Declassified E.O. 12356 Section 3.3/NND No. 785021

ACC 10000/146/459 091.4311

GENERAL ORDER 14

NOV. 1943 - AUG. 1944

Declassified E.O. 12356 Section 3.3/NND No. 785021

ORDER 14

AUG. 1944

Declassified E.O. 12356 Section 3.3/NND No. 786021

Q. M. C. Form 233 (OM No. 460)
Revised July 26, 1918

LIST OF PAPERS

File under No. 091.4311

GENERAL ORDER NO. 14

SERIAL NUMBER	FROM—	DATE	TO—	SYNOPSIS
18/1	Brig. M.S. Lush, Executive Commissioner	8.6.44	Committee Reg. III-IV-V-VIII	Uniform Interpretation of Regional Wage Adjust orders of December 1943, as Applied to Public Employees
18/2	Labor	14.6.44	Executive Offer. Ec Sect	Uniform Interpretation of A.M.G. Regional Wage Adjust. Orders of Dec. 1943 as Applied to Public Employees
19	Brig. M.S. Lush	30.6.44	Committee Reg. IV-Rome, V-VIII-IX	Uniform Interpretation of AMG Temporary Wage Adjust Order as Applied to Public Employees
20	Labor	22.8.44	Regional Labor Off. - Reg. VIII	Uniform Interpretation of AMG temporary Wage Adjust. Order as applied to Public Employees.

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INSTRUCTIONS.—When papers on a subject become numerous they will be numbered serially and brief entries made on this form.

Declassified E.O. 12356 Section 3.3/NND No. 785021

Q. M. C. Form 243 (Old No. 483)
Revised July 26, 1918

LIST OF PAPERS

File under No. 091.4311

GENERAL ORDER NO. 14

SERIAL NUMBER	FROM—	DATE	TO—	SYNOPSIS
1	J R Smith	27-10-43	Deputy Chief Civil Affairs Officer	General Wage & Salary Increase
2	J. R. Smith	29-10-43	Executive Council	Gen. Wage & Salary Increase
3	Draft on Temporary Cost of Living Bonus			
4	A. M. G. Sicily - Temporary Cost of Living Bonus			
5	General Order No. 14			
6	Brigadier Gueterbock	16-11-43	Reg. Chief Civil Affairs Officer, Reg. I	Temporary Wage Adjustment
7	F J McSherry	—	—	Temporary Wage Adjustment
8	" "	—	—	Temporary Cost of Living Bonus
9	Brigadier Gueterbock	16-11-43	Reg. Chief Civil Affairs Officer, Reg. I	Temporary Wage Adjustment
10	J. R. Smith	6-12-43	Capt. A. E. Gumpel Region I	Interpretation of General Order No 14
11	Discussion Outline			
12	Translation of newspaper article re wages			
13	J R Smith	26-12-44	R.C.A.O. Reg II	Civilian Rates of Pay
14	J. T. R. Bain	14-2-44	Economic Sec.	Proclamation No. 8, Art. II
15	Cross Reference on Interpretation of Reg Order #2, 20-2-44			
16	Economic Sec	9.5.44	Labor sub-com	Region VI Finance Report Jan 44
17	Labor sub.comm.	10.6.44	Executive Office Economic Sec	Regional Wage Adjustment
18	" "	15.5.44	Legal sub-com	Revision and Consolidation of General Orders

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INSTRUCTIONS.—When papers on a subject become numerous they will be numbered serially and brief entries made on this form.

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Econ Sec (Labour)

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Labour /
LSC/4311

SEEN	
Col. Bern	
Col Smith	
Maj. Peberoce	
Capt DOKT	
Capt. Sciefuna	
L-2074	

HEADQUARTERS
REGION 3, ALLIED CONTROL COMMISSION
APO 394, U.S. Army

Attention: Lt. Salenberger

1 July 1944

Subject: Uniform Interpretation of Regional Wage Adjustment Orders of December, 1943, as applied to public employees.

To : CLO, Legal Sub-Commission, ACC.

