

ACC 1000011461243 LSC/927 ROME CONFERENCE - WAGES IN PRIVATE INDUSTRY
NOV. 1945

WAGES IN PRIVATE INDUSTRY - NORTH ITALY

1945

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WAGE AGREEMENT FOR INDUSTRY IN NORTHERN ITALY

ROME JOINT CONFERENCE 13TH TO 24TH NOVEMBER 1945

ART.

Hourly minimum rates of pay for workers employed by industrial establishments in Lombardia, Piemonte, Liguria, Venezia and Emilia Regions (north of the so-called Gothic line) are fixed with differential rates for the various localities in accordance with the following percentage reduction, as well as with the differential rates for the various categories of goods as per the following article:

I zone - MILANO = GENOVA = TORINO

II zone - BOLOGNA = VENEZIA = NOVARA = VERCELLI = ASTI = VARESE = COMO = SAVONA = BRESCIA = ALESSANDRIA = LA SPEZIA = WOOL FIRMS OF VICENZA = SAVIGLIANO = PADOVA = PLACENZA = BOLEANO;
6% reduction in relation to zone I.

III zone - IMPERIA = AOSTA = BELLINO = CREMONA = FERRARA = MANTOVA = MODENA = PARMA = REGGIO EMILIA = ROVIGO = SONDRIO = TRENTO = TRIVISO = UDINE = VERONA = BERGAMO = FORLI' = RAVENNA = CUNEO (Savigliano excluded) = VICENZA (wool firms excluded) = PAVIA :
11% reduction in relation to zone I.

In the provinces - Bergamo and Pavia excluded - in which, after liberation, wage agreements establishing a reduction for those Communes that are not capital towns of the provinces were made, local Trade Union Organizations will consider the possibility of establishing, for the industrial establishments of the Communes concerned, a wage reduction in respect of the minimum rates of pay fixed by this agreement, this not to be more than 5%, without any alteration to the minimum of 14 lire fixed for common labourers of group C.

ART.

5629

CLASSIFICATION ON THE BASIS OF TYPES OF PRODUCT

GROUP ZERO - All types of products for which wage rates wholly more favourable than those of category A have been traditionally established, belonging to category B.

6% reduction in relation to zone I.

III zone - IMPERIA = AOSTA = BELLUNO = CREMONA = FERRARA =
MANTOVA = MODENA = PAVIA = REGGIO EMILIA = ROVIGO =
SONDRIO = TRENTO = TREVISO = UDINE = VERONA =
BERGAMO = FORLI' = RAVENNA = CUNEO (Savigliano
excluded) = VICENZA (wool firms excluded) = PAVIA :
11% reduction in relation to zone I.

In the provinces - Bergamo and Pavia excluded - in which,
after liberation, wage agreements establishing a reduction for
these Communes that are not capital towns of the provinces were
made, local Trade Union Organizations will consider the possibility
of establishing, for the industrial establishments of the Communes
concerned, a wage reduction in respect of the minimum rates of pay
fixed by this agreement, this not to be more than 5%, without any
alteration to the minimum of 14 lire fixed for common labourers of
Group C.

ART.

5629

CLASSIFICATION ON THE BASIS OF TYPES OF PRODUCT

- GROUP ZERO - All types of products for which wage rates wholly
more favourable than those of category A have been
traditionally established, belong to category Zero.
- GROUP A - Metallurgical and mechanical - Building, except those
particular categories and specializations for which
more favourable wage rates have been traditionally
established - Wood.
- GROUP B - Rubber and electric wires - Chemical - Tanning :
4,8% reduction in relation to group A.

GROUP C - Paper - Brushes and fine pencils - mass produced articles - Buttons and buckles - trinkets - industrial pottery - sand and gravel quarries :
5% reduction in relation to group B.

Classification under groups A.B.C. of types of products that have not been mentioned will be made in every province and coordinated appropriately by region, with due regard to similarity with agreed wage rates traditionally paid.

GROUP T - All textile categories belong to group T.

ART.

