDA.

The Second Meeting of the Rome Area Sub-Committee of the Labour and Wages Control Committee, A.P.I.R.S. will be held at 10.00 hrs on Tuesday 22 May 1945 in the Labour Information Room (No. 438) 4th floor, Headquarters Rome Area Allied Command to consider the following agenda:-

1. Minutes of the first meeting held on 5th May, 1945, and the action taken to implement the recommendations of the Sub-Committee.
2. To receive information on the rates of pay and allowances now being paid to Administrative and Clerical employees in local Government and private industry; to study these rates and their relation to those now authorized for civilians employed in comparative grades by the Allied Forces, and to make recommendations.
3. Any other business.
4. To set a date for the next meeting.

19 May, 1945.

WJH/PP.

Is Printed,
 W.J. JOSEPH, Lt. Col.,
 Chairman,
 Assistant Director of Labour,
 Rome Area Allied Command,
 C.A.F.

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7. C.A.C., AFHQ.
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9. AFHQ, Rome.
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11.) AFHQ, Rome.

5221

2. To receive information on the rates of pay and allowances now being paid to Administrative and Clerical employees in local Government and private industry: to study these rates and their relation to those now authorized for civilians employed in comparative grades by the Allied Forces, and to make recommendations.

3. Any other business.

4. To set a date for the next meeting.

19 May, 1945.

WJB/PP.

W. J. Bosworth
 W. J. BOSWORTH, Lt. Col.,
 Chairman,
 Assistant Director of Labour,
 Rome Area Allied Command,
 C.A.A.F.

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COPYROME AREA ALLIED COMMAN
APO 724, U. S. Army

AG 320

132/912
111/906
RHE/TKB/af
18 May 45

SUBJECT: - Labor - Local Wages Agreements.

TO : - Chief Commissioner, Allied Commission

1. The Rome Area Sub-Committee of the Labour and Wages Control Committee, AFLER, has directed attention to recent agreements negotiated between Italian employers of Labour and recognised federations of workers authorising increases of local wage rates and additional "contingency" indemnities intended to meet the continued rise in the cost-of-living.

2. It is brought to notice that whilst the Allied Forces are the employers of an appreciable force of civilian labour in various trades and occupations, military representatives are not contracting or consenting parties to the local trade agreements, nor were they consulted during the discussions and negotiations which preceded their ratification.

3. As a result of the agreements the Allied Forces rates of pay and allowances have fallen behind those prevailing in private industry, and we have been placed in the undesirable position of conforming to an arrangement to which we were not consenting parties, or alternatively risking labour discontent and the loss of the better class workers required for military purposes.

4. We are informed by Italian labour officials that they were encouraged to negotiate and conclude the agreements by the Labour Sub-Commission, A.C., and they were given to understand the Allied Forces would conform to any agreement arrived at.

5. Attention has also been directed to the fact that many of the local employers in private industry are engaged wholly or in part on contracts for the Allied Forces, and that in some instances the contracts contain wages variation clauses by which contractors are compensated for any increase of wages costs. It may readily be assumed that, enjoying this protection, employers are not too concerned to resist organised demands for increases from their employees.

6. It is now requested that in future, when negotiations which may affect local rates of pay are contemplated, the Assistant Director of Labour to this Headquarters should be advised and given opportunity to take part in discussions as the representative of military employers, before final agreements are concluded.

7. Such an arrangement would allow for more complete investigation of workers' demands, more practical and acceptable decisions and ensure parallel and simultaneous implementation of action by the Allied Forces and employers in private industry.

S/ THORBURN K. BROWN
Brigadier General US Army
Commanding

CONFIDENTIAL

HEADQUARTERS
ALLIED COMMISSION
G-1 American
APO 394

~~144/108~~
FILE LSC/912

NWD/rp

7 May 1945

MEMORANDUM:

SUBJECT : Establishment of the Local Sub-Committee of the Labor and Wages Control Committee of the Rome Area Allied Command.

TO : Mr. David Sachs, Labor Sub-Commission, Allied Commission

1. The first meeting of the Rome Area Sub-Committee of the Labor and Wages Control Committee was held at 10 o'clock 5 May 1945 at Headquarters, Rome Area Allied Command, to consider the following:

a. To receive the convening order of the Commanding General, RAAC, of which this committee was established in accordance with A F H Q Administrative Memorandum No. 25 dated 18 April 1945, and to discuss procedure and representation.

b. The following representatives attended this meeting:

The Assistant Director of Labor, RAAC, who was designated Chairman by the Commanding General, RAAC.

Representative from the 2nd R A F Base Area.

Representative U. S. Navy.

Representative of the British Navy.

U. S. Army interests were represented by Capt. Maxwell.

Headquarters, RAAC.

The Undersigned: as a representative of the employing agency of this headquarters.

