

ACC 10000/146/240 LSC/924 N. 2 DISTRICT SUB. COMMITTEE

July - Dec 1945

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355
DRAFT

254/924

TO : C.A.O., AFHQ

COPY TO: C. MAINT AND G-4 (A) (AFHQ)

REPEAT TO: No. 2 DISTRICT FOR INFORMATION

FROM : ALCOM, ACLAB

9555

SUBJECT IS FURTHER EXTENSION OF FINANCIAL POWERS OF LOCAL WAGES AND LABOR SUB-COMMITTEE, NO. TWO DISTRICT, TO MEET RECENT WAGE INCREASES IN PRIVATE INDUSTRY IN NORTHERN ITALY. ADMIN MEMO NUMBER TWENTY-FIVE PARA SIX REFERS.

1. LABOR DIRECTORATE, CHAIRMAN NO. TWO DISTRICT SUB-COMMITTEE AND DIRECTOR LABOR SUB-COMMISSION AS CHAIRMAN LABOR AND WAGES COMMITTEE HAVE CONSIDERED URGENTLY POSITION IN NORTHERN ITALY AND RECOMMENDATIONS OF NO. TWO DISTRICT SUB-COMMITTEE AT MEETING OF NINETEEN DECEMBER NINETEEN HUNDRED FORTY-FIVE. SUB-COMMITTEE CONSIDERS THAT FOR DAILY PAID WORKERS AN INCREASE OF SIXTY-FIVE LIRE PER DAY MEN, AND SIXTY LIRE PER DAY WOMEN ESSENTIAL TO KEEP IN STEP WITH ITALIAN INDUSTRIAL WAGES FOLLOWING RECENT GENERAL AGREEMENT IN PRIVATE INDUSTRY. FOR MONTHLY PAID WORKERS AN INCREASE EQUIVALENT OF ONE HUNDRED LIRE PER DAY. WITHIN EXISTING AUTHORITY SUB-COMMITTEE CAN GRANT AND HAS RECOMMENDED TWENTY-FIVE LIRE PER DAY AND THEREFORE REQUIRES EXTENSION OF AUTHORITY UNDER PARA SIX PAREN B PAREN ADMIN MEMO NUMBER TWENTY-FIVE TO ENABLE BALANCE OF INCREASE TO BE GRANTED.

2. IT IS CONFIRMED THAT FOLLOWING LENGTHY NEGOTIATIONS IN TURIN AND ROME A NEW WAGE AGREEMENT HAS BEEN MADE FOR ITALIAN PRIVATE INDUSTRY IN NORTHERN ITALY GRANTING SUBSTANTIAL INCREASES. IT IS ALSO CONFIRMED THAT COMPARISON OF RESPECTIVE TAKE-HOME RATES REVEALS

5505

- 2 -

DIFFERENCES BETWEEN ALLIED FORCE PAYMENT IN NORTHERN ITALY AND ITALIAN INDUSTRY RATES AND THAT THIS DIFFERENCE REQUIRES INCREASES AS RECOMMENDED BY NUMBER TWO DISTRICT LOCAL SUB-COMMITTEE.

2. LABOR DIRECTORATE AND CHAIRMAN LABOR AND WAGES COMMITTEE THEREFORE SUPPORT NUMBER TWO DISTRICT REQUEST FOR EXTENSION OF FINANCIAL POWERS OF SUB-COMMITTEE AND RECOMMEND SUCH EXTENSION BY ONE HUNDRED LIRE PER DAY. SUCH EXTENSION WILL COVER PRESENT EMERGENCY AND PROVIDE SMALL MARGIN FOR FUTURE VARIATIONS. NEXT MEETING OF LABOR AND WAGES COMMITTEE WILL BE HELD AFTER CHRISTMAS AND AS A MATTER OF URGENCY IMMEDIATE AUTHORITY IS REQUESTED TO ENABLE NUMBER TWO DISTRICT TO TAKE SPEEDY ACTION.

5204

LABOR SUB-COMMISSION
A.C.
Routing Slip

	Initiale	Date
Mr. W. H. BRAINE		
Mr. SAGHS		
Mr. FIRD	A	3/12/42
Mr. SCOTT		
Mr. PROCTOR		
Miss STEVENSON		
Miss SANSEVERINO		
Chief Clerk		

6503

c 19724
LABOUR s/c

HQ No. 2 District CIP
12/14/8/81

19 DEC 45.

NO. 2 DISTRICT LOCAL LABOUR AND WAGES SUB-COMMITTEE

MINUTES

19. The Third Meeting of No. 2 District Local Labour and Wages Sub-Committee was held, at 10.00 hours, on Wednesday, 19 Dec 1945, in the Conference Room of HQ No. 2 District.

PRESENT:

CHAIRMAN

Lt. Col. J.P.A. McADAM, CBE - A/S&L 2 DISTRICT

VICE CHAIRMAN

Lt. Col. W.O. LIDE - O.C. 91 Group Pioneer Corps.

REPRESENTATIVES OF:

(LTD) HQ ALLIED COMMISSION.
HQ BRIGADE NO. 2 DISTRICT
HQ 2 GROUP PIONEER CORPS
59 P.M.
217 P.M.
60 SUB-AREA.

IN ATTENDANCE:

1. HQ NO XIII CORPS.

20. MINUTES OF THE SECOND MEETING

The minutes of the second meeting held on 23 July 1945 were approved.

21. WAGER AGREEMENT NORTHERN ITALY

The Chairman explained the terms and outlined the effect of 'The Agreement for the Equalisation of Wages in respect of Industrial Workers, Northern Italy', dated 6 Dec 1945, of which the pertinent extracts are attached as Appendix 'A'.

The representative of (L&W) HQ Allied Commission confirmed the

REPRESENTATIVES OF :

(LIV) HQ ALLIED COMMISSION.
 HQ BRANCH NO. 2 DISTRICT
 HQ 2 GROUP PIONEER CORPS
 59 A.R.
 247 A.R.
 60 SUB-AREA.

IN ATTENDANCE :

ALL HQ XIII CORPS.

20. MINUTES OF THE SECOND MEETING

The minutes of the second meeting held on 23 July 1945 were approved.

21. WAGE AGREEMENT NORTHERN ITALY

The Chairman explained the terms and outlined the effect of 'The Agreement for the Equalization of Wages in respect of Industrial Workers, Northern Italy', dated 6 Dec 1945, of which the pertinent extracts are attached as appendix 'A'.

The representative of (LIV) HQ Allied Commission confirmed the Chairman's summary and that the new wage scales laid down for industrially employed civilians in Northern Italy, are already being paid in most cases, and will be put into effect, totally, in the immediate future retro-active to either 1 Oct or 15 Oct 1945. In addition he stated that dissatisfaction had already been expressed by deputations from Allied employed civilians, at the discrepancy between the Allied 'take home' pocket and that of Civilian Industry.

502

22. COMPARATIVE TABLES

The Chairman drew attention to the comparative tables attached as Appendixes 'B' and 'C', and obtained confirmation from the representatives of (LIV) HQ Allied Commission, 59 A.R., 247 A.R. and 60 Sub-area that the tables indicated a true comparison between Allied Scales of Wages and bonuses and those now being paid, or about to be paid, as a result of the new agreement.

2/ The Committee

22. COMPARATIVE TABLES (cont'd) - 2 -

The Committee agreed that additional bonuses should be granted to Allied employed civilians so that the maximum Allied 'take home' packet, throughout 2 District, should be in line with the minimum obtaining in civilian industry in No. 1 Area. (see Article I and Article III of the agreement)

23. RECOMMENDATIONS

On the invitation of the Chairman, the representative of 59 Area, which includes all No. 1 Area of the agreement, submitted a proposal, which after discussion emerged as the following firm recommendations by the Sub-Committee :

- (a) that an immediate award be made throughout 2 District, suitably scaled between Male, Female and Juvenile, up to the limit of the powers of the Sub-Committee, as laid down in part 6(c) of JHQ Admin Memo No. 25 dated 18 April 1945.

This will result in the following immediate awards :

59 AREA (Less Provincials of P.O.W. and P.O.C.A.)	217 AREA (Plus the Provincials of P.O.W. and P.O.C.A.) and 60 SUB-AREA	
MONTHLY PAID GRADIES: (Less Hotel, Mess and Club Grades, for when full rations are drawn)	MALE 550 Lire FEMALE 520 Lire JUV. - -	2600 Lire 2000 Lire 1040 Lire
HOTEL, MESS AND CLUB GRADIES (for when full rations are drawn)	MALE 600 Lire FEMALE 450 Lire JUV 300 Lire	2400 Lire 1950 Lire 1050 Lire
DAILY PAID GRADIES:	MALE 25 Lire FEMALE 25 Lire JUV - -	100 Lire 85 Lire 40 Lire

- (b) that this Sub-Committee be granted further powers of award, of 100 Lire per day, as foreseen in para 6(b) of JHQ Admin Memo No. 25 dated 18 April 1945; and that immediate action be taken by JHQS to obtain this additional power from GHQ C.F.;
- (c) that conditional on the grant of this new power, in accordance with minute 23(b), the following further awards be authorised throughout 2 District.