In order to establish the minimum rates of pay, workers subject to the present agreement will be normally classified under the following categories for which, with regard to undertakings in groups A.B.C. and to zones I, II and III, the wages indicated in the following table apply:-

Hourly minimum wages for men aged more than 20 years

Group	Zone	C A T E G O R Y					
		Specialized workers	Qualified workers	Specialized labourers	Common labourers		
A.	I	21.==	19.==	17.90	16.50		
	II	19.75	17.85	16.85	15.50		
	III	18.70	16.90	15.95	14.70		
B.	I	20.==	17.90	17.==	15.60		
	II	18.80	16.85	16.==	14.65		
	III	17.80	16.30	15.15	14.==		
C.	I	19.==	17.==	16.15	14.80		
	II	17.85	16.==	15.20	14.==		
	III	16.90	15.15	14.40	13.==		

For these industrial branches in which the traditional system of classification established by collective agreement differs from the above system, the appropriate National Federations or, in lieu the appropriate Industry and Labour Confederations, having been approached by the categories concerned, may establish a second professional category for each category mentioned in the table, or a different classification system on the basis of

indicated in the following table apply:-

Hourly minimum wages for men aged more than 20 years

Group	Zone	C A T E G O R Y					
		Specialized workers	Qualified workers	Specialized labourers	Common labourers		
A.	I	21.==	19.==	17.90	16.50		
	II	19.75	17.85	16.35	15.50		
	III	18.70	16.90	15.95	14.70		
B.	I	20.==	17.90	17.==	15.60		
	II	18.80	16.85	16.==	14.65		
	III	17.80	16.90	15.15	14.==		
C.	I	19.==	17.==	16.15	14.80		
	II	17.35	16.==	15.20	14.==		
	III	16.90	15.15	14.40	14.==		

For these industrial branches in which the traditional system of classification established by collective agreement differs from the above system, the appropriate National Federations or, in lieu the appropriate Industry and Labour Confederations, having been approached by the categories concerned, may establish a second professional category for each category mentioned in the table, or a different classification system on the basis of the traditional position and the technical characteristics of each branch.

ART.

MINIMUM WAGES FOR TEXTILE WORKERS

Insofar as the textile industry is concerned, the minimum rates of pay established by this agreement will be effective for all Northern Italy.

Qualification	Men	Women
Specialized workers: colourists, printers, engravers	L. 12.==	==
Other specialized workers	" 17.50	11.55
Qualified workers 1st category	" 16.==	11.==
Qualified workers 2nd category (above 16 years)	" 15.50	10.50
Common workers above 18 years	" 15.==	10.==
Common labourers above 18 years	" 14.==	9.50

Qualified workers under 16 years	" ==	8.50
Common workers from 16 up to 18 years	" 11.50	9.25
Common workers under 16 years	" 9.==	8.==
Common labourers from 16 up to 18 years	" 10.50	9.==
Common labourers under 16 years	" 8.75	7.75

In the provinces in which after liberation wage agreements establishing a reduction for those Communes that are not capital towns of the provinces were made, local Trade Union Organizations will consider the possibility of establishing, for the textile establishments of the Communes concerned, a wage reduction, which will not be more than 5% of the minimum rates fixed by the present agreement and without any alteration to the minimum of 14 lire fixed for common labourers of group C.

ART.

WOMEN AND JUVENILES :

Minimum wages for women aged more than 18 are fix-

Common labourers above 18 years

Qualified workers under 16 years	"	==	8.50
Common workers from 16 up to 18 years	"	11.50	9.25
Common workers under 16 years	"	9.==	8.==
Common labourers from 16 up to 18 years	"	10.50	9.==
Common labourers under 16 years	"	8.75	7.75

Common labourers under 16 years

In the provinces in which after liberation wage agreements establishing a reduction for these Communes that are not capital towns of the provinces were made, local Trade Union Organizations will consider the possibility of establishing, for the textile establishments of the Communes concerned, a wage reduction, which will not be more than 5% of the minimum rates fixed by the present agreement and without any alteration to the minimum of 14 lire fixed for common labourers of group C.

ART.

WOMEN AND JUVENILES :

The basic minimum wages for women aged more than 18 are fixed with reference to the minimum for:

- qualified worker of (= women category 1st)
- specialized labourer of (= women category 2nd)
- common labourer of (= women category 3rd)

with a percentage reduction of 30% for all types of products (A.B.C. and T.)