2. The Chairman outlined the functions of the committee as directed by Administrative Memorandum No. 25, A F H Q. General discussion and information was presented on the rates of pay and other allowances now being paid to civilian employees of various trades and industries by commercial industries in the Rome area. A study was made of these rates and the relation to those now authorized for payment to civilians employed by the Allied forces. Further general information was received and through discussion it was determined that there was a general difference between the rates paid by private industries and those paid by the Allied forces. 3219

3. Local representation, it was learned, had been made by the directors of the Labor Trade Unions within this area to the local labor office that the Allied forces increase the wages paid to workers employed by our forces to be commensurate to those paid by private industries. This request was based on the recent contingency indemnity which is now being paid to workers of private industries which is 128 Lire per day for employees. After careful study and from examples taken of five different grades of employees from various concerns in private industries and those from concerns who are being

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CONFIDENTIAL

Memo: Mr. David Sargent, Labor S/O
dated 7 May 1945 (cont.)

employed by the Allied forces, it was agreed that the wages paid by private industries were higher than those paid by the Allied forces.

4. It was agreed that all classified artisan skilled and unskilled grades on a daily rate would receive the following increase in pay to be consistent with the power of this local sub-committee as outlined in Paragraph 6 of Administrative Memorandum No. 25:

a. All skilled and unskilled rates for Males be increased
100 Lire per day

Females - ~~50~~ Lire per day *100*

Juveniles - 40 Lire per day

b. The increase would be retroactive as of 1 May 1945.

5. This would not apply to employees within the hotel grades as it was brought out that separate negotiations were underway for determination of additional pay for such employees.

6. The proposal would be drafted and presented to the Commanding General for approval and announcement would be made to all local employing agencies. Notification would be given to the local press as it would create a favorable impression for the Allied forces employing civilian workers.

7. That further study would be given to the administrative office and clerical grades. A meeting would be then called so that proper consideration could be given for increase in their salaries.

8. No further business was taken up at this meeting.

9. For your information, upon receipt of the minutes of the meeting, a copy will be forwarded to you.

10. It is requested that, if practical, a representative from your sub-commission be sent as an observer to the next meeting. This office will notify you when and where the next meeting will be held.

J. W. Dragnoff
H. V. DRAGNOFF
Lt. Col., AGO
Acting G-1 (A)

Distribution:

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1 copy Colonel Robertson

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LABOR SUB-COMMISSION
A.C.
Routing Slip

	Initials	Date
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Mr. S'CHS	<i>sch</i>	
⑥ Mr. DI FEDE	<i>J. D.</i>	12/15
⑥ Mr. AIREY	<i>AL</i>	12/15
③ Mr. SCOTT	<i>RL</i>	14/5
③ Mr. PROCTOR	<i>PS</i>	14/5
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Chief Clerk		

for [unclear] report

5217

455/708
LSC/912

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

Subject: Labour and Wages Control Committee, AFMRS.
Rome Area Sub-Committee.

Ref: DLC/5/822

Director, Labour Sub-Commission, HQ AC.
D.D.L., H.Q. No. 3 District.

11 April 1945.

1. Copies of (a) Convening Order
(b) Agenda for 1st Meeting.
and (c) Minutes of 1st Meeting

of the above Sub-Committee are enclosed for your information
please.

C.M.F.

SJ/FF.

Spent Cat
Lt. Colonel,
Assistant Director of Labour (Br),
H.Q. Rome Area.

5216

Rome Area Allied Command
APO 794, US Army

AG 120

IEE/TW
25 April, 1945.

Subject: Establishment of Local Sub-Committee
for Labour and Wages Control Committee.

To : See Distribution.

1. It is intended to establish in the Rome Area Allied Command a Local Sub-Committee of the Labour and Wages Control Committee in accordance with AFHQ Administrative Memorandum Number 25, dated 18 April 1945.
2. SCOPE OF THE COMMITTEE. The powers of this sub-committee will be as defined in paragraph 6 of the above quoted Administrative Memorandum.
3. TERRITORIAL JURISDICTION: Territorial jurisdiction of the sub-committee will follow the territorial boundaries of Rome Area Allied Command. It is possible that at a later stage part of all of the provinces of Rome, Viterbo and Rieti may be added.
4. COMPOSITION OF THE COMMITTEE: The committee will consist of representatives of:
 - US Army
 - US Navy
 - Royal Navy
 - British Army
 - Royal Air Force
 - Allied Commission.
5. It is requested that you nominate a representative and that his name be submitted to this headquarters, attention: Lt. Colonel BOSTOCK.

BY COMMAND OF BRIGADIER GENERAL BROWN.

DISTRIBUTION:

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Chief USN Liaison Officer (Italy) HQ Allied Command
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Adjutant General.