MONTHLY PAID GRADIES: (Less Hotel, Mess and	MALE	1950 Lire
--	------	-----------

59 LIRA (Less Provinces of P.A.M. and P.A.M.A.)

247 LIRA (Plus the Provinces of P.A.M. and P.A.M.A.) and 60 SUB-LIRA

MONTHLY PAID GRANTS:
(Less Hotel, Less and Club Grants, for whom full rations are drawn)

MALE 550 LIRA
FEMALE 520 LIRA
JUV. -

2600 LIRA
2000 LIRA
1040 LIRA

HOTEL, LESS AND CLUB GRANTS (for whom full rations are drawn)

MALE 600 LIRA
FEMALE 450 LIRA
JUV 300 LIRA

2400 LIRA
1950 LIRA
1050 LIRA

DAILY PAID GRANTS:

MALE 25 LIRA
FEMALE 25 LIRA
JUV -

100 LIRA
85 LIRA
40 LIRA

(b) that this Sub-Committee be granted further powers of award, of 100 Lira per day, as foreseen in para 6(b) of JHQ Admin Memo No. 25 dated 18 April 1945; and that immediate action be taken by JHQ to obtain this additional power from GHQ C.F.;

(c) that conditional on the grant of this new power, in accordance with minute 23(b), the following further awards be authorised throughout 2 District.

MONTHLY PAID GRANTS:
(Less Hotel, Less and Club Grants for whom full rations are drawn)

MALE
FEMALE
JUV

1950 LIRA
1820 LIRA
910 LIRA

HOTEL, LESS AND CLUB GRANTS:
(for whom full rations are drawn)

MALE
FEMALE
JUV

2400 LIRA
1950 LIRA
900 LIRA

3/ DAILY PAID GRANTS:

- 3 -

23. (cont'd)

DAILY PAID GRADES :	MALE	40 Lire
	FEMALE	35 Lire
	JUV	35 Lire

(d) that the effective date for the awards, proposed in minute 23(b) and (c) above, should be 1 Dec 1945.

24. OTHER BUSINESS

There being no further business the meeting was declared closed.

17/12/45

Major,
D.M.,
Secretary,

No. 2 District Local Labour and Wages Sub-Committee.

SP.11/WBA.

5500

APPENDIX 'A'

EXTRACTS FROM:-

AGREEMENT FOR THE REGULATION OF WAGES IN RESPECT OF INDUSTRIAL WORKERS
N. ITALY

6 Dec 45, MILAN

Between the Italian General Confederation of Industry and the
Italian General Confederation of Workers.

FORWARDED

Representatives of the Camera del Lavoro and the Industrial
Associations, N. ITALY, assisted by the representatives of IGC of Workers
and IGC of Industry, taking into consideration:-

- (1) The desire to better the country's economic position, it's
reconstruction and improvement in the standard of living.
 - (2) The necessity to terminate the existing race between wages and
cost of living, having as an aim, a reduction in cost of production
and therefore a reduction in the retail price of products.
 - (3) The desire to obtain peaceful and useful work:-
 - (a) by the elimination of wage differences in the different
provinces and localities which tend to cause agitation.
 - (b) by the elimination of workers having to request increase
of pay, because of continued increase in the cost of
living.
-they have as a whole agreed
- (a) To bring all industries into line, bearing in mind the difference
between groups, and areas of production.
 - (b) Establish a sliding scale of wages, by groups and areas.
 - (c) Revised conditions of work and methods of payments, to result in the
betterment of workers' interests and general production.

Bearing this in mind the following stipulations were made:-

ART 1

Minimum hourly rates of pay for workers of industrial firms in
Lombardia, Piemonte, Liguria, Veneto and Emilia regions (i.e. the part
of Italy north of the Garfagna line) are established, but differ according

(1) reconstruction and improvement in the standard of living.
(2) The necessity to terminate the existing rent between wages and cost of living, having as an aim, a reduction in cost of production and therefore a reduction in the retail price of products.

(3) The desire to obtain peaceful and useful work:-
(a) by the elimination of wage differences in the different provinces and localities which tend to cause agitation.
(b) by the elimination of workers having to request increase of pay, because of continued increase in the cost of living.

.....they have as a whole agreed

- (a) To bring all industries into line, bearing in mind the difference between groups, and areas of production.
- (b) Establish a sliding scale of wages, by groups and areas.
- (c) Revised conditions of work and methods of payments, to result in the betterment of workers' interests and general production.

Bearing this in mind the following stipulations were made:-

ART 1

Minimum hourly rates of pay for workers of industrial firms in Lombardy, Piemonte, Liguria, Veneto and Emilia regions (i.e. the part of Italy north of the Gothic Line) are established, but differ according to the location with local cost of material and the local cost of industry.

- 1st Area: MILANO, GENOVA, TORINO.
- 2nd Area: BOLOGNA, VERCELLI, NOVARA, VERCELLI, AOSTA, ASTI, VARESE, COMO, SAVONA, BRESCIA, ALESSANDRIA, LA SPEZIA, SANTIARIANO, PADOVA, FOLZANO: reduction of 6% in respect of the 1st Area.
- 3rd Area: IMPERIA, AOSTA, ELLENO, ORMONA, VERCELLI, MANTOVA, MEDA, PARMA, REGGIO EMILIA, BOVINO, SONDRIO, TRENTO, TREVISO, UDINE, VERONA, BERGAMO, PERI, PIACENZA, BAVENNA, CUNEO (exclusive Savigliano), VIGEVANO, PAVIA: reduction of 11% in respect of the 1st Area.

cont'd sheet 2.....ART 1

5499

- Sheet 2 -

ART I contd.

In the provinces - except Bergamo and Pavia - where after the liberation, wages were agreed with foresight in respect of measures not classified as main towns, the local authorities must exercise the reduction of wages if considered necessary.

This must not exceed 5%, but workers in Group C, however, the minimum wage of 14 lire must not fall below that figure.

ART 11

GROUPS

Group 0 (zero) Individuals or firms as for Group A, who are established through many years in these trades/productions.

" A Metalurgists, mechanics, building, (excluding those in Group 0). Woodworkers (joinery, carpentry, furniture, upholstery, etc.)

" B Rubber, chemistry, electricity, tannery - Group A - 5%.

" C Paper, brush manufacture, manufacturing tailors, button manufacture, buckle manufacture, pottery (excluding arts), sand and gravel - Group B - 5%.

Categories not included in A, B, C to be dealt with later under provincial arrangements.

" T Textile.

ART 111

TABLES OF PAY - Minimum hourly rates of pay for male workers aged 20 and over.

In relation to the new minimum rates of pay, workers are divided into the following categories:-

Specialised workers, qualified workers, specialised labourers, unskilled labourers.

Firms are divided into groups A, B, & C for different areas 1, 2 & 3.

The rates of pay are as follows:-

Category	Area	Specialised Workers	Qualified Workers	Specialised Labourers	Unskilled Labourers
A	1	24,00	19,00	17,90	16,50
	2	18,75	17,85	16,85	15,50
B	1	24,00	19,00	17,90	16,50
	2	18,75	17,85	16,85	15,50

- " B Rubber, chemistry, electricity, tannery - Group A - 5%.
- " C Paper, brush manufacture, manufacturing tailors, button manufacture, buckle manufacture, pottery (excluding arts), sand and gravel - Group B - 5%.
- " F Textile.

Categories not included in A,B,C to be dealt with later under provincial arrangements.

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Firms are divided into groups A, B, & C for different areas 1, 2 & 3.

The rates of pay are as follows:-

Category	Area	Specialised Workers	Qualified Workers	Specialised Labourers	Unskilled Labourers
A	1	21,00	19,00	17,90	16,50
	2	19,75	17,35	16,85	15,50
	3	18,70	16,90	15,95	14,70
B	1	20,00	17,90	17,00	15,60
	2	18,80	16,85	16,00	14,65
	3	17,80	16,00	15,15	14,00
C	1	19,00	17,00	16,15	14,80
	2	17,85	16,00	15,20	14,00
	3	16,90	15,15	14,40	14,00

For the branches of industry which do not fall within the above schedule, it has been decided that the National Association for the Confederation of Industry may form a second category of trade for each of those shown in the above schedule or may even alter completely the system of classification to that akin to the trade.

cont'd/ sheet 3ART 1V.

- Sheet 3 -

ART IV

WOMEN & JUVENILES

For rate of pay for women over 18 years will be:-

- (a) Qualified workers - Cat. 1 - Reduction of 30% Groups A, B & C
- (b) Specialised unskilled-Cat 2- (except where present reduction is
- (c) Unskilled -Cat 3- less than 30%)

JUVENILES - MALE

Minimum rate of pay for male juveniles under 20 years:-

- (a) Specialised unskilled 18 - 20 yrs - reduction of 10%
- (b) " " 16 - 18 " - " 30%
- (c) Unskilled 18 - 20 " - " 10%
- (d) " 16 - 18 " - " 30%

JUVENILES - FEMALE

Minimum rate of pay for female juveniles from 16 - 18 yrs and both sexes under 16 yrs will be calculated as for apprentices (ART V).

Females between 16 and 18 yrs and under 16 yrs will be paid on calculations made in Cats. 2 & 3.

Male juveniles under 16 yrs - Cat.4 (unskilled)

Females undergoing the same conditions of work and/or replacing males, will be paid at the male rate.

Where work is performed and additional gratuity is given for amount and quality produced (cottino), male and female will receive the same payment.

.....

ART IX

CLERKS

Wages for TURIN & VENICE from 1st Oct and in all other localities except those specifically excluded from Art. 1 from 15 Oct, will compare with the rates for MILAN authorised by the contract of 11 Oct 45.