The basic minimum wages for male workers aged less than 21

- 3 -

are fixed with the following percentage reductions, in respect of the corresponding categories of adult workers:

- specialized labourers aged from 18 to 20 yrs 10%
- specialized labourers aged from 16 to 18 yrs 30%
- common labourers aged from 18 to 20 years 10%
- common labourers aged from 16 to 18 years 30%

Apprentices aged from 18 to 20 years, who have terminated their apprenticeship period, but have not been able to undergo a final trade test (capolavoro), will receive the pay for a qualified worker with a reduction of 10% as long as they are unable to undergo a final trade test.

For determining the minimum wage to be paid to women aged 16 to 18 years and to men and women under 16 years of age, the same rules fixed for apprentices in art. will be applied, reference being made however - in order to ascertain the proportional rates - to the minimum rates fixed by this present agreement for the next highest age groups in the following categories:-

- for women, reference to be made to II and III category
- for men, reference to be made to manual workers' category.

ART.

For workers not in continuous employment, or employed as watchmen or attendants wages will be increased proportionally to the amount granted to workers already receiving the same basic wage.

Trade Unions concerned will establish appropriate wage tables for the above workers.

ART.

WOMEN EMPLOYED ON SPECIAL WORK

Women who are employed on work which is normally performed by male workers, working conditions and quantitative and qualitative efficiency being equal, will be paid the same rates as are established for men.

As regards piece-work the above condition will be complied with by means of the application of an equal tariff.

ART.

APPRENTICES :

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Whichever of attendants wages will already receiving the amount granted to workers already receiving the wage.

Trade Unions concerned will establish appropriate wage tables for the above workers.

ART.

WOMEN EMPLOYED ON SPECIAL WORK

Women who are employed on work which is normally performed by male workers, working conditions and quantitative and qualitative efficiency being equal, will be paid the same rates as are established for men.

As regards piece-work the above condition will be complied with by means of the application of an equal tariff.

ART.

APPRENTICES :

The regulation of apprenticeship will continue to be that provided by the special labour and wage collective agreements now in force, except for application of the minimum rates for different ages as established by art.

For the categories in which apprentices' wages are established as a percentage amount of male and female workers' wages, those percentages will be referred to the wage rates established in this agreement.

For the categories in which apprentices' wages are established as a fixed amount, these wages will be calculated by applying the existing proportion to the wage rates established by this agreement for male and female workers of the category to which the apprentice will belong at the end of his apprenticeship.

For apprentices on piece-work the provisions established for other categories on piece-work will be applied.

ART.

CONTINGENCY INDEMNITY FOR WOMEN AND JUVENILES

The amount of contingency indemnity for women and for male workers under 20 years of age will be calculated on the basis of the contingency indemnity established for men over 20 years of age and in accordance with the following percentages:

- men over 20 years of age	100%
- men aged 18 to 20 years	90%
- men aged 16 to 18 years	75%
- men under 16 years of age	50%
- women over 20 years of age	87%
- women aged 18 to 20 years	70%
- women aged 16 to 18 years	63%
- women under 16 years of age	50%

Contingency indemnity paid in accordance with above percentages will be effective as from 1st January 1946.

Fractions of the daily contingency indemnity resulting from application of the above percentages will be adjusted to the nearest 50 centesimi above.

ART.

COORDINATION OF MORE FAVOURABLE COLLECTIVE AGREEMENTS

The provisions of the present agreement regulating minimum wages and contingency indemnities must be considered as inseparable insofar as the two payments (minimum wage and contingency indemnity) are concerned.

Any future agreements in respect of either of the above payments which provide for better conditions to the workers will remain in force, without any prejudice to the provisions of art. regarding mutual absorption and adjustment between remuneration and contingency indemnity.

The workers' Unions concerned are entitled within 20 days from the effective date of this agreement, to an option between

- women aged 18 to 20 years 70%
- women aged 16 to 18 years 63%
- women under 16 years of age 50%

Contingency indemnity paid in accordance with above percentages will be effective as from 1st January 1946.

Fractions of the daily contingency indemnity resulting from application of the above percentages will be adjusted to the nearest 50 centimes above.

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ART.

COORDINATION OF MORE FAVOURABLE COLLECTIVE AGREEMENTS

The provisions of the present agreement regulating minimum wages and contingency indemnities must be considered as inseparable insofar as the two payments (minimum wage and contingency indemnity) are concerned.

Any future agreements in respect of either of the above payments which provide for better conditions to the workers will remain in force, without any prejudice to the provisions of art. regarding mutual absorption and adjustment between remuneration and contingency indemnity.