3213

3. TERRITORIAL JURISDICTION: Territorial jurisdiction of the sub-committee will follow the territorial boundaries of Rome Area Allied Command. It is possible that at a later stage part of all of the provinces of Rome, Viterbo and Rieti may be added.

4. COMPOSITION OF THE COMMITTEE: The committee will consist of representatives of:

US Army
US Navy
Royal Navy
British Army
Royal Air Force
Allied Commission.

Lt. Colonel BOSTOCK, Pioneer Corps, ABL at this headquarters, is appointed chairman of the committee and to select representative of the British Army. Captain J.N. MAXWELL of this headquarters is appointed to be the representative of the US Army.

5. It is requested that you nominate a representative and that his name be submitted to this headquarters, attention: Lt. Colonel BOSTOCK.

BY COMMAND OF BRIGADIER GENERAL CROWN,

I. W. CROWN
Captain RND
Adjutant General.

DISTRIBUTION:

Commodore Rupert W. ZIDLI,
Chief USN Liaison Officer (Italy) HQ Allied Commission
Rear Admiral O.L. WARREN,
Senior British Naval Officer, HQ Allied Commission
HQ 2 Rome Area RAN
HQ Allied Commission.

5213

ROME AREA ALLIED COMMAND.

COPY No. 7

A.P.O. 724 U.S.A.M.T.

Labour and Transport Control Committee A.P.L.R.C.

AGENDA.

The first meeting of the Rome Area Staff Committee of the Labour and Transport Control Committee A.P.L.R.C. will be held at 10.00 hours on Saturday 5th May, 1945 in the Labour Infirmary on Room (No. 438) 4th Floor, Headquarters, Rome Area Allied Command, to consider the following agenda :-

1. To receive the convening order of the Commanding General, A.A.A.C., by which the Committee is established in accordance with A.P.D. Administrative Memorandum No. 25 dated 18th April, 1945, and to discuss procedure and representation.
2. To receive information on the rates of pay and other allowances now being paid to civilian employees of various trades and industries by commercial and industrial enterprises in Rome Area; to study these rates and their relation to those now authorized for payment to civilians employed by the Allied Forces, and to make recommendations.
3. Any other business.
4. To set a date for the next meeting.

2nd May 1945.

Laurel
 A.J. MONTGOMERY, Lt. Colonel,
 Staff Officer,
 Assistant Director of Labour,
 Rome Area Allied Command,
 C.A.A.C.

DISTRIBUTION.

Cover No.

1. Commanding-General, Rome Area Allied Command.
2. Commander, British Troops, Rome.
3. Senior US Liaison Officer (Italy), H.Q. A.A.C.
4. Senior British Naval Officer, H.Q. A.A.C.
5. Commander, 2nd Air Force Area, C.I.P.

327A

1. To receive the convening order of the Commanding General, E.A.C., by which the Committee is established in accordance with AFHQ Administrative Memorandum No. 25 dated 16th April, 1945, and to discuss procedure and representative.

2. To receive information on the rates of pay and other allowances not being paid to civilian employees of various trades and industries by commercial and industrial enterprises in Rome Area; to study those rates and their relation to those not authorized for payment to civilians employed by the Allied Forces, and to make recommendations.

3. Any other business.

4. To set a date for the next meeting.

2nd May, 1945.

W. H. H. H.
A.I. HOSKINS, Lt. Colonel,
C.I.I.C.,
Assistant Director of Labour,
Rome Area Allied Command,
C.I.C.F.

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4. Senior British Naval Officer, H.Q. A.C.
5. Commander, 2 RAF Base Area, C.I.C.F.
6. Establishment Section, HQ Allied Commission.
7. G-4 (US) H.Q.
8. C.I.C.F., A.P.H.Q.
9. Labour Directorate, A.P.H.Q.
10. AFHQ, Rome.
11. A.P.H.Q.S. Rome.
12. File.
13. Files.
- 14.

371A

COPY No.

ROME AREA ALLIED COMMANDA.P.O. 794 U.S. ARMY.LABOUR AND WAGES CONTROL COMMITTEE, A.P.L.R.S.ROME AREA SUB-COMMITTEE.

1. The First Meeting of the Rome Area Sub-Committee was held at 10.00 hrs on Saturday 5th May, 1945, in the Labour Information Room, Headquarters Rome Area Allied Command, C.M.F.

Present. Lt. Col. W.J. DOYNOCK, Assistant Director of Labour, R.A.A.C.
(Chairman) representing British Army.

Members. Lt. MILLS GARNER CLARK, U.S. Navy.
Capt. J.N. MAXWELL, U.S. Army.
Lt. C.H. MATHIAS, Royal Navy.
Flt.-Lieut. C.S.Y. FRYSON, R.A.F.
Lt. Col. H.W. DRACHOFF, H.Q. ALCON.