The following scale will be effective from Dec 1st 45 - minimum rates, with exclusion as above:-

- Clerks - 1st ClassL. 7,500,-
- " - 2nd ClassL. 6,000,-
- " - 3rd ClassL. 4,400,-

For women and juveniles, deductions will be calculated from their new minimum rates in the same way as outlined in the contract of 11 Oct 45.

For contingency bonuses, see Art 10.

JUVENILES - FEMALE

Minimum rate of pay for female juveniles from 16 - 18 yrs and both sexes under 16 yrs will be calculated as for apprentices (ART V).
 Females between 16 and 18 yrs and under 16 yrs will be paid on calculations made in Cate. 2 & 3.
 Male juveniles under 16 yrs - Cat. 4 (unskilled)
 Females undergoing the same conditions of work and/or replacing males, will be paid at the male rate.
 Where work is performed and additional gratuity is given for amount and quality produced (cottage), male and female will receive the same payment.

.....

ART IX

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Wages for TURIN & VENICE from 1st Oct and in all other localities except those specifically excluded from Art. 1 from 15 Oct, will compare with the rates for MILAN authorized by the contract of 11 Oct 45.
 The following scale will be effective from Dec 1st 45 - minimum rates, with exclusion as above:-

Clerks - 1st Class	L. 7,500,-
" - 2nd Class	L. 6,000,-
" - 3rd Class	L. 4,400,-

For women and juveniles, deductions will be calculated from these new minimum rates in the same way as outlined in the contract of 11 Oct 45.

For contingency bonuses, see Art 10.

ART X

5498

CONTINGENCY BONUS - Women and Juveniles.

For women and men under 20, calculations will be based on the full contingency bonus for males according to the following percentages:-

Men over 20 yrs of age	100%
Men between 18 & 20 years	90%
Men between 16 & 18 years	75%
Men under 16 years	50%
Women over 20 years	87%
Women between 18 & 20 yrs	70%
Women between 16 & 18 yrs	63%
Women under 16 years	50%

contd/sheet 4

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ATTN: Contd.

These percentages will take effect from Jan 1st.
percentages to be calculated to the nearest 50 cents d.o.

13.40 = 73.5 1/2%
11.60 = 74.0 1/2%

SPECIAL COMPARISON TABLE CIVILIAN LABOUR RATES 1945
MILAN, GEROA, TURIN ("TABLE I" UNDER THE ITALIAN GOVT. AGREEMENT FOR CIVIL INDUSTRIES
IN NORTHWEST ITALY)

Allied Forces Basic Rate					Italian Industry Rates						
GRADE	Male or Female	Basic Max	Plus		Base Pay (1)	Presence Indemnity	Plus				Soc Ins
			C of L	Take Home			Life	2 Chil- dren	Caro Vita	Year Bonus	
Accountant	M	5400	3420	8820	7500			884		3750	
Book-keeper	M	5000	3640	8640	6000			884		3750	
Clerk	M	3600	3640	7240	6000			884		3750	
Cashier	M	3600	3640	7240	7500			884		3750	
Cook (Mess & Club)	M	4000	2975	6975	4560			840		4500	
Waiter " "	M	3700	3075	6775	4290			840		4500	
Blacksmith	M	125	147	272	160			28		150	
Bricklayer	M	120	150	270	152			28		150	
Carpenter	M	120	150	270	168			28		150	
Driver, Truck	M	115	150	265	152			28		150	
Electrician	M	135	142	277	160			28		150	
Joiner	M	125	147	272	160			28		150	
Master	M	125	147	272	160			28		150	
Mechanic	M	135	142	277	152			28		150	
Painter	M	120	150	270	152			28		150	
Stonemason	M	100	150	250	144			28		150	
Tinsmith	M	135	142	277	144			28		150	
Welder	M	135	142	277	152			28		150	
Unskilled	M	85	150	235	136			28		150	
"	F	72	135	207	96			28		130	
"	JUV	45	69	114	92			-		56	

(1) The date of the collective agreement is 6 DEC 45.

APPENDIX "B"

SPECIAL COMPARISON TABLE CIVILIAN LABOUR AGREES 1945
 PLAN ("PLAN I" UNDER THIS ITALIAN GOVT. AGREEMENT FOR CIVIL INDUSTRY
 IN NORTHERN ITALY)

Italian Industry Rates									
Plus				Plus				Minus	
C of L	Take Home	Base Pay (1)	Presence Indemnity	Wife	2 Chil- dren	Cero Vita	Dear Bonus	Social Ins.	Take Home
3420	8820	7500			884		3750		12134
3640	8640	6000			884		3750		10634
3640	7240	6000			884		3750		10634
3640	7240	7500			884		3750		12134
2975	6975	4560			840		4500		9900
3075	6775	4290			840		4500		9630
147	272	160			28		150		338
150	270	152			28		150		330
150	270	168			28		150		346
150	265	152			28		150		330
142	277	160			28		150		338
147	272	160			28		150		338
147	272	160			28		150		338
142	277	152			28		150		338
150	270	152			28		150		330
150	250	144			28		150		330
142	277	144			28		150		322
142	277	152			28		150		322
									330
150	235	136			28		150		314
135	207	96			28		130		254
69	114	92			-		56		148

Document is 6 DEC 45.

SPECIAL COMPARISON TABLE CIVILIAN LABOUR RATES 1945
PADUA & BOLZANO ("ZONE II" UNDER THE ITALIAN GOVT. AGREEMENT FOR CIVIL INDUSTRY
IN NORTHERN ITALY)

Allied Force Basic Rate					Italian Industry Rates				
GRADE	Male or Female	Basic Max	Plus		Base Pay (1)	Presence Indemnity	Plus		
			C of L	Take Home			Life	2 children	On Vi
Accountant	M	5400	1470	6870	7050			884	
Book-Keeper	M	5000	1620	6620	5640			884	
Clerk	M	3600	1690	5290	4140			884	
Cashier	M	3600	1690	5290	5640			884	
Cook (less A Club)	M	4000	1175	5175	4000			884	
Waiter (" ")	M	3700	1225	4925	7800 (2)			884	
Blacksmith	M	125	72	197	143			28	
Bricklayer	M	120	75	195	143			28	
Carpenter	M	120	75	195	143			28	
Driver, Truck	M	115	75	190	143			28	
Electrician	M	135	67	202	158			28	
Joiner	M	125	72	197	143			28	
Mason	M	125	72	197	143			28	
Mechanic	M	135	67	202	143			28	
Painter	M	120	75	195	143			28	
Storeroom	M	100	75	175	143			28	
Tinekeeper	M	135	67	202	159			28	
Welder	M	135	67	202	158			28	
Unskilled	M	85	75	160	124			28	
"	F	72	75	147	87			28	
"	JUV	45	29	74	87			-	

- (1) The date of the collective agreement is 6 DEC 45
(2) This includes representative average monthly sum received in gratuities.

APPENDIX "C"SPECIAL COMPARISON TABLE CIVILIAN LABOUR RATES 1945

("ZONE II" UNDER THE ITALIAN GOVT. AGREEMENT FOR CIVIL INDUSTRY
IN NORTHERN ITALY)

Rate		Italian Industry Rates *								
	Plus				Plus				Minus	
	C of L	Take Home	Base Pay (1)	Presence Indemnity	Wife	2 chil- dren	Care Vita	Senior Bonus	Social Ins.	Take Home
	1470	6870	7050			804		3750		11684
	1620	6620	5640			804		3750		10274
	1690	5290	4140			804		3750		6774
	1690	5290	5640			884		3750		10274
	1175	5175	4000			804		3000		7804
	1225	4925	7800 (2)			884		-		8684
	72	197	143			28		150		321
	75	195	143			28		150		321
	75	195	143			28		150		321
	75	190	143			28		150		321
	67	202	158			28		150		336
	72	197	143			28		150		321
	72	197	143			28		150		321
	67	202	143			28		150		321
	75	195	143			28		150		321
	75	175	143			28		150		321
	67	202	159			28		150		337
	67	202	158			28		150		336
	75	160	124			28		150		302
	75	147	87			28		125		240
	29	74	87			-		56		143

* Agreement in 6 DEC 45
Five average monthly sum received in gratuitia.

APPENDIX 'D'

QUESTIONS

1. REASON FOR MEETING

(i.e. was there evidence of disparity of rates of wages ?)

There was evidence of disparity between rates of wages payable by the Allied Forces and those being paid by civilian industry.

2. Sources of information for the Italian Industry Rates as on the attached forms.

Ufficii and Camere del Lavoro in No. 2 District territory. Confirmed by representative (Adv) HQ Allied Commission.

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

Visits by SLOCs to civilian firms, and a study made of the Agreement for the Equalisation of Wages in respect of Industrial Workers, Northern Italy", dated 6 Dec 1945.

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

As in minute 23(a) (b) and (c), it was found that Monthly Paid Workers were on a proportionately higher rate of pay than Daily Paid Workers.

5. Is the Award in the form of a Bonus or of an Augmentation of the Basic Rate.

The award is in the form of a Bonus to be known as the Emergency Bonus in order to distinguish it from the Cost of Living Bonus on a sliding scale.