The workers' Unions concerned are entitled within 20 days from the effective date of this agreement, to an option between decide whether to apply the provisions made for each type of payment according to this agreement, or to continue provisions already existing, or to come to an agreement as to necessary adaptations.

ART. A - ADJUSTMENT OF THE CONTINGENCY INDEMNITY TO A SLIDING SCALE

It is established that contingency indemnity will vary from time to time in relation to variations in the cost of living, according to the index numbers specially calculated for all provinces concerned, in accordance with the technical rules herewith attached. Such attachment, which will be considered as an integral part of the present agreement, will be worked out by a special joint Committee, which will be established in Milan and composed of two employers' and two workers' representatives, with the assistance of technical experts selected by the two parties.

The Chairman will be selected by agreement of the two parties from persons recognised as authorities in the field concerned.

ART. B - FREQUENCY OF ADJUSTMENT OF CONTINGENCY INDEMNITY STARTING OF THE ADJUSTMENT AND APPLICABLE PERIOD.

Contingency indemnity will be adjusted at three monthly intervals. The first adjustment will be made on the basis of the relationship of the index numbers of 1st January 1946 to those of 1st October 1945, and will be effective for the period 1st January 31st March 1946. The following adjustment will take place on 1st April 1946 on the variation that the index numbers of this date will show in relation to those of 1st January 1946, and will be effective for the period 1st April - 30 June 1946, and so on.

ART. C - INDEX NUMBERS AND DATE OF ESTABLISHMENT.

Index numbers as above will be established in accordance with the technical rules as in the attached document, taking as the base of 100% the index number of 1st October 1945, related to the average expense of a family budget (as per the above attachment) in September 1945.

The index number for 1st January 1945 will be established with the same procedure on the basis of average figures for the period 1st October to 15 December. The index for 1st April will be related to the average figures for the period 16 December 1945 - 15 March 1946, and so on.

The index number will be the same for the whole area of each province and will be calculated by a Joint Commission established at the Provincial Labour Office and formed by two representatives of each side under the chairmanship of an expert, in accordance with the rules established in the attached document.

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The index number for 1st January 1945 will be established with the same procedure on the basis of average figures for the period 1st October to 15 December. The index for 1st April will be related to the average figures for the period 16 December 1945 - 15 March 1946, and so on.

The index number will be the same for the whole area of each province and will be calculated by a Joint Commission established at the Provincial Labour Office and formed by two representatives of each side under the chairmanship of an expert, in accordance with the general rules established in the attached document as per Art. A.

ART. D - SPECIAL APPLICATION OF CHANGES OF INDEX NUMBERS TO CONTINGENCY INDEMNITY.

Percentage variations of index numbers will be changed

into percentage variations of contingency indemnity (i.e. of the amount which must be paid as contingency indemnity to the worker) by multiplying the variations by the following figures established for this purpose:

- for male workers over 20 years of age : 2
 - for female workers over 20 years of age and for every worker under 20 years of age : 1.75
- Therefore, a variation of 1% in the index number will result in the contingency indemnity being changed by 2% and 1.75% respectively for the categories of workers specified above.

Variations will always be calculated on the basic amount of contingency indemnity.

ART. 2 -

Contingency indemnities that are in fact more than 107 lire for men over 20 years of age and proportionally for other sex and age groups, will be reduced to an amount corresponding to the increased rate given to the worker by the present agreement.

The balance of contingency indemnity as per the preceding paragraph, together with all other balances of de facto contingency indemnities in respect of the amounts established by the present agreement (Art.), will be absorbed in any future increase of the indemnities.

If the index numbers fall, the above balance will be reduced by the same amount, which will be applied as a reduction of contingency indemnity.

In districts in which the indemnities are higher than the amount established in the first paragraph of the preceding article or specifically include additional rates for dependants, the appropriate local associations will consider these amounts separately. These amounts will not be absorbed and will be subject to the same regulations as are established for additional payments for the head of a family and for dependants.

ART. 3 -

Basic contingency indemnities on which variations of 1st January 1946 must be calculated, will be established in each province by reference to an average conventional contingency indemnity derived from the average of the cost-of-living figures for Milan, Torino, Genova and Liguria provinces.

This conventional indemnity will equal 100 lire, and basic

increased rate given to the worker by the present agreement.