In attendance.

Sig. MASSINI,
Sig. MOLINARI,

Chamber of Labour.
Metal Workers' Union.

2. The Committee received the convening order of the Commanding-General, Rome Area Allied Command, and A.F.H.Q. Administrative Memorandum No. 25, in accordance with which the Committee is properly established. The officers nominated by the services were accepted as members.

3. The Chairman made a statement outlining successive developments in the wage situation which had occurred during the period since the arrival of the Allied Forces in Italy, and indicated the general policy relating to the conditions of employment of civilians employed by the Allied Forces.

4. The Committee received a report having reference to recent agreements negotiated between local employers of labour and recognised federations of workers, authorising additional "contingency" indemnities to meet a further increase in the cost-of-living and noted that as a result the Allied Forces rates has fallen behind the minimum industrial prevailing rates in Rome Province.

It was further noted that whilst the Allied Forces are the employers of a considerable volume of labour of various trades and occupations, military representatives were not contracting or consenting parties to the local trade agreements, and were not consulted during the discussions and negotiations which preceded their ratification.

Capt. J.H. MCKILL,
Lt. C.H. MAYLAND,
Plt.-Lieut. O.S.V. FRYER,
Lt. Col. H.W. DRACUP

U.S. Army,
Royal Navy,
R.A.F.,
H.Q. ALCON.

In attendance.

Sig. MASSIMI,
Sig. MOLLINARI,

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It was further noted that whilst the Allied Forces are the employers of a considerable volume of labour of various trades and occupations, military representatives were not contracting or consulting parties to the local trade agreements, and were not consulted during the discussions and negotiations which preceded their ratification.

From a survey made by Labour Branch, Rome Area, the Committee was satisfied:

(a) that wages, indemnities and allowances now being paid to civilian employees by industrial firms in Rome province, considerably exceed the rates of pay and additional bonuses being paid to civilians employed in comparable trades and occupations by the Allied Forces,

(b) that as a result there is discontent among civilians employed by the Allied Forces, and a steady undesirable drift of better class skilled men from Allied Forces employment to industrial concerns,

(c) that in order to attract and retain the labour required by the Allied Forces it is necessary to keep in line with private industry.

CONTINUED SHEET No. 2.

Capt. J.H. MAXWELL,
Lt. C.H. MATHIAS,
Fit.-Lieut. C.S.I. FLEMING,
Lt. Col. H.W. DRAGGERS

U.S. Army,
Royal Navy,
R.A.F.,
R.Q. ALCOCK.

In attendance.

Sig. MASSIMI,
Sig. MOLINARI,

Chamber of Labour,
Metal Workers' Union.

2. The Committee received the convening order of the Commanding-General, Rome Area Allied Command, and A.F.H.Q. Administrative Memorandum No. 25, in accordance with which the Committee is properly established. The officers nominated by the services were accepted as members.
 3. The Chairman made a statement outlining successive developments in the wage situation which had occurred during the period since the arrival of the Allied Forces in Italy, and indicated the general policy relating to the conditions of employment of civilians employed by the Allied Forces.
 4. The Committee received a report having reference to recent agreements negotiated between local employers of labour and recognized federations of workers, authorising additional "contingency" indemnities to meet a further increase in the cost-of-living and noted that as a result the Allied Forces rates had fallen behind the minimum industrial prevailing rates in Rome Province.
- It was further noted that whilst the Allied Forces are the employers of a considerable volume of labour of various trades and occupations, military representatives were not contracting or consenting parties to the local trade agreements, and were not consulted during the discussions and negotiations which preceded their ratification.
- From a survey made by Labour Branch, Rome Area, the Committee was satisfied:
- (a) that wages, indemnities and allowances now being paid to civilian employees by industrial firms in Rome province, considerably exceed the rates of pay and additional bonuses being paid to civilians employed in comparable trades and occupations by the Allied Forces,
 - (b) that as a result there is discontent among civilians employed by the Allied Forces, and a steady undesirable drift of better class skilled men from Allied Forces employment to industrial concerns,
 - (c) that in order to attract and retain the labour required by the Allied Forces it is necessary to keep in line with private industry.

CONTINUED SHEET No. 2.

SECRET No. 2.

5. The Committee recommends to the Commanding-General :

(a) that in the case of Classified Artisan, Skilled and Unskilled Trades comprising the Daily Wage Group employed in ROME Province, the maximum permissible Cost-of-Living Bonus be increased by the following additions :

For adult Male Workers an increase of One Hundred (100) lire per day.
For adult female Workers, an addition of Twenty-five (25) lire per day,
and for Juvenile Workers of both sexes, being under 18 years of age,
an addition of Forty (40) lire per day.