6. Effective date and area of award.

1 Dec 1945 throughout No. 2 District.

DISTRIBUTION:

GHQ CMB (for CAO)
GHQ CMB (for C(Maint))
GHQ CMB (for LABOUR DIRECTORATE)
ALCOM ROME ← (2)
AFIRS ROME
FLAG OFFICER NORTHERN AREA MEDITERRANEAN (2)
HQ XIII CORPS (2)
HQ 2 DISTRICT
ADV HQ ALCOM (for LABOUR SUB-DIVISION)
DDL HQ 2 DISTRICT
59 AREA
217 AREA
60 SUB-AREA
7 AREA (4)
HQ 2 GROUP, P.C. (3)
HQ 91 GROUP, P.C.

1404

LABOR 5/6
159924

COPY NO. 5

HQ No. 2 District, CMP.
1865/7/92

26 Jul 45

ALLIED FORCES LOCAL RESOURCES (ITALIAN) BOARD
LABOUR AND WAGES CONTROL COMMITTEE

2 DISTRICT LOCAL SUB-COMMITTEE

MINUTES

8. The second meeting of the 2 District Labour and Wages Sub-Committee of AFHQ (Italian) Board was held on Monday 23 Jul 45 at HQ 2 District.

PRESENT

- CHAIRMAN - Lt-Col G.E. WILSON, MBE, JIL No. 2 District
- MEMBERS - Lieut P. HENDERSON, RNR, RM Base, GENOA
Major P.G.R. VINCENT, DCMC(2), No. 2 District
Lt-Col D.H. ALEXANDER, OC 91 Group HQ
Major D.L. VERNES, 2909 C.L.U.
Major J. SEDUNA, 2917 C.L.U.
Major L. HENDERSON, 2918 C.L.U.
Mr. Joseph DI FELIS, AMG LOMBARDI
Major E. SCIALOJA, AMG RIMONTE

9. The Minutes of the first meeting of the Sub-Committee were read and passed.

10. The Chairman announced that at the meeting of the AFHQ (Italian) Board Labour and Wages Control Committee held on 19 Jul 45, Minute No. 4 of No. 2 District Local Sub-Committee Meeting of 9 Jul 45, in respect of Cost of Living Bonus, was considered and the Committee unanimously recommended to the Board that the power of authorizing wage increases up to 100 lire per day granted by AFHQ Adm Memo Nos. 25 and 34 of '45 to Local Sub-Committees in Southern Italy now be extended to Sub Committees in Northern Italy, excluding VENEZIA GIULIA, and requested that interim action be taken by AFHQ with a view to obtaining an early amendment to the existing AFHQ instructions.

11. CIVILIAN LABOUR RATES - Civilian Labour rates, as at Appendix 'A', were then submitted and the Sub-Committee proceeded to investigate in detail the difference between the present Military rates of pay and those obtaining in civilian industry.

Major F. S. SPICER, 2917 O.L.U.
 Lt-Col D.H. ALEXANDER, 2909 O.L.U.
 Major D.J. VERNON, 2917 O.L.U.
 Major A. SEDGWICK, 2918 O.L.U.
 Major L. HENDERSON, 2918 O.L.U.
 Mr. Joseph DI VITO, AMG PLANT
 Major F. S. SPICER, AMG PLANT

9. The Minutes of the first meeting of the Sub-Committee were read and passed.

10. The Chairman announced that at the meeting of the AFIR (Italian) Board Labour and Wages Control Committee held on 19 Jul 45, Minute No. 4 of No. 2 District Local Sub-Committee Meeting of 9 Jul 45, in respect of Cost of Living Bonus, was considered and the Committee unanimously recommended to the Board that the power of authorizing wage increases up to 100 lire per day granted by AFIR Adm Memo Nos. 25 and 34 of 1945 to Local Sub-Committees in Southern Italy now be extended to Sub Committees in Northern Italy, excluding VENEZIA GIULIA, and requested that interim action be taken by AFIR with a view to obtaining an early amendment to the existing AFIR instructions.

11. COMPARISON TABLE - Civilian Labour rates, as at Appendix 'A', were then submitted and the Sub-Committee proceeded to investigate in detail the difference between the present Military rates of pay and those obtaining in civilian industry.

The question of making a differentiation between male and female employees was raised in view of the fact that there was a movement on foot for the equal treatment of male and female employees in Italian industry.

The representatives of AFIR stated that the Italian State employees, irrespective of sex, are paid the same basic rates with dependent allowances. It was decided that:

- (a) it would be undesirable to pay the same rates to males and females without introducing complicated provisions for dependents allowances which would be impracticable.

...../ (b)



- 2 -

(b) the rates of pay of civilians employed by Italian industries in the various parts of the territory under the jurisdiction of the Sub-Committee, with the exception of the Provinces of PLACENZA and PARMA, were similar and on an average approximately 90 Lire higher than the Allied Forces employees Take Home packet.

(c) the present Military rates of pay in the Provinces of PLACENZA and PARMA compare favourably with those of the civilian industries in these provinces. It was further pointed out that No. 1 District Sub-Committee had not as yet found it necessary to implement fully the first Cost of Living Bonus in that part of EMILIA which falls under the jurisdiction of No. 1 District Local Sub-Committee.

12. The Sub-Committee then unanimously agreed that, subject to the interim action being taken by AFMCS referred to in Minute 3, the following increases in the Cost of Living Bonus within the territory under its jurisdiction, less the provinces of PLACENZA and PARMA would become effective from the day period beginning 1 Aug 45.

	Daily Paid Workers	Monthly Paid Workers (excluding Hotel and Mess Grades)	Hotel and Mess Grades (Monthly)
	Lire	Lire	Lire
Male	75	1950	1200
Female	60	1560	1500
Juveniles	40	1040	750

13. REVISION OF BASIC WAGE FOR EXCLUSIVE TRIPLES

Reference was made to Minute 5 of the last meeting of the Sub-Committee.

AMG, PLINCHET withdrew their request that the rates of pay for professional grades should be examined in view of the wage increases proposed in para 5 above, and in view of the fact that the necessity for employment of personnel concerned would soon be disappearing.

14. WAGE RATES - ROYAL NAVY

Reference was made to Minute 6 of the last meeting of the Sub-Committee. Royal Navy stated that new provisional rates for such positions as Assistant Harbour Masters were not now required.

15. CIVILIAN AND ADMINISTRATIVE GRADES

	Daily Paid Workers	Monthly Paid Workers (excluding Hotel and Messa Grades)	Hotel and Messa Grades (Monthly)
	<u>Lire</u>	<u>Lire</u>	<u>Lire</u>
Male	75	1950	1800
Female	60	1560	1500
Juveniles	40	1040	750

13. REVISION OF BASIC RATES FOR EXPERTISE TRADES

Reference was made to Minute 5 of the last meeting of the Sub-Committee.

AME, PIERONE withdrew their request that the rates of pay for professional grades should be examined in view of the wage increases proposed in part 5 above, and in view of the fact that the necessity for employment of personnel concerned would soon be disappearing.

14. WAGE RATES - ROYAL NAVY

Reference was made to Minute 6 of the last meeting of the Sub-Committee. Royal Navy stated that new provisional rates for such positions as Assistant Harbour Masters were not now required.

15. CLERICAL AND ADMINISTRATIVE GRADES

The Chairman said that at the last meeting of the AFIR Italian Board Labour and Wages Control Committee, the position of a clerical or administrative employee taking one day's official leave of absence in seven days, was clarified in that this would not cause him to suffer a deduction of one day's pay and bonus.

16. MECHANICS

The Chairman drew attention to the fact that the Labour and Wages Control Committee had recommended to AFIR Italian Board that those specialist grades of mechanics at present included in the Allied Forces basic wage scales with wage rates of 100 lire minimum and 135 lire per day maximum, be all incorporated under the general heading of mechanic.

...../ 17.

- 3 -

17. SUPPLY OF FOOD TO ITALIAN CIVILIANS

The proposals submitted by HQ AFOM to the Labour and Wages Control Committee for adjustments to the system of supply of food to civilians by the Allied Forces, were examined. It was recommended that although supplementary ration cards had not been issued as yet in NW Italy and were not required, the midshift meal should be increased by an equivalent quantity of bread (25 grams) and dehydrated soup (say 7 to 12 grams). In the opinion of the Sub-Committee the increased bread ration in particular would constitute a considerable inducement to labour with the Allied Forces.

18. NEXT MEETING

The date of the next meeting of the Sub-Committee was left to the discretion of the Chairman.

[Handwritten signature]

Major,
Secretary.

5492

DISTRIBUTION

	COPY NO
GAO AFHQ	1
AFHQ Q(Maint)	2
D Lab, AFHQ	3
AFHQ (Rome)	4
HQ ALCOM	5
WFOC GENOA	6
" " (for Lt.F.HENDERSON, RWR)	7
CG Fifth Army (for G-4)	8
CG IV (US) Corps	9
CG PDS	10
AMG Lombardia Region	11
" " (for Mr. Joseph Di FRED)	12
AMG Liguria Region	13
AMG Piemonte Region	14
" " (for Maj. E. SCICLUNA)	15
AMG Emilia Region	16
Local Resources Section AFHQ (MILAN)	17
59 Area	18
60 Sub Area	19
151 Sub Area	20
215 Sub Area	21
66 AA Bde	22
91 Group PG	23
2909 CLU	24
2917 CLU	25
2918 CLU	26
C	27
Engrs	28
Mov	29
Sigs	30
ST	31
Med	32
Ord	33
REMS	34
Pro	35
Lab	36
Sal	37
File	38
War Diary	39 - 40

Appendix 'A' to H. No 2 District
letter 1865/7/92 dated 26 Jul 45.