The balance of contingency indemnity as per the preceding paragraph, together with all other balances of de facto contingency indemnities in respect of the amounts established by the present agreement (Art.), will be absorbed in any future increase of the indemnities.

If the index numbers fall, the above balance will be reduced by the same amount, which will be applied as a reduction of contingency indemnity.

In districts in which the indemnities are higher than the amount established in the first paragraph of the preceding article or specifically include additional rates for dependents, the appropriate local associations will consider these amounts separately. These amounts will not be absorbed and will be subject to the same regulations as are established for additional payments for the head of a family and for dependents.

Art. 2 -

Basic contingency indemnities on which variations of 1st January 1946 must be calculated, will be established in each province by reference to an average conventional contingency indemnity derived from the average of the cost-of-living figures for Milan, Torino, Mantova and Rovigo provinces.

This conventional indemnity will equal 100 lire, and basic contingency indemnities will be obtained by relating each provincial cost of living figure to the above average cost of living figure, with a maximum of 107 lire and a minimum of 85 lire.

Up to 31 December de facto contingency indemnities, with rates adjusted as per Art. 1, will not be subject to any variation.

and will increase up to 85 lire any 1 year indemnities, for a male worker over 20 years of age and proportionate increases for other sex and age groups.

ART. 5 -

The additional rate for head of a family and for dependents, established in some districts by existing agreements, will not be subject to any variation and will be paid, in accordance with current rates, separately from the other wage components pending eventual adoption of a national system.

The additional family rate for women heads of a family will be so fixed that the total payment (additional rate + basic indemnity) will be the same for both men and women family-head. Female workers entitled to family allowances will be considered as family heads, except where another member of the same family (living together) is already receiving the above additional rate.

ART. 6 - FRACTIONS OF CONTINGENCY INDEMNITY.

Contingency indemnities as per Art. will in all cases be reducible to an hourly basis in relation to a working period of 8 hours a day or to the longer period eventually agreed for special categories of workers employed in casual work or as attendants or watchmen (watchmen, janitors, drivers, etc.).

For every hour of overtime the basic pay as increased by the agreed percentage will also be increased by the hourly rate of contingency indemnity.

OFFICE WORKERS (this article has been agreed, but not finally approved).

Provinces concerned in the present agreement (Torino and Geneva excepted) will adjust the present salary conditions of office workers on the basis of the collective agreement of 11 October 1915 made for Milan province, and with the same differential rates for the different categories as are established by this agreement for manual workers (Art.).

The two Northern Italy Industrialists' and Workers' Delegations will next to consider the salary agreements actually in force for Milano, Torino and Genoa provinces, in order to agree the improvements necessary for a more appropriate determination of office workers' categories and their better classification.

Subsequently, other provinces will quickly make adjustments on the basis of the new provisions.

For special categories of workers employed in casual work or as attendants or watchmen (watchmen, janitors, drivers, etc.).

For every hour of overtime the basic pay is increased by the agreed percentage will also be increased by the hourly rate of contingency indemnity.

OFFICE WORKERS (this article has been agreed, but not finally approved).

Provinces concerned in the present agreement (Turin and Genova excepted) will adjust the present salary conditions of office workers on the basis of the collective agreement of 11 October 1945 made for Milan province, and with the same differential rates for the different zones as are established by this agreement for manual workers (Art.).

The two Northern Italy Industrialists' and Workers' Delegations will meet to consider the salary agreements actually in force for Milano, Torino and Genova provinces, in order to agree the improvements necessary for a more appropriate determination of office workers' categories and their better classification.

Subsequently, other provinces will quickly make adjustments on the basis of the new provisions.

WHB/ao/tr

HEADQUARTERS ALLIED COMMISSION
APO 394
LABOUR SUB COMMISSION

REF. : LSC/416-327

14 November 1945

SUBJECT : Rome Conference - Wages in private Industry -
Northern Italy.

TO : Economic Section

1. The long-awaited Rome Conference regarding wages and working conditions in industry was opened in Rome on Tuesday 13 November 1945. Ministers Barbaresi and Gronchi and CGIL Secretary Di Vittorio took leading parts, while industrialists were represented by Avv. Toscani and Avv. D'Onofrio of Confindustria together with the regional Employers' representatives for the Northern Provinces.