(b) that the above increases shall NOT apply to employees in the under-mentioned grades employed by PMS in ROME in the printing trade to whom certain increases in the rates of pay laid down in the Allied Forces Basic Wage Scale were authorized by AFPS AFHQ letter reference LRS/214D/180 dated 19 April, 1945.

Bookbinder.
Bookbinder's Assistant.
Compositor.
Compositor's Assistant.
Compositor Chief.
Linotype Operator.
Litho Engraver.
Lithographer.
Lithographer's Assistant.
Paper Cutter Operator.
Printer.
Process Engraver.
Printing Machine Minder.
Printing Machine Mate.
Stereotypist.

(c) that in accordance with the powers laid down in AFHQ Administrative Memorandum No. 25, para. 6(a), the increases be authorized and promulgated with a minimum of delay, and with retrospective effect from 1 May 1945,

(d) that in anticipation of any necessity further to increase the emoluments of civilian workers of the group now affected, the necessary steps be taken by application to AFPS to renew the financial powers of the Sub-Committee.

6. A minority of members of the Committee considered that as the "Contingency" Indemnity granted to workers in private industry had been authorized with effect from 26th March, 1945, it was desirable in order to retain the goodwill of the workers to ante-date the award now recommended to 1st April, 1945. They desired to record an opinion that the failure of the Allied Forces to maintain the wages level comparable with private industry had been due to a lack of liaison and by unavoidable administrative delay, for which the workers were not responsible.

Compositor Chief.
 Linotype Operator.
 Litho Engraver.
 Lithographer.
 Lithographer's Assistant.
 Paper Cutter Operator.
 Printer.
 Process Engraver.
 Printing Machine Minder.
 Printing Machine Mktg.
 Stenciler.

(c) that in accordance with the powers laid down in AFHQ Administrative Memorandum No. 25, para. 6(a), the increases be authorized and promulgated with a minimum of delay, and with retroactive effect from 1 May 1945,

(d) that in anticipation of any necessity further to increase the emoluments of civilian workers of the group now affected, the necessary steps be taken by application to AFHQ to renew the financial powers of the Sub-Committee.

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7. The Committee desired to record its concern at the lack of liaison between the Ufficio Provinciale del Lavoro and the Allied Commission, which has resulted in this instance in the Allied Forces being unaware of negotiations between the interested parties, being unable by representation to contest the workers' demands, and being placed in the undesirable position of conforming without alternative to an arrangement to which Allied Service representatives were not consenting parties.

CONTINUED SHEET No. 3.

SHEET No. 3 and last.

8.

Clerical and Administrative Grades.

The Chairman reported it was not yet finally established if Clerical and Administrative employees in private industry were affected by recent awards of a "Contingency" allowance. Consideration was deferred for the production of evidence.

9.

Territorial Jurisdiction.

It was noted that in private industry labour agreements and wages rates are generally enforced and applicable on a provincial basis, and as it is desirable to conform as far as possible to local standard practices, it is now recommended that the Sub-Committee's territorial jurisdiction be extended to conform to the Rome provincial boundaries.

10.

The date of the next meeting was not decided upon, it being agreed the Chairman would convene meetings as and when business arose.

C.M.P.
WJE/TW.

W. Foster Lt. Colonel,
Chairman,
Assistant Director of Labour,
Rome Area Allied Command.

DISTRIBUTION.

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4. Senior British Naval Officer, H.Q. A.C.
5. Commander, No. 2 R.A.P. Base Area, C.M.P.
6. Establishment Section, H.Q. Allied Commission.
7. C.M.O., A.P.H.Q.
8. Labour Directorate, A.P.H.Q.
9. ALOM, Rome.
- 10, 11, 12 A.P.L.R.S. Rome.
13. G-4 (US) RAAC.
14. G-4 (Br) RAAC.
15. RAEL (Civil) No. 2902 Civil Labour Unit.
16. File.
17. }
18. }
19. }
20. }
Spare.

212

DAILY.
LABOUR BRANCH, ROME AREA ALLIED COMMAND.
WAGE RATES.
Table of Comparison showing Industrial Rates and Allied Forces Rates in Rome, based on 8 hour working day.

Trade or Occupation	ALLIED FORCES WAGE SCALE				ITALIAN INDUSTRIAL RATES				
	Basic Pay (max) lire	Rome Rate lire	Cost of Living Bonus lire	New Total lire	Basic Pay (min) lire	Family Allowance 3 dependants.	Presence Indemnity. lire	Carovita Indemnity. lire	Caropane (3 dependants) lire
Armature Winder	165	10	60	235					
Fitter	135	10	65	210					
Machinist	135	10	65	210	- Specialists (minimum rates)				
Turner	135	10	65	210	128	28	18	35	11
Fin Smith	120	10	70	200	- Skilled Labour (minimum rates)				
Tyre Dresser	135	10	65	210	80	28	18	35	11
Welder	135	10	65	210					
Rivetter	120	10	70	200					
Unskilled labour	85	10	75	170	72	28	18	35	11
" " (fem)	- 84	-	75	156	56	-	10	25	-
" (fem) H. of P.	- 84	-	75	156	56	-	10	35	-
Juveniles 16-18.	45	10	29	84	43	-	10	20	-
Juveniles 14-16.	45	10	29	84	40	-	10	20	-

NOTE 1. The Italian industrial rates quoted are MINIMUM rates. In many instances individuals are actually rates and additional premiums on output.