No 2 District Local Sub-Committee of the ASIR (Italian)
Board Labour and Wages Control Committee

QUESTIONNAIRE

1. Reason for Meeting.

To review the wages situation and decide what further increase in military rates is desirable.

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

Ufficio del Lavoro,
MILAN, TURIN, GENOVA.

3. Steps taken to verify the information referred to in para 4 above.

Interview by Civil
Labour Officers.

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

By additional OLB of
75 Lire per day for male
adults 60 Lire per day
for female and 40 Lire per
day for juveniles.

5. Is the Award in the form of a Bonus or of an augmentation of the Basic Pay

A bonus

6. Effective Date and area of the award

1 Aug 45 (Provisional)
No 2 District territory
less 66 AA ECH and ELS
Sub Area

5491

SPICIAL COMPARISON TABLE - CIVILIAN LABOR RATES
(N.I. - Except where otherwise stated rates are those of Engineering firm of PALCO).
Italian Industry Rates

Allied Force Basic Rate					Italian Industry Rates							
Grade	Male or Female	Basic Pay	Plus C of L	Take Home	Base Pay	Present Indemnity	Wife	Plus 2 Child-ren	Cara Vita	Meal Allow	Shoe Bonus	Cottino
ADMINISTRATIVE, OFFICE & CLERICAL												
Clerk, Office	M	3600	1690	5290	4000			426		250	3750	
Jr Adm Assistant	M	5400	1470	6870	5550			426		250	3750	
Sr " "	M	6800	1430	8230	7500			426		250	3750	
Telephone Operator	M	3600	1690	5290	1800			426		250	3750	
Typist												
MESS & CLUB												
Cook	M	133	39	172	68			16		20	150	
Waiter												
CLASSIFIED ARTISAN SKILLED & UNSKILLED												
Blacksmith	M	125	72	197	114	-	-	16	-	10	150	-
Bricklayer	M	120	75	195	88	-	-	16	-	15	150	47
Carpenter (CARBARINO SCHIACCIOLLO)	M	120	75	195	76	-	-	16	-	20	130	-
Driver	M	115	75	190	110	-	-	16	-	20	150	-
Electrician	M	135	67	202	117	-	-	16	-	10	150	-
Mason (PIRELLI)	M	125	72	197	88	-	-	16	-	15	150	47

COMPARISON TABLE - CIVILIAN LABOR RATES
 (where stated rates are those of Engineering firm of PALOX).
 Appx 'B' to H. No. 2 District
 letter 1005/7/02
 dated 21 Jul 45.

Italian Industry Rates											
	Base Pay	Present Indemnity	Wife	Plus 2 Child- ren	Cara Vita	Meal Alice	Beer Roman	Cottino	Social Ins	Income Tax	Tax Rate House
				426		250	3750			367	6059
290	4000			426		250	3750			509	9467
870	5550			426		250	3750			688	11258
230	7500			426		250	3750			165	6061
290	1800			426		250	3750				
172	68			16		20	150			3	251

5490

SPECIAL COMPARISON TABLE - CIVILIAN LABOR FORCE, MILAN (CONTINUED)

[illegible]

APPX 'B' (Cont'd)

PRISON TABLE - CIVILIAN LABOUR DATA MILAN (CONTINUED)

Italian Industry Rates										
Base Pay	Present Indemnity	Life	Plus 2 Child- ren	Care Vita	Local Alloc	Exer Bonus	Cottimo	Minus Social Ins	Income Tax	Take Home
96			16		15	150	38		5	310
96	-	-	16	-	10	150	-	-	5	267
96	-	-	16	-	10	150	-	-	5	267
96	-	-	16	-	10	150	-	-	6	284
114	-	-	16	-	10	150	-	-	4	257
89	-	-	16	-	10	150	-	-		

6489

SPECIAL COMPARISON TABLE - CIVILIAN LABOR RATES GENOA

Allied Forces Basic Rate					Italian Industry Rates (AMSA)							
Grade	Male or Female	Basic Max	Plus C of Home L	Plus Take of Home L	Base Pay	Present Indemnity	Wife	Plus 2 Child- ren	Care Vita	Real Alice	Emor 30 us	Cottimo
<u>ADMINISTRATIVE, OFFICE & CLERICAL</u>												
Clerk, Office	M	3600	1690	5290	3500	-	-	416	-	702	3520	-
Jnr Adm Assistant	M	5400	1470	6870	5000	-	-	416	-	702	3520	-
Snr " "	M	6800	1430	8230	7500	-	-	416	-	702	3520	-
Telephone Operator												
Typist	L.F.	3600	1690	5290	3000	-	-	-	-	702	3000	-
<u>MESS & CLUB</u>												
Cook	M	4000	1175	5175	131	-	-	16	-	27	120	22
Waiter	M	3700	1225	4925	116	-	-	16	-	27	120	18
<u>CLASSIFIED ARTISAN SKILLS & UNSKILLED</u>												
Blacksmith	M	125	72	197	70	-	-	16	-	27	120	70
Bricklayer												
Carpenter	M	120	75	195	70	-	-	16	-	27	120	70
Driver	M	115	75	190	110	-	-	16	-	27	120	21
Electrician	M	135	67	202	77	-	-	16	-	27	120	77
Mason	M	125	72	197	70	-	-	16	-	27	120	64

APPX 'C' to HJ No 2 District
Letter 1865/7/32
dated 9 Jul 45

ITALY COMPENSATION TABLE - CIVILIAN LABORERS' GROUP

Italian Industry Rates (ANSAIDO)

Base Pay	Present Indemnity	Wife	Plus 2 Child- ren	Care- Vite	Meal Allow	Beer Bonus	Cottimo	Social Ins	Minus Income Tax	Take Home
3500	-	-	416	-	702	3520	-	-	410	7720
3000	-	-	416	-	702	3520	-	-	720	8918
7500	-	-	416	-	702	3520	-	-	1130	11008
3000	-	-	-	-	702	3000	-	-	300	6402
131	-	-	16	-	27	120	22	-	7	306
116	-	-	16	-	27	120	18	-	6	297
70	-	-	16	-	27	120	70	-	8	295
70	-	-	16	-	27	120	70	-	8	295
110	-	-	16	-	27	120	21	-	6	307
77	-	-	16	-	27	120	77	-	10	289
70	-	-	16	-	27	120	64	-	8	289

1498

SPECIAL COMPARISON TABLE - CIVILIAN LABOUR RATES GENOA (CONTINUED)

Allied Force Basic Rate					Italian Industry Rates (A)								
Grade	Male or Female	Basic Max	Plus C of L	Take Home	Base Pay	Present Indemnity	Wife	Plus 2 Child- ren	Cara Vita	Meal Allowance	Minor Bonus	Cottimo	Minor Social Ins
<u>CLASSIFIED ARTISAN SKILLED & UNSKILLED (COMES)</u>													
Mechanic	M	135	67	202	77	-	-	16	-	27	120	77	-
Painter	M	120	75	195	70	-	-	15	-	27	120	64	-
Storeman	M	100	75	175	72	-	-	16	-	27	120	62	-
Timekeeper	M	135	67	202	4500	-	-	416	-	702	3520	-	-
Welder	M	135	67	202	76	-	-	16	-	27	120	92	-
Unskilled Labour	M	85	75	160	60	-	-	16	-	27	120	48	-
Unskilled Labour	F	72	75	147	48	-	-	-	-	27	100	29	-
Unskilled Labour (Juvenile)		45	29	75	40	-	-	-	-	27	70	32	-

TABLE - CIVILIAN LABOUR RATES GENOA (CONTINUED)

Appx "C" (Cont'd)

Italian Industry Rates (ANALDO)

Age	Present Indemnity	Wife	Plus 2 Child- ren	Cara Vita	Meal Allowance	Home Bonus	Cottimo	Minus Social Ins	Income Tax	Take Home
77	-	-	16	-	27	120	77	-	10	307
70	-	-	16	-	27	120	64	-	8	289
72	-	-	16	-	27	120	62	-	8	289
300	-	-	416	-	702	3520	-	-	505	8633
76	-	-	16	-	27	120	92	-	10	321
60	-	-	16	-	27	120	47	-	7	264
48	-	-	-	-	27	100	29	-	3	201
0	-	-	-	-	27	70	32	-	4	165

1487

SPECIAL COMPARISON TABLE - CIVILIAN LABOR RATES TUNIS

(NB Except where otherwise stated rates are for those of M.I.V. and P.I.)

Allied Force Basic Rate					Italian Industry Rates							
Grade	Male or Female	Basic Max	Plus C of L	Take Home	Base Pay	Present Indemnity	Wife	Plus 2 Children	Cara Vita	Meal Allow	Emer Bonus	Cot
<u>ADMINISTRATIVE, OFFICE & CLERICAL</u>												
Clerk, Office	M	3600	1690	5290	3700	-		426	3450	-	-	-
Jur Adm Assistant	M	5400	1470	6870	5000	-		426	3450	-	-	-
Snr " "	M	6300	1430	8230	7000	-		426	3450	-	-	-
Telephone Operator	M	2500	1950	4450	2200	-		426	3450	-	-	-
Typist	M	3600	1690	5290	2200	-		426	3450	-	-	-
<u>MESS & CLUB</u>												
Cook (CANTINA)	M	4000	1175	5175	2500	-				1040		
Waiter	M	3700	1275	4975								
<u>CLASSIFIED ARTISAN SKILLED & UNSKILLED</u>												
Blacksmith	M	125	72	197	(i) 20 (ii) 112 (iii) 104 (iv) 96			17	138			
Bricklayer	M	120	75	195				"	"			
Carpenter	M	120	75	195				"	"			
Driver	M	115	75	190				"	"			
Electrician	M	135	67	202								
Mason	M	125	72	197								

SPECIAL COMPARISON TABLE - CIVILIAN LAR 3 RATES TURIN

(BB Except where otherwise stated rates are for those of M.I.V. and F.I.A.T.)