1. Reference is made to the letter, your headquarters, of 22 June 44, reference LAB 091.4311, on this subject.

2. Herewith is sent a draft of the Regional Order prepared in accordance with paragraph 6 of the letter of 22 June together with an Italian translation of the draft.

3. As the matter is a somewhat complex one it will be appreciated if this headquarters can be advised that the draft Regional Order correctly interprets what is required.

For the Regional Commissioner:

G.A. Bamlet.
G.A. BAMLET,
Major, G.B.
Acting Reg. Legal Officer.

GAB/mc

Copy to
Labour Sub-Commission ACC (with copies of draft and translation).

HEADQUARTERS
2 JUL 1944
A.C.C.

3 July
26

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HEADQUARTERS
REGION 3, ALLIED MILITARY GOVERNMENT
APO 394, U.S. Army

Regional Order)
:
Number)

June 1944

Considering that by Regional Order No.2, dated December 1943, (herein referred to as "the said Regional Order") certain provisions were made for the adjustment of wages of certain Government employees:

And considering that different interpretations have been placed upon the said Regional Order whereby serious inequities have been created:

And considering the desirability of ensuring that a uniform interpretation is placed upon the said Regional Order, of defining the method of calculation of certain payments to certain Government employees, and of increasing the rates of the Mission Indemnity and the Mileage Indemnity:

And considering the instructions given to me by higher authority:

I, JOHN F. CHAPMAN, Colonel, Acting Regional Commissioner, Region 3, by virtue of power vested in me, hereby

O R D E R

Article I.

Interpretation of Regional Order No.2

Section 1. The scale of percentage increases referred to in Article IV of the said Regional Order shall be applied only to the total sum of such of the following items as are applicable to the particular employee concerned, that is to say -

(a) basic salary;
(b) supplement for active service;

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(c) temporary war allowance;

(d) family allowance;

(e) bombardment allowance, calculated in the manner provided in Article II of this Order, but only where such allowance is legally payable under the provisions of Italian law or under competent authorisation given, on or before 31 December 1943, by the Allied Military Government; and

(f) miscellaneous compensation for special groups which term shall be deemed to include all special indemnities and allowances provided by law in fixed amounts as recurrent integral parts of the total compensation of public employees in particular branches of the government service or working under particular conditions.

Section 2. Without prejudice to the generality of paragraph (f) of Section 1 of this Article, examples of items included in the said paragraph (f) are the Toga Indemnity for magistrates, the Special Service Indemnity for public safety employees, the Running Indemnity for State Railway workers, and the Evening and Night Service Indemnity for post office and other employees.

Section 3. Where any of the indemnities included in paragraph (f) of Section 2 of this Article are normally paid at longer intervals than once a month, a monthly average will be established in regard to each person concerned, for the purpose of applying the scale of percentage increases referred to in Article IV of the said Regional Order.

Section 4. The several payments specified in Article III of this Order will not be regarded as coming within the group of items to be totalled for the purpose of applying the scale of percentage increases referred to in Article IV of the said Regional Order.

Article II.

Method of calculation of bombardment allowance

Where, under the provisions of Italian law or under competent authorisation given, on or before 31 December 1943, by the Allied Military Government, bombardment allowance is payable, such allowance shall be calculated solely on the basis provided by the Royal Decree Law, 16 December 1942, No.1490, and such calculation will not take into considera-

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tion any increase authorised, whether by this Order or before or after the date thereof, in the amount of the Mission Indemnity as established by the Royal Decree Law, 27 February 1942, No. 76.

Article III.

Method of calculation of certain payments.

Section 1. Periodical premiums for industriousness and productivity, which term shall be construed as including all premiums, however designated, which are normally and regularly paid periodically (whether quarterly, semi-annually, or annually) to selected employees on the basis of their relative merit, shall be calculated in manner following, that is to say, the total sum allocated for the purpose of the premium, the scale of individual payments, and the basis for selecting eligible employees shall be determined by the governmental authority legally empowered to make such determination, but in no instance shall a greater total sum be allocated or a higher scale of individual payments be made than was allocated or made (as the case may be) in the last periodical premium which was paid on or before 31 December 1943.