LABOUR BRANCH, ROME AREA ALLIED COMMAND.

Comparison showing Industrial Rates and Allied Forces Rates
in Rome, based on 8 hour working day.

WAGE SCALE		ITALIAN INDUSTRIAL RATES						
Rate of Living Index No.	New Total lire	Basic Pay (min) lire	Family Allowance 3 depend- ants.	Presence Indemnity. lire	Carovita Indemnity. lire	Caropano (3 dependants) lire	Contingency Indemnity lire	Gross Total lire
0	235							
5	210							
5	210	- Specialists (minimum rates)						
5	210	128	28	18	35	11	128	348
0	200	- Skilled Labour (minimum rates)						
5	210	80	28	18	35	11	128	300
5	210							
0	200							
5	170	72	28	18	35	11	128	292
5	156	56	-	10	25	-	90	181
5	156	56	-	10	35	-	128	229
9	84	48	-	10	20	-	56	134
9	84	40	-	10	20	-	56	126

quoted are MINIMUM rates. In many instances individuals are actually receiving much higher
on output.

Don Sec

COPY No. 1

ROME AREA ALLIED COMMAND

A.P.O. 794 U.S. ARMY.

LABOUR AND WAGES CONTROL COMMITTEE, A.P.L.R.S.

ROME AREA SUB-COMMITTEE.

1. The First Meeting of the Rome Area Sub-Committee was held at 10.00 hrs on Saturday 5th May, 1945 in the Labour Information Room, Headquarters Rome Area Allied Command, C.M.F.

Present. Lt. Col. W.J. BOTTICK, Assistant Director of Labour, R.A.A.C.
(Chairman) representing British Army.

Members. Lt. MILLS GARDNER CLARK, U.S. Navy.
Capt. J.M. MAXWELL, U.S. Army.
Lt. C.H. MATHIAS, Royal Navy.
Fit.-Lieut. C.S.Y. FRYSON, R.A.F.
Lt. Col. N.W. DRAGGERS, H.Q. ALOOM.

In attendance. Sig. MASSINI, Chamber of Labour.
Sig. MOLINARI, Metal Workers' Union.

2. The Committee received the convening order of the Commanding-General, Rome Area Allied Command, and A.P.H.Q. Administrative Memorandum No. 25, in accordance with which the Committee is properly established. The original nominated by the services were accepted as members.

3. The Chairman made a statement outlining successive developments in the wage situation which had occurred during the period since the arrival of the Allied Forces in Italy, and indicated the general policy relating to the conditions of employment of civilians employed by the Allied Forces.

4. The Committee received a report having reference to recent agreements negotiated between local employers of labour and recognised federations of workers, authorising additional "contingency" indemnities to meet a further increase in the cost-of-living and noted that as a result the Allied Forces rates has fallen behind the minimum industrial prevailing rates in Rome Province.

It was further noted that whilst the Allied Forces are the employers of a considerable volume of labour of various trades and occupations, military representatives were not contracting or consenting parties to the local trade agreements, and were not consulted during the discussions and negotiations which preceded their ratification.

From a survey made by Labour Branch, Rome Area, the Committee was satisfied:

Lt. C.E. MATHIAS,
Flt.-Lieut. C.S.V. FURCH,
Lt. Col. H.W. DRAGGOTT

Royal Navy,
R.A.F.,
H.Q. ALCOM.

In attendance.

Sig. MASSINI,
Sig. MOLINARI,

Chamber of Labour,
Metal Workers' Union.

2.

The Committee received the convening order of the Commanding-General, Rome Area Allied Command, and A.P.H.Q. Administrative Memorandum No. 25, in accordance with which the Committee is properly established. The officers nominated by the services were accepted as members.

3.

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From a survey made by Labour Branch, Rome Area, the Committee was satisfied:

- (a) that wages, indemnities and allowances now being paid to civilian employees by industrial firms in Rome province, considerably exceed the rates of pay and additional bonuses being paid to civilians employed in comparable trades and occupations by the Allied Forces,
- (b) that as a result there is discontent among civilians employed by the Allied Forces, and a steady undesirable drift of better class skilled men from Allied Forces employment to industrial concerns,
- (c) that in order to attract and retain the labour required by the Allied Forces it is necessary to keep in line with private industry.