Appt 'D' to HQ No 2 Dis
letter 1865/7/02
dated 22 Jul 45

Italian Industry Rates

Plus			Italian Industry Rates								Minus		
Basic Max	C of L	Take Home	Basic Pay	Present Indemnity	Wife	2 Child- ren	Care Vita	Meal Allow	Emer Bonus	Cottimo	Social Ins	Income Tax	Take Home
3600	1690	5290	3700	-		426	3450	-	-	-	All ins etc pd by employers MIV and FIAT		7576
5400	1470	6870	5000	-		426	3450	-	-	-			8876
6000	1430	8230	7000	-		426	3450	-	-	-			10876
2500	1950	4450	2200	-		426	3450	-	-	-			6076
3600	1690	5290	2200	-		426	3450	-	-	-			6076
4000	1175	5175	2500	-				1040					4000 average
3700	1275	4975											
125	72	197	(i) 20			17	138						275
120	75	195	(ii) 112			"	"						267
			(iii) 104			"	"						259
120	75	195	(iv) 96			"	"						251
115	75	190											
135	67	202											
125	72	197											

5450

SPECIAL COMPARISON TABLE - CIVILIAN LABOUR PAY TUNIS (CONTINUED)

Allied Forces Basic Rate					Italian Industry Rates							
Grade	Male or Female	Basic Max	Plus % of 1	Take Home	Basic Pay	Present Indemnity	Wife	Plus 2 Children	Cara Vita	Meal Allowance	Star Bonus	Cost
<u>CLASSIFIED ARTISAN SKILLED & UNSKILLED (COMED)</u>												
Mechanic	M	135	67	202	(i)	120		17	138	-	-	
Painter	M	120	75	195	(ii)	112		"	"	-	-	
Storeman	M	100	75	175	(iii)	104		"	"	-	-	
Timekeeper	M	135	67	202	(iv)	96				-	-	
Welder	M	135	67	202				17	138	-	-	
Unskilled Labour	M	85	75	160	96	-		17	138	-	-	
Unskilled Labour	F	72	75	147	64	-		-	52	-	-	
Unskilled Labour (Juvenile)		45	29	74	58	-						

SPECIAL COMPARISON TABLE - CIVILIAN LABOR PAYS TURIN (CONTINUED) Annex 'D' (Cont'd)

Italian Industry Rates												
Plus of	Take Home	Base Pay	Present Indemnity	Wife	Plus 2 Child- ren	Base Vita	Meal Alice	Beer Boris	Cottage	Social Ins	Income Tax	Take Home
67	202	(i)	120		17	138	-	-	-	Ins etc paid by employers		275
75	195	(ii)	112		"	"	-	-	-			267
75	175	(iii)	104		"	"	-	-	-			259
75	175	(iv)	96		"	"	-	-	-			251
67	202											
67	202											251
75	160	96	-		17	138	-	-	-			212
75	147	64	-		17	138	-	-	-			110
29	74	58	-		-	52	-	-	-			

5485

LABOR SUBMISSION

Routing Slip

	Initials	Date
Mr. W.H. BRAINE		
Mr. SACHS	<i>h</i>	<i>h</i>
Mr. NIRD	<i>h</i>	<i>h</i>
Mr. SCOTT	<i>h</i>	<i>h</i>
Mr. PROCTOR	<i>h</i>	<i>h</i>
Miss STEVENSON	<i>h</i>	<i>h</i>
Miss SANSEVERINO	<i>h</i>	<i>h</i>
Chief Clerk		

REMARKS:

File

5484

Miss Diamond

Pl. do the necessary.

B 4/8

NOV 10 1970

36

COPY NO 36

121 No. 2 District, CMF.

1965/7/20

4 Jul 45.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD
LABOR AND WAGES CONTROL COMMITTEE

2. DISTRICT LOCAL SUB-COMMITTEE

MEMBERS

1. The first Meeting of the 2 District Labour and Wages Sub Committee of AFIR (Italian) Board was held on Monday 9 Jul 45 at 19 No. 2 District.

PRESENT.

CHAIRMAN - Colonel S.B.L. GARDON-SMITH, OBE., MC.,
HDL 2 District.

MEMBERS - Lieut F. HENDERSON, RNR, RN Base GELMOA
Lt-Col G.J. COOK, 5 Army
Major PER. VINCENT, DCMG(2) 2 District
Lt-Col ALEXANDER, OC 91 Group PG
Major H. VENTIS, 2909 O.L.U.
Major A. SECURA 2917 C.L.U.
Major L. HENDERSON, 2918 O.L.U.
Mr. Joseph H. Pede, 195, LAMBARDA
Major R. SCICLUNA, AMG PIMENTE

2. GENERAL REVIEW OF THE SITUATION IN NORTHERN ITALY.

The present position regarding wage rates in NORTHERN ITALY was examined and representatives from Areas were asked to give their views as to current wage rates.

(a) MILAN Area.

It was agreed that the unskilled labour rate would be 260 lire per day now that the new civilian wage agreement had come into force.

(b) PERMANENT Area.

The figure of 240 lire per day was given for unskilled workers although the difficulty of obtaining an exact figure was pointed out owing to the fact that a certain portion of wages is in many cases paid in kind.

Major F. L. VINCIGUERRA, OC 91 Group EC
 Lt-Col ALBERTINI, OC 91 Group EC
 Major IL VINCIGUERRA, 2909 C.I.U.
 Major A. VINCIGUERRA, 2917 C.I.U.
 Major L. VINCIGUERRA, 2918 C.I.U.
 Mr. Joseph di Paolo, AGC, LOMBARDIA
 Major E. BOLDI, AGC, LOMBARDIA

2. GENERAL REVIEW OF THE SITUATION IN NORTHERN ITALY.

The present position regarding wage rates in NORTHERN ITALY was examined and representatives from Areas were asked to give their views as to current wage rates.

(a) MILAN Area.

It was agreed that the unskilled labour rate would be 260 lire per day now that the new civilian wage agreement had come into force.

(b) PIEMONTE Area.

The figure of 240 lire per day was given for unskilled workers although the difficulty of obtaining an exact figure was pointed out owing to the fact that a certain portion of wages is in many cases paid in kind.

(c) LIGURIA.

Civilian wage rates were still a subject for negotiation but the final figures would be as much if not higher than MILAN

3. COST OF LIVING BONUS.

In view of the fact that civilian rates of pay under the new agreements lately negotiated in civilian industry and not approved by AGC and Italian Government, would be anything up to 17% less above Allied Force basic wage scale it was agreed to recommend that the full maximum permissible cost of living bonus as laid down in Aggr. No. 34 should be adopted forthwith, to be effective for the pay period beginning 1 Jul 45.

2/.....

- 2 -

4. Recommendations

It was further agreed for the same reasons that the addition of the cost of living bonus as it present within the powers of the Committee would be entirely inadequate to meet the new situation. It appeared that the rates of pay for skilled labour were considerably more dependent from the military point of view than those for unskilled workers, and so owing to widespread unemployment and the small demands for this type of labour within the District, sufficient unskilled labour was readily available. Typical skilled rates of pay in civilian occupations were known and compared with those payable under the present powers of the Committee. It was found that military rates of pay would be approximately 100 lire below civilian rates for the majority of trades, even after the implementation of Cost of Living bonus mentioned in para 3. The following recommendation was therefore made:-

The view of the wage agreements which have already been authorized in LADHAR and are in course of being negotiated in other departments in 2 District territory (and in many cases are already actually operative) and in view of the fact that wages in the NORTH have reached some in many cases surpassed wage levels in RHEE and other parts of CENTRAL and SOUTHERN ITALY, this Sub Committee suggests that they be granted the full powers specified under Army Admin Circular No. 23 which authorize a further bonus of up to 100 lire per day in addition to the cost of living bonus laid down in Army No. 14 to AFM Admin Circular No. 34. The Committee feels that without such authority a very real danger exists that such important contributions as 120000 may be jeopardized owing to possible absenteeism and strikes among civilian employees.

5. Recommendations was asked to provide further details of typical rates ruling in civilian industry.

6. Special Case

It is reported that they had difficulty in obtaining a high standard of employees in professional grades and were asked to make recommendations to the Committee in order that he could take the matter up at the next meeting of the labour and High Control Committee of the District (Italian) Board.

7. Recommendations

They were asked that they were in the process of withdrawing all officers and personnel from Italy as civilians in such positions as best they could. It was asked no rates of pay were laid down. Professional rates should be fixed in consultation with the Local Labour Officer.

in view of the fact that wages in the NORTH have reached
and in many cases surpassed wage levels in EWE and other
parts of CENTRAL and SOUTHERN ITALY, this Sub Committee
requests that they be granted the full bonus specified
under Army Order No. 25 which authorizes a
further bonus of up to 100 lire per day in addition to
the cost of living bonus laid down in Army Order No. 25.
The Committee feels that
talent and authority a very real danger exists that
such important contributions as MILIOS may be jeopardized
due to possible absenteeism and strikes among civilian
employees.