Section 2. Monthly premiums for industriousness and productivity shall be calculated in manner following that is to say -

(a) In all offices where this premium is based on hourly rates -

(i) the hourly rates will be those established by the law, or by the governing bodies of the offices in accordance with powers derived from the law, in force prior to the coming into effect of the said Regional Order; and

(ii) the maximum number of hours for which the premium may be paid with respect to any month shall not exceed -

(A) for State employees in respect of whom a maximum number of hours was prescribed by law prior to the coming into effect of the said Regional Order, the maximum number of hours so prescribed;

(B) for other State employees, 75 hours as prescribed by the Royal Decree Law, 17 February 1924, No.162; and

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(C) for other public employees, the maximum number of hours, not exceeding 75 hours in any case, fixed by regulations heretofore or hereafter adopted by the governing bodies of the offices.

(b) In public offices in which, prior to the coming into effect of the said Regional Order, this premium was paid on the basis of a fixed amount established by a central governing body, the premium shall continue to be calculated on the basis of such fixed amount, and may be paid whether or not work is done in excess of normal hours.

Section 3. 13th Month and similar bonuses based on extra month's salary may only be paid in offices where, and to the extent that, they are normally and customarily payable to all employees as an established part of their annual compensation, in accordance with regulations and provisions adopted by central governing bodies prior to the coming into effect of the said Regional Order. Where any such bonus may be paid in accordance with the foregoing provisions of this Section, it shall be calculated only on the sum of the Base Salary (plus Supplement for Active Service) and the Family Allowance augmented in accordance with the scale of percentage increases referred to in Article IV of the said Regional Order.

Section 4. Compensation for actual overtime exceeding normal hours of work shall be payable only by agencies in which overtime exceeding normal hours of work is authorized by law or by competent regulations of central governing bodies. Proper control will be exercised in accordance with such regulations, subject to the further provision that all overtime in respect of which compensation may be paid, must be designated as essential by the head of the office concerned, must be performed by his direction, and must be verified by adequate records. Compensation shall be based on such fixed hourly rates for over-time as were legally in force prior to the coming into effect of the said Regional Order.

Article IV.

Increase of certain Indemnities

Section 1. The daily rates of Mission Indemnity, as established by the Royal Decree Law, 27 February 1942, N°76, are hereby increased by 70 per centum.

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Section 2. The rate per kilometre of the Mileage Indemnity, established by the Royal Decree Law, 14 September 1918, No.1311, as subsequently amended, are hereby uniformly fixed at 3 lire.

Article V.

Penalties.

Any person violating any provisions of this Order shall upon conviction by an Allied Military Court be liable to punishment by imprisonment or fine or both.

Article VI.

Extent of Order and Effective Date.

Section 1. This Order shall apply only to the employees mentioned in Article I of the said Regional Order who are employed within the Provinces of Naples, Avellino and Benevento.

Section 2. This Order shall be deemed to have been effective on, from and after 1 June 1944. The provisions of this Order shall be applicable to monthly salary payments commencing with the month of June 1944, and to weekly salary payments commencing with the week beginning on 26 June 1944.

Section 3. Where the monthly salary payments or the weekly salary payments referred to in Section 2 of this Article have been calculated otherwise than in accordance with the provisions of this Order, an adjustment shall be made in the amount of such payments at the first available opportunity. No adjustments shall be made as regards any monthly salary payments made before the month of June 1944 or as regards any weekly salary payments made on or before 25 June 1944.

JOHN W. CHAPMAN,
Colonel, JAGD,
Acting Regional Commissioner

GAB/mo
1-2071/53

Distribution -
English 8.
Italian 8.
To be printed.

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QUARTIERE GENERALE
GOVERNO MILITARE ALLEATO
REGIONE 3.

Ordine Regionale)
: giugno 1944
Numero)

Considerando che con l'Ordine Regionale No.2, del dicembre 1943 (richiamato nel corpo del presente Ordine come " il sunnominato Ordine Regionale") furono emanate alcune disposizioni per la sistemazione degli stipendi e salari di alcuni impiegati governativi:

E considerando che sono state date differenti interpretazioni al sunnominato Ordine Regionale, di modo che si sono originate gravi disparità:

E considerando l'opportunità di assicurare una uniforme interpretazione al summenzionato Ordine Regionale, di determinare il sistema di calcolo di alcuni pagamenti a taluni impiegati governativi, e di aumentare la misura dell'indennità di missione e dell'indennità chilometrica:

E considerando le istruzioni impartitemi dalle superiori autorità:

In virtù dei poteri conferitimi, io, JOHN F. CHAPMAN, Colonnello, Commissario Regionale Provvisorio, Regione 3:

O R D I N O

Articolo I.

Interpretazione dell'Ordine Regionale No.2

Sezione 1. La scala degli aumenti percentuali previsti nell'Articolo IV del summenzionato Ordine Regionale deve essere applicata solamente sulla somma totale delle seguenti voci quando rappresentano parte dell'emolumento degli impiegati interessati, ossia -

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(a) salario base;
(b) supplemento per servizio attivo;
(c) assegno temporaneo di guerra
(d) aggiunta di famiglia;
(e) indennità di bombardamento, calcolata nella misura prevista nell'Articolo II del presente Ordine, ma solo quando tale indennità é dovuta secondo la legge italiana o sulla base di una competente autorizzazione data dal Governo Militare Alleato il o prima del 31 dicembre 1943; e

(f) compensi vari per gruppi speciali, termine che deve essere considerato come comprensivo di tutte le speciali indennità ed assegni previsti dalla legge in misura fissa come parte normale ed integrale del compenso totale dei pubblici impiegati appartenenti a speciali rami della pubblica amministrazione o che svolgono la loro attività in peculiari condizioni.

Sezione 2. Senza pregiudizio al principio generale fissato nel paragrafo (f) della Sezione 1 del presente Articolo, esempi delle voci da includere nel detto paragrafo (f) sono l'indennità di toga per i magistrati, l'indennità di servizio speciale per gli impiegati di pubblica sicurezza, il prezzo di percorrenza per gli impiegati delle FF.SS., e l'indennità di servizio serale e notturno per gli impiegati delle RR.PP. e per gli altri impiegati.

Sezione 3. Quando qualcuna delle indennità incluse nel paragrafo (f) della Sezione 2 di questo Articolo é normalmente pagata a scadenze superiori ad una volta al mese, sarà stabilita una media mensile per ogni persona interessata, ai fini dell'applicazione della scala di aumenti percentuali di cui all'Articolo IV del summenzionato Ordine Regionale.

Sezione 4. I vari pagamenti specificati nell'Articolo III del presente Ordine non saranno considerati come compresi nel gruppo delle voci da essere sommate ai fini dell'applicazione della graduazione degli aumenti percentuali previsti nell'Articolo IV del summenzionato Ordine Regionale

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Articolo II.

Metodo di calcolo dell'indennità di bombardamento

Quando, secondo la legge italiana o sulla base di una competente autorizzazione accordata dal Governo Militare Alleato il o prima del 31 dicembre 1943, l'indennità di bombardamento è dovuta, tale indennità deve essere calcolata solamente sulla base prevista dal RDL 16 dicembre 1942 No.1490, ed il suo calcolo non terrà in considerazione nessun aumento autorizzato o con il presente Ordine o prima la data dello stesso nell'ammontare dell'indennità di missione come stabilito dal RDL del 27 febbraio 1942, No.76.

Articolo III.

Metodo di calcolo di alcuni pagamenti.

Sezione 1. I premi periodici di operosità e rendimento, denominazione questa che va intesa come comprensiva di qualsiasi premio comunque denominato pagato periodicamente (trimestralmente, semestralmente o annualmente) in modo normale e regolare agli impiegati che si sono distinti per merito, debbono essere calcolati nel modo seguente, ossia: la somma totale stanziata per premio, la scala delle quote individuali ed i sistemi di valutazione del merito degli impiegati saranno determinati dagli organi amministrativi investiti all'uopo dalla legge, ma in nessun caso deve essere stanziata una somma totale superiore, nè deve essere stabilita una scala di quote individuali superiore a quella stanziata o stabilita (a seconda del caso) per l'ultimo premio periodico che fu pagato il, o prima del 31 dicembre 1943.

Sezione 2. I premi mensili di operosità e rendimento verranno calcolati come segue:

(a) in tutti gli uffici in cui questo premio viene corrisposto sulla base di tariffe orarie -

(i) le tariffe orarie saranno quelle stabilite dalla legge o dagli organi amministrativi degli uffici secondo i poteri attribuiti dalla legge, in forza prima dell'entrata in vigore del summenzionato Ordine Regionale; e

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(ii) il numero massimo di ore per cui il premio può essere pagato, per qualsiasi mese, non deve eccedere -

(A) per gli impiegati dello Stato per i quali fu fissato dalla legge un numero massimo di ore prima dell'entrata in vigore del summenzionato Ordine Regionale, il massimo numero di ore in quel modo fissato;

(B) per gli altri impiegati dello Stato, le 75 ore come prescritto dal RDL del 17 febbraio 1924, N°102; e

(C) per gli altri pubblici impiegati, il numero massimo di ore, non superiore in nessun caso alle 75 ore, stabilito dalle precedenti norme o da quelle in seguito adottate dagli organi amministrativi degli uffici.

(b) Nei pubblici uffici in cui, prima dell'entrata in vigore del summenzionato Ordine Regionale, questo premio era pagato sulla base di una somma fissa stabilita da un organo amministrativo centrale, il premio continuerà ad essere calcolato sulla base di tale somma fissa, e può essere pagato, sia fatto o no il lavoro in eccesso delle ore normali.

Sezione 3. La tredicesima mensilità ed altre gratifiche similari corrisposte sulla base di una mensilità, possono essere pagate dagli uffici e nella misura in cui costituiscono normalmente e per consuetudine una parte del complessivo emolumento annuale pagato a tutti gli impiegati, secondo i regolamenti e le disposizioni adottate dagli organi amministrativi centrali prima dell'entrata in vigore del summenzionato Ordine Regionale. Quando tali gratifiche possono essere pagate secondo le precedenti disposizioni della presente Sezione, esse saranno costituite solo dalla somma dello stipendio base (maggiorato del supplemento di servizio attivo) e dell'aggiunta di famiglia aumentato secondo la scala degli aumenti percentuali previsti nell'Articolo IV del summenzionato Ordine Regionale.

Sezione 4. Compenso per lavoro straordinario effettivo eccedente l'orario normale sarà dovuto solo dai pubblici uffici nei quali il lavoro straordinario eccedente l'orario normale è autorizzato dalla legge o da competenti regolamenti emanati da organi amministrativi centrali.

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adeguato controllo del lavoro straordinario sarà effettuato secondo tali regolamenti, soggetto alla disposizione che tutto il lavoro straordinario da compensare, deve essere dichiarato come indispensabile dal capo ufficio competente, deve essere eseguito su suo ordine ed annotato per iscritto in un registro delle ore eseguite. Le tariffe orarie di tale compenso saranno quelle in vigore per il lavoro straordinario anteriormente all'entrata in vigore del summenzionato Ordine Regionale.

Articolo IV.

Aumento di talune indennità

Sezione 1. Le tariffe giornaliere dell'indennità di missione stabilite dal RDL 27 febbraio 1942, N°76, sono con la presente aumentate del 70%.

Sezione 2. Il compenso per ogni chilometro dell'indennità chilometrica, stabilito con il RDL del 14 settembre 1916 N°1311, come successivamente modificato, resta fissato con la presente in misura uniforme a Lire 3.

Articolo V.

Sanzioni

Chiunque contravvenga a qualsiasi delle disposizioni del presente Ordine, se riconosciuto colpevole da una Corte Militare Alleata, sarà soggetto a pena di detenzione