CONTINUED SHEET No. 2.

SHEET No. 2.

5. The Committee recommends to the Commanding-General:

(a) that in the case of Classified Artisan, Skilled and Unskilled grades comprising the Daily Wage Group employed in ROME Province, the maximum permissible Cost-of-Living Bonus be increased by the following additions:

For adult Male Workers an increase of One Hundred (100) lire per day.
For adult female Workers, an addition of Twenty-five (25) lire per day,
and for Juvenile Workers of both sexes, being under 18 years of age,
an addition of Forty (40) lire per day.

(b) that the above increases shall NOT apply to employees in the under-mentioned grades employed by AFIS in ROME in the printing trade to whom certain increases in the rates of pay laid down in the Allied Forces Basic Wage Scale were authorized by AFIS AFHQ letter reference LRS/214D/480 dated 19 April, 1945.

Bookbinder.
Bookbinder's Assistant.
Compositor.
Compositor's Assistant.
Compositor Chief.
Linotype Operator.
Litho Engraver.
Lithographer.
Lithographer's Assistant.
Paper Cutter Operator.
Printer.
Process Engraver.
Printing Machine Minder.
Printing Machine Mate.
Stereotypist.

(c) that in accordance with the powers laid down in AFHQ Administrative Memorandum No. 25, para. 6(a), the increases be authorized and promulgated with a minimum of delay, and with retrospective effect from 1 May 1945.

(d) that in anticipation of any necessity further to increase the emoluments of civilian workers of the group now affected, the necessary steps be taken by application to AFIS to renew the financial powers of the Sub-Committee.

6. A minority of members of the Committee considered that as the "Contingency" Indemnity granted to workers in private industry had been authorized with effect from 26th March, 1945, it was desirable in order to retain the goodwill of the workers to ante-date the award now recommended to 1st April, 1945. They desired to record an opinion that the failure of the Allied Forces to maintain the wages level comparable with private industry had been due to a lack of liaison and by unavoidable administrative delay, for which the workers were not responsible.

Compositor.
Compositor's Assistant.
Compositor Chief.
Linotype Operator.
Litho Engraver.
Lithographer's Assistant.
Paper Cutter Operator.
Printer.
Process Engraver.
Printing Machine Minder.
Printing Machine Mate.
Stenographer.

(e) that in accordance with the powers laid down in AFHQ Administrative Memorandum No. 25, para. 5(a), the increases be authorized and promulgated with a minimum of delay, and with retroactive effect from 1 May 1945.

(d) that in anticipation of any necessity further to increase the emoluments of civilian workers of the group now affected, the necessary steps be taken by application to AFHQ to renew the financial powers of the Sub-Committee.

6.

A minority of members of the Committee considered that as the "Contingency" indemnity granted to workers in private industry had been authorized with effect from 26th March, 1945, it was desirable in order to retain the goodwill of the workers to ante-date the award now recommended to 1st April, 1945. They desired to record an opinion that the failure of the Allied Forces to maintain the wages level comparable with private industry had been due to a lack of liaison and by unavoidable administrative delay, for which the workers were not responsible.

7.

The Committee desired to record its concern at the lack of liaison between the Ufficio Provinciale del Lavoro and the Allied Commission, which has resulted in this instance in the Allied Forces being unaware of negotiations between the interested parties, being unable by representation to confer without demands, and being placed in the undesirable position of conforming without alternative to an arrangement to which Allied Service representatives were not consenting parties.

CONTINUED SHEET No. 2.

SECRET No. 3 and last.

8.

Clerical and Administrative Grades.

The Chairman reported it was not yet firmly established if Clerical and Administrative employees in private industry were affected by recent awards of a "Contingency" allowance. Consideration was deferred for the production of evidence.

9.

Territorial Jurisdiction.

It was noted that in private industry labour agreements and wages rates are generally unforced and applicable on a provincial basis, and as it is desirable to conform as far as possible to local standard practices, it is now recommended that the Sub-Committee's territorial jurisdiction be extended to conform to the Rome provincial boundaries.

10.

The date of the next meeting was not decided upon, it being agreed the Chairman would convene meetings as and when business arose.

C.M.F.
WJB/FF.

W. B. Foster Lt. Colonel,
Chairman,
Assistant Director of Labour,
Rome Area Allied Command.

DISTRIBUTION.

Copy No.