2. The Italian Region was asked to provide further details of typical
wage rates ruling in civilian industry.

5. GENERAL INFORMATION ON CIVILIAN

It is reported that they had difficulty in obtaining a high
standard of employment in professional grades and were asked to make
recommendations to the Government in order that he could take the matter
up at the next meeting of the Labour and Wage Control Committee of the
MIL (Italian) Staff.

6. THE MILITARY AND POLICE

It was stated that they were in the process of withdrawing 28
Officers and requesting that they be paid on civilian in such positions as
Army Headquarters, the Italian no rates of pay were laid down. Pro-
visional rates would be fixed in consultation with the Local Labour Officer
and MIL.

7. THE ITALIAN

The next meeting of the Sub Committee will be held on 23 Jul 45
at 1630 hrs.

Major,
Secretary.

Appendix 'A' to HQ No 2 District letter
1969/7/32 dated 14 Jul 45

No 2 District Local Sub-Committee of the AFLR (Italian)
Board Labour and Wages Control Committee

QUESTIONNAIRE

Reason for Meeting

In view of the gross disparity between wages rates in civilian industry and those payable by the military:-

- (a) to authorize the implementation of a cost of living bonus.
- (b) to consider requesting powers to authorize a further bonus.

- | | | |
|---|--|--|
| 2 | <u>Source of information for the Italian Industry Rates as on the attached form</u> | Ufficio del Lavoro,
MILAN. |
| 3 | <u>Steps taken to verify the information referred to in para 2 above</u> | By interviews by
2909 CBU |
| 4 | <u>Increase/decrease agreed, with explanation of any variations in proportions of the award as between occupations</u> | By Cost of Living Bonus
as at Appx 'II' to AFHQ
Adm Memo 34 of 1945. |
| 5 | <u>Is the Award in the form of a Bonus or of an augmentation of the Basic Pay</u> | A Cost of Living Bonus |
| 6 | <u>Effective date and area of the award</u> | 1 Jul 45.
No 2 District territory
less 66 AA Bld |

2 PARTIAL

5402

SPECIAL COMMISSION: TABLE - CIVILIAN LABOUR RATES MILAN

Allied Forces Basic Rate					Italian Industry Rate							
Grade	Male or Female	Basic Pay	Plus C of L	Take Home	Base Pay	Present Indemnity	Wife	2 Child -ren.	Cars vita	Plus		
										Meal Allow	Hous Bonus	Cott
<u>UNSKILLED</u>	M	85	75	160								
<u>CONDANO</u>	M				96	-		8	-	20	150	-
PIRELLI (1)	M				58	-		16	-	15	150	23
	M				70	-		16	-	15	150	37
PALOK	M				95	-		16	-	10	150	-
<u>BRICKLAYER</u>	M	120	75	195								
<u>PIRELLI</u>	M				88	-		16	-	15	150	47
<u>MECHANIC</u>	M	135	67	202								
<u>CONDANO</u>	M				114	-		16	-	20	150	-
PIRELLI	M				96	-		16	-	15	150	38
PALOK	M				126	-		16	-	10	150	-
<u>DRIVER</u>	M	115	75	190								
<u>CONDANO</u>	M				110	-		16	-	20	150	-
<u>COOK</u>	M	133	39	172								
<u>GARRINO SULLOCALAGA</u>	M				68	-		16	-	20	150	-

065/168 355 14 19-15

HEARING ROOM TABLE - CIVILIAN LABORATORY ATLAS

Italian Industry Rates											
Take Home	Base Pay	Present Incapacity	Wife	Plus					Minus		Take Home
				2 Child -res.	Care vita	Real Allow	Senior Bonus	Contributo	Social Ins.	Income Tax	
160	96	-		8	-	20	150	-	-	5	269
	58	-		16	-	15	150	23	-	3	259
	70	-		16	-	15	150	37	-	4	284
	85	-		16	-	10	150	-	-	4	257
195	88	-		16	-	15	150	47		5	311
202	114	-		16	-	20	150	-	-	6	294
	96	-		16	-	15	150	38	-	5	310
	126	-		16	-	10	150	-	-	6	296
190	110	-		16	-	20	150	-	-	6	290
172	66	-		16	-	20	150	-	-	3	251

Special Comparison Table - Civilian Labour Rates 1945

Allied Forces Basic Wage				Italian Industry							
Grade	Male or Female	Basic Wage	Plus D or L	TAXES RENT	Basic Pay	Home Inc	Wife 2	Child vins	Plus		
									Care vins	Meal Allow	Shower Home
<u>CLERICAL WORKERS</u>											
<u>1st Category</u>	M	5800	1430	8230							
		(Senior Adm Asst)			7500	-		125	250	3750	
	M				6075	-		125	500	3750	
PAID CONTRAND	M										
<u>2nd Category</u>	M	5400	1270	6670							
		(Junior Adm Asst)			5500	-		125	250	3750	
	M				4570	-		125	250	3750	
PAID PENDING	M										
<u>3rd Category</u>	M	3500	1590	5290							
		(Clerk)			4000	-		125	250	3750	
	M				2795	-		125	500	3750	
PAID CONTRAND	M										
<u>TYPESET and TYPE OPERATORS</u>	M	3500	1590	5290	1500	(Minimum)		125	250	3750	

Sheet 2

Special Compensation Table - Civilian Labour, 1946

Italian Industry Rates

TAXES RATE	Base Pay	Hos Ind	Fito 2	Plus			Minimum Soc Incess Ins Tax	TOTAL RATE
				Cars CHIL	Meal Vits	Shor Allee Home		
5230 (est)	7500 6076	-	-	426 426	250 500	3750 3750	688 557	11238 10195
6870 (est)	5500 4070	-	-	426 426	250 250	3750 3750	909 373	9457 8125
5290	4000 2796	-	-	426 426	250 500	3750 3750	367 256	8059 7216
5290	1800 (Minimum)	-	-	426	250	3750	155	5061

Agree '01 to HQ No 2 Dist Letter
1855/7/02 dated 12/ Jul 45

Wages Agreement between the Unione Industriale and the Camera del
Torino of Milan Province - Translation

WAGE INCREASE

1. With effect from 25 Jun 45 there is instituted an emergency bonus,
daily and monthly, to be calculated down to the hour and to be paid only
for hours actually worked. The additional bonus is fixed on the following
scale:-

	Manual Workers Daily	Clerical Workers Monthly
(a) Male head of family with one dependent	120	5000
(b) Female head of family with one dependent	100	2500

To males and females with two or more dependents there will be paid an
additional allowance of 15 lire daily for manual workers and 375 lire month-
ly for clerical workers, calculable to the hour, for all dependents other than
the first up to three in number.

(c) Male, single, above 20 years of age	100	2500
(d) " " from 16 to 20 years	80	2000
(e) Female " above 20 years of age	72	1800
(f) " " from 15 to 20 years	64	1600
(g) Male and female under 15 years	56	1400

"Head of family" signifies the worker, manual or clerical, who receives
family allowance. The hourly calculation is made by dividing the daily
by 8 and the monthly rate by 180.

2. With effect from 25 June 45 the "war bonus" is abolished (20 lire daily
for heads of family); this was substituted by decree on 26/9/44 and modified
by the Government of the so-called Italian Social Republic.

3. The emergency bonus referred to in para. 1 will be paid in full to the
workers in factories, works, etc. situated in territory which comes under the
administration of MILAN and Sesto San Giovanni; on the scale of 50% for workers
in factories, works, etc. situated in the territory administered by the City
of MILAN and LUGANO, and on the scale of 25% for workers in factories, works,
etc. situated in the remaining territory of the Province of MILAN.

4. The emergency bonus does not form an integral part of the wage for the
purpose of any contribution except insofar as payment due for annual holiday
and holidays occurring during working days is concerned. The bonus is not liable
for deductions made for social insurance, etc.

5. With effect from 25 June 45 workers completely 'suspended' from work, as
well as those working reduced hours, both of which classes are entitled to
have pay made up to them, will receive:-

6. The foregoing shall not apply to industrial firms engaged in the transportation of goods or persons nor to tailoring firms making ladies' and mens' clothes to measure. For these classes of workers a separate agreement will be made.
7. With the consent of the Factory Committees and of the Factory National Liberation Committees, firms shall be able to re-admit to work, on their return, workers, manual or clerical, who return from the Army or members of the C.V.D. who have been prisoners, workers returning from forced labour, workers who had been taken abroad, and workers exiled for political reasons; and firms shall have the facility for putting on the waiting list the number already working equivalent to the number thus taken on. Workers thus due to be put on the waiting list shall be chosen by arrangement with the Factory Committees: they shall be, in the first place, those elements who are fit subjects for such action and then choice will be made from the rest, taking into account their monetary position and their family burdens.
8. The recovery of sums which happen to have been already paid in advance on wage increases by firms will take place by a gradual process in such a way that the recovery is made by 31 July 45.
Particular attention, which occurs on agreements to pay in kind arrived at between employers and employees will be given individual consideration by the Unions and will be made the subject of Special Decisions for the purpose of the application of the present agreement.
9. The present agreement legally replaces all agreements concerning wage-increases concluded directly between one party and another after 1 June 45, with the exception of agreements which have fixed all equalising increases. In cases of dispute the Unions shall decide.