2. Preliminary examination of the problem led to the formation of 3 Sub-Committees:

- (1) to consider the differential of wages to be observed between different localities such as large industrial centres in the North, minor centres, and rural districts; and to consider the territorial boundaries of such districts;
- (2) to consider the differential of wages between various industries and between various categories of workers within the respective industries; and to consider the relationship between piece-work and time-rates;
- (3) to consider the composition of the Emergency Indemnities (Contingenza) and their relation to variations in the cost of living.

3. These Sub-Committees were duly established on 13 November and have initiated their studies. It is expected that

it will be at least 5 days before firm and agreed proposals can be produced.

4. In the meantime, the representatives of Industry sought an interview with Prime Minister Parri, the President of the Council, in an endeavour to extract a statement of the policy of the Italian Government with regard to the control of prices and stabilisation of salaries.

5. An interim meeting of the main conference will be held on 15 November to consider reports of progress of the Sub-Committees.

W. H. BRAINE
Director
Labour Sub Commission

Cop. Exec. Com
" Policy Com

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RAPPRESENTANTI DEL GOVERNO ALLA RIUNIONE DEL 13.11.1945

MINISTRO DEL LAVORO : GAETANO BARRARESCI

MINISTRO INDUSTRIA E COMMERCIO : GIOVANNI GRONCHI

DIRETTORE GENERALE LAVORO DEL MINISTERO DEL LAVORO : COMM. FRANCESCO SIMEONE

CAPO DIVISIONE MINISTERO LAVORO : COMM. ROSARIO PURFURA

FUNZIONARIO MINISTERO LAVORO : Dott. GAETANO PISTILLO

ELenco PARTECIPANTI RIUNIONE DEL 13.11.1945 (SALA E. N. P. I.)

Dott. SALMERI ORLANDO	- Direttore Uff.Reg.Lav. Genova
Dott. ROGNETTA BENEDETTO	- Direttore Uff.Reg.Lav. Torino
Dott. BESTUZZI VITTORIO	- Direttore Uff.Reg.Lav. Venezia
Dott. MEDICI TITTA	- Funzionari dell'UFF.Reg.Lav. Bologna
Dott. GRAZZI	- Direttore Uff.Reg.Lav. Bologna
Ing. GORI GINO	- Rappresentante Industr.Tessili Prov.Torino
Ing. DE ROSSI PAOLO	- Associaz.Mecanici Torino
Ing. DE ROSSI DANIELE	- Rappresentante U.Industriali Torino
Prof. DE VITA AGOSTINO	- Ufficio Reg.Lav. Milano
Avv. CODAGNI UGO	- Direttore Un.Industriali Torino
Ing. FIORE SANDRO	- Commissario Un.Industriali Torino
Reg. GAMBIRASI GIACINTO	- Presidente Un. Industriali Bergamo
Avv. BOCCARDI RENZO	- Unione Industriali Verbanio
Ing. CAZZANI LUIGI	- Unione Industriali Pavia
Dott. DE MICHELI ALIGHIERO	- Unione Industriali Milano
Ing. ZACCHI EMILIO	- Unione Industriali Milano
Reg. CIBELE ADRIANO	- Associazione Industriali Vicenza
Ing. RIVA FILIPPO	- Associazione Industriali Vicenza
FRANCHIN PIETRO	- Associazione Industriali Vicenza
Ing. DI GIACOMO FERRUCCIO	- Associazione Industriali Venezia
Dott. DINO STEFANI	- Ufficio Reg. Associazione Industr.del Veneto
Avv. TOSCANI ROSARIO	- Confederaz.Gen. Industria Italiana Roma
Avv. D'ONOFRIO MARIO	- Confederaz.Gen. Industria Italiana Roma
On. MONICI GIOVANNI	- Direttore Ufficio Reg.Lavoro Roma
Dott. CASSINIS UMBERTO	- Ufficio Regionale del Lavoro Roma
Dott. POSTERARO GABRIELE	- Ufficio Regionale del Lavoro Roma
MORELLI LUIGI	- Segretario Camera Lavoro Milano
MIRALDI LUIGI	- Segretario Camera Lavoro Milano
NEGRO ANTONIO	- Camera Lavoro Genova

Ing. GOMI UGO

Ing. DE ROSSI PAOLO

Ing. DE ROSSI DANIELE

Prof. DE VITA AGOSTINO

Avv. COLAGNI UGO

Ing. FIORE SANDRO

Rag. GAMBIRASI GIACINTO

Avv. BOCCARDI RENZO

Ing. CAZZANI LUIGI

Dott. DE MICHELI ALIGHIERO

Ing. ZACCHI EMILIO

Rag. CIBELLE ADRIANO

Ing. RIVA FILIPPO

FRANCHIN PIETRO

Ing. DI GIACOMO FERRUCCIO

Dott. DINO STEFANI

Avv. TOSCANI ROSARIO

Avv. D'ONOFRIO MARIO

On. MONICI GIOVANNI

Dott. CASSINIS UMBERTO

Dott. POSTERARO GABRIELE

MORELLI LUIGI

MINA LUIGI

NEGRO ANTONIO

RAPELLI GIUSEPPE

- Associaz. Meccanici Torino
- Rappresentante U. Industriali Torino
- Ufficio Reg. Lav. Milano
- Direttore Un. Industriali Torino
- Commissario Un. Industriali Torino
- Presidente Un. Industriali Bergamo
- Unione Industriali Verbanio
- Unione Industriali Pavia
- Unione Industriali Milano
- Unione Industriali Milano
- Associazione Industriali Vicenza
- Associazione Industriali Vicenza
- Associazione Industriali Vicenza
- Associazione Industriali Venezia
- Ufficio Reg. Associazione Industr. del Veneto
- Confederaz. Gen. Industria Italiana Roma
- Confederaz. Gen. Industria Italiana Roma
- Direttore Ufficio Reg. Lavoro Roma
- Ufficio Regionale del Lavoro Roma
- Ufficio Regionale del Lavoro Roma
- Segretario Camera Lavoro Milano
- Segretario Camera Lavoro Milano
- Camera Lavoro Genova
- Camera del Lavoro Torino

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- Deleg. Confed. Lav. Alta Italia
- Rappresentante Edilizia Venezia
- Unione Industriali di Parma
- Camera del Lavoro di Milano
- Camera del Lavoro di Torino

MUSCO ETTORE

ING. GIACOPINI GUGLIELMO

ING. BUZZONI CARLO

ALBERGANTI GIUSEPPE

CARMAGNOLA LUIGI

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| CARCANO GAETANO | - Delegato Alta Italia C.G.I.L. |
| CHIARI ARTURO | - Federaz. It.Op. Metallurgici |
| GUIDI ANTONIO | - Camera del Lavoro Varese |
| On. MARCHIOLO DOMENICO | - F.I.O.Tessili |
| CARSANO GIOVANNI | - Camera del Lavoro Torino |
| CHIOZZATO UMBERTO | - Camera del Lavoro Venezia |
| PARODI GIOVANNI | - Segretario Nazionale F.I.O.M. |
| On. DI VITTORIO GIUSEPPE | - C.G.I.L. |
| BITOSI RENATO | - C.G.I.L. |
| TABILLI GIOVANNI | - Segret. Fed. Naz. Lav. Alimentazione |
| MASO PERINI | - Lav. Industria Porto Marghera |
| LAMI LUCIANO | - Camera del Lavoro Forlì |
| INVERNIZZI GAETANO | - Camera del Lavoro Milano |
| DE FRANCESCHI | - Camera del Lavoro Genova |
| PALENZONA | - Camera del Lavoro Milano |
| ALBERGANTI GIUSEPPE | - Camera del Lavoro di Bologna |
| MALACCHI | - Associaz. Industriali Bologna |
| AVV. BARBIERI | |

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Avv. BARBIERI	- Associazione Industriali Bologna
Ing. CASTANO	- Associazione Industriali Bologna
Ing. D'ARBALE	- Associazione Industriali Bologna
Dott. CIOFFI	- Associazione Industriali Bologna
Ing. BUZZONI	- Associazione Industriali Parma
Ing. CAUENZI	- Associazione Industriali Modena
Dott. FORNITI	- Associazione Industriali Ferrara
Ing. CAMPANELLA PIETRO	- Presidente Associazione Industriali di Genova in rappresentanza della Liguria
GRONCONA CARLETO	- Vice Presidente Associaz. Industr. Genova
Dott. STEFANI DINO	- Direttore Ass. Industriali Regionale delegazione Associazioni del Veneto

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