1. Commanding General, Rome Area Allied Command.
2. Commander, British Troops, Rome.
3. Senior USN Liaison Officer (Italy), H.Q. A.C.
4. Senior British Naval Officer, H.Q. A.C.
5. Commander, No. 2 R.A.F. Base Area, C.M.F.
6. Establishment Section, H.Q. Allied Commission.
7. C.A.O., A.F.H.Q.
8. Labour Directorate, A.F.H.Q.
9. ALCOM, Rome.
- 10, 11, 12 A.F.L.R.S. Rome.
13. G-4 (US) RAAC.
14. G-4 (Br) RAAC.
15. DALL (Civil) No. 2902 Civil Labour Unit.
16. Pilot.
17. }
18. }
19. }
20. }
Spare.

5209

DAILY.
LABOUR BRANCH, ROME AREA ALLIED COMMAND.
M.L.L. TRATES.
Table of Comparison showing Industrial Rates and Allied Forces Rates in Rome, based on 8 hour working day.

Trade or Occupation	ALLIED FORCES WAGE SCALE				ITALIAN INDUSTRIAL RATES				
	Basic Pay (max) lire	Home Rate lire	Cost of Living Bonus lire	How Total. lire	Basic Pay (min) lire	Family Allowance 3 dependants.	Presence Indemnity. lire	Carovita Indemnity. lire	Caropai (3 depend) lire
Armature winder	165	10	60	235					
Fitter	135	10	65	210					
Machinist	135	10	65	210	- Specialists (minimum rates)				
Turner	135	10	65	210	128	28	18	35	11
Finsmith	120	10	70	200	- Skilled Labour (minimum rates)				
Tyre Broadener	135	10	65	210	80	28	18	35	11
Welder	135	10	65	210					
Rivetter	120	10	70	200					
Unskilled labour	85	10	75	170	72	28	18	35	11
" " (fem)	- 81	-	75	156	56	-	10	25	-
" (fem) H. of P.	- 81	-	75	156	56	-	10	35	-
Juveniles 16-18.	45	10	29	84	48	-	10	20	-
Juveniles 14-16.	45	10	29	84	40	-	10	20	-

NOTE 1. The Italian industrial rates quoted are MINIMUM rates. In many instances individuals are actual rates and additional premiums on output.

OUR BRANCH, ROSE AREA ALLIED COMMAND.

Comparison showing Industrial Rates and Allied Forces Rates
Rome, based on 8 hour working day.

ITALIAN INDUSTRIAL RATES.							
Hour Total.	Basic Pay (min) lire	Family Allowance 3 depend- ants.	Presence Indemnity. lire	Carovita Indemnity. lire	Caropans (3 dependants) lire	Contingency Indemnity lire	Gross Total lire
235							
210							
210	- Specialists (minimum rates)						
210	128	28	18	35	11	128	348
210							
200	- Skilled Labour (minimum rates)						
210	80	28	18	35	11	128	300
210							
200							
170	72	28	18	35	11	128	292
156	56	-	10	25	-	90	181
156	56	-	10	35	-	128	229
84	48	-	10	20	-	56	134
84							
84	40	-	10	20	-	56	126

ed are MINIMUM rates. In many instances individuals are actually receiving much higher output.

ROME AREA ALLIED COMMAND.

20. 794 U.S. 1945.

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Labour and Wages Control Committee R.A.A.C.

AGENDA.

The first meeting of the Rome Area Sub-Committee of the Labour and Wages Control Committee A.7.L.W.C. will be held at 10.00 hours on Saturday 5th May, 1945 in the Labour Information Room (No. 428) 4th Floor, Headquarters, Rome Area Allied Command, to consider the following Agenda :-

1. To receive the convening order of the Commanding General, R.A.A.C., by which the Committee is established in accordance with AFHQ Administrative Memorandum No. 25 dated 18th April, 1945, and to discuss procedure and representation.
2. To receive information on the rates of pay and other allowances now being paid to civilian employees of various trades and industries by commercial and industrial enterprises in Rome Area; to study those rates and their relation to those now authorized for payment to civilians employed by the Allied Forces, and to make recommendations.
3. A. J. other business.
4. To set a date for the next meeting.

ACQUAINTANCE

5207

10 MAY 1945

A. G.

A. J. BOSNICH, Lt. Colonel,
CHIEF,
Assistant Director of Labour,
Rome Area Allied Command,
C.M.F.

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5. Commander, 2 R.A.F. Base Area, C.M.F.
6. Establishment Section, HQ Allied Commission.

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10 MAY 1945

Handwritten: *Chairman*
 Lt. Colonel,
 CHAIRMAN,
 Assistant Director of Labour,
 Rome Area Allied Command,
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6. Establishment Section, HQ Allied Commission.
7. C-4 (US) H.A.C.
8. C.A.O., A.F.H.Q.
9. Labour Directorate, A.F.H.Q.
10. ALCON, Rome.
11. A.F.L.R.S., Rome.
12. Wido.
13. Spares.
- 14.

5. & other business.

4. To set a date for the next meeting.

Handwritten: 1245

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