DISTRIBUTION

	<u>Copy No.</u>
CAO AFHQ	1
Director of Labour AFHQ	2
AFHQ Q(Maint)	3
AFHQ (Rome)	4
HQ ALOCM	5
NOIC GERDA	6
CG Fifth Army (Far G-4)	7
CG IV (US) Corps	8
CG PHS	9
AMG Lombardy Region	10
AMG Liguria Region	11
AM Piemonte Region	12
AM Emilia Region	13
Local Resources Section AFHQ (MILAN)	14
59 Area	15
60 Sub Area	16
151 Sub Area	17
215 Sub Area	18
66 AA Bde	19
B	20
Engrs	21
Mov	22
Sign	23
SI	24
Mod	25
Ord	26
ROCM	27
Fr	28
Lab	29
Sol	30
File	31
War Diary	32-33

1479

LABOR SUB-COMMISSION
A.C.
Routing Slip

	Initials	Date
Mr. W.H. BRAINE		
Mr. BACHS	<i>for</i>	
Mr. HIRD	<i>W</i>	<i>2/27</i>
Mr. SCOTT	<i>LS</i>	<i>197</i>
Mr. PROCTOR	<i>E</i>	
Miss. STEVENSON		
Miss. SANSEVERINO		
Chief Clerk		

REMARKS:

478

Copy of Labour 8/2

Low Bid 49240

25/9/24

SUBJECT :- Local Labour Sub-Committee

Review of (Labour) HQ No 2 District, OMB.

Managers 1865/7/2

5 Jul 43.

FLG OFFICER (Northern Area Mediterranean)

OS Fifth Army (for G-4)

AMS Lombardia Region

AMS Liguria Region

AMS Piemonte Region

AMS Hills Region

59 Area

60 Sub Area

151 Sub Area

215 Sub Area

66 Air Bde

Nav

Engns

Sign

ST

Med

Ord

REAR

Proc

Labour

301

(2)
(1)
(2)
(2)
(2)
(2)
(2)
(2)
(2)
(2)
(2)

(10)

Constitution.

1. No 2 District Local Sub-Committee of the Labour and Wages Control Committee of Allied Force Local Resources (Italian) Board will be constituted as follows:-

CHAIRMAN

Col. S.D. Gordon-Smith, OMB, MC.

OMB No 2 District.

VIC-CHAIRMAN

Senior Op Coord, Pioneer Corps.

MEMBERS

Representatives of:

Flag Officer Northern Area Mediterranean.
23 Fifth Army

8 JUL 1943

(10)

Constitution.

1. No 2 District Local Sub-Committee of the Labour and Wages Control Committee of Allied Force Local Resources (Italian) Board will be constituted as follows:-

CHAIRMAN

Col. J. E. Gordon-Smith, CBE, MC.

10th No 2 District.

VICE-CHAIRMAN

Senior Gp Capt, Pioneer Corps.

MEMBERS

Representatives of:

Flag Officer Northern Area Mediterranean,
 OC Fifth Army
 'A' Branch No 2 District
 OC 91 Inf Gp
 2918 CUS
 AGC Lombardy Region
 AGC Liguria Region
 AGC Piemonte Region
 AGC Emilia Region
 AGC 'B' Tans, Pool of Area Staff Officers

IN ATTENDANCE.

Such representatives of firms, services and units as may be required from time to time.

SECRETARY

To be provided by 'A' Branch No 2 District.

.....2./

-2-

Jurisdiction.

2. The Sub-Committee will exercise jurisdiction within the terms of reference as set out at para 3 below over the area enclosed by the bays of No 2 District less 66 AA Bds.

The area of 66 AA Bds is under the jurisdiction of PHS (Less Southern District) Labour Sub Committee.

Terms of Reference.

3. The terms of reference of the Sub-Committee will be as follows:-

- (a) The establishment of necessary local wage scale or bonus adjustments, in accordance with the policy laid down by AFPS.
- (b) The establishment of provisional rates for new grades of employees.
- (c) The co-ordination of employment policy and practices of employing units.
- (d) To keep Minutes of all meetings. Copies of the minutes will be furnished to the CAO AFPS, all addressees of this letter and such other addressees as the Sub-Committee may direct.

Powers.

4. To take such executive decisions as authorised by local Sub Committees by AFPS Adm. Instructions.

Where an increase beyond the powers of the Sub-Committee (as set out above) is considered necessary, the matter will be referred to AFPS through Staff channels No 2 District together with a detailed argument to support the increase.

Implementation.

5. The recommendations of the Sub-Committee will be implemented by publication in District Routine Orders.

6. In order to ensure that essential information arising from the meetings of the Sub-Committee is made available for the consideration of the AFPS (Italian) Board, the forms at Appx 'A' and 'B' attached will be completed where applicable at each Sub-Committee meeting.

- (c) The co-ordination of employment policy and practices of employing units.
- (d) To keep minutes of all meetings. Copies of the minutes will be furnished to the HQ AFHQ, all addressees of this letter and such other addressees as the Sub-Committee may direct.

Powers.

- 4. To take such executive decisions as authorized by Local Sub-Committees by AFHQ Adm. Instructions.
- Where an increase beyond the powers of the Sub-Committee (as set out above) is considered necessary, the matter will be referred to AFHQ through Staff channels No 2 District together with a detailed argument to support the increase.

Implementation.

- 5. The recommendations of the Sub-Committee will be implemented by publication in District Routine Orders.
- 6. In order to ensure that essential information arising from the meetings of the Sub-Committee is made available for the consideration of the AFHQ (Italian) Board, the forms at Annex '1' and '2' attached will be completed where applicable at each Sub-Committee meeting and attached as Appendices to the Minutes.

R.D. Foster
Major General,
Comd. No 2 District,

Copy to: AFHQ (Maint)
HQ AFHQ
OG FES
AFHQ R&M (2)

Local Resources Section AFHQ, MILAN.
OG IV US Corps (2)
File
War Diary (2)

Appendix 'A' to R. No. 2 District
letter 1065/7/42 dated 6 July 42.

Local Sub-Committees of
Labour & Wages Control Committee.

QUESTIONNAIRE.

1. Reason for Meeting. (i.e. was there evidence of disparity of rates of wages)
2. Source of Information for the Italian Industry rates as on the attached form.
3. Steps taken to verify the information referred to in paragraph 4 above.
4. Increase/Decrease agreed, with explanation of any variations in negotiations of the award as between Occupations.
5. Is the award in the form of a Bonus or of an augmentation of the Basic Pay?
6. Effective date and area of the award.

3473

Grade	Male or Female	Allied Forces Basic Rate			Basic Pay (1) (2)	PLAS		ITALIAN INDUSTRY ACT			
		Basic Max (2)	PLAS C of L	TAFS HOME		Presence Indemnity	Wife (3)	2 Chil- dren (3)	Caro vita	(4)	(4)

(1) The date of the collective agreement to be given.

- (1) The date of the collective agreement to be given.
- (2) For the purpose of comparison of rates on 8 hour working day.
- (3) The 'National Family' of an, wife, and two dependant children.
- (4) Details of any other indemnities to be inserted.
- (5) Details of any other deductions to be inserted.

785021

Appendix 'B' to 13 No 2 Dist
letter 1865/7/02 dated July

SPECIAL COMPARISON TABLE : CIVILIAN LABOR RATES

145

[illegible]

- 1) The date of the collective Agreement to be given.
- 2) For the purpose of comparison of rates an 8 hour working day will be used.
- 3) The 'National Family' of one, wife, and two dependant children will be used for comparison purposes.
- 4) Details of any other insurances to be inserted.
- 5) Details of any other deductions to be inserted.

11/17/1945

6419

Labor 7186

150/924

SUBJECT:- Local Labour Sub-Committee

Hq No 2 District, CMF.

1365/7/92

23 Jul 45.

Director of Labour, AFHQ
 HQIC GENOA
 CG Fifth Army (For G-4)
 AMG Lombardia Region
 AMG Liguria Region
 AMG Piemonte Region
 AMG Emilia Region
 59 Area
 60 Sub Area
 151 Sub Area
 215 Sub Area
 66 AA Bde
 H
 Mov
 Engrs
 Sigs
 ST
 Med
 Ord
 REME
 Pro
 Labour
 Sal

(2)
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 (2)
 (2)

(10)

Ref para 1 of this Hq letter of even reference dated 6 Jul 45.

Lt Col G.E. WATSON MBE AMB No 2 District is appointed Chairman of the No 2 District Local Sub-Committee of the Labour and Wages Control Committee of Allied Forces Local Resources (Italian) Board wef the date of this letter vice Col. S.B. GORDON-SMITH, CBE, MC.

R.D. Foster
 Col.
 Major General,
 Comd. No 2 District,

Copy to: AFHQ (Maint)
 HQ ALCON
 CG PBS
 APLRS Rome (2)

Local Resources Section AFHQ, MILAN.
 CG IV US Corps (2)
 File
 War Diary (2)

LABOR SUP-COMMISSION
A.C.
Routing Slip

	Initials	Date
Mr. W.H. BRAINE ✓		
Mr. SACHS	LS	
Mr. HIRD	YH	7/8
Mr. SCOTT	JS	7/8
Mr. PROCTOR	JS	1/8
Miss. STEVENSON	JS	8/8
Miss. SANSEVERINO		
Chief Clerk		

REMARKS:

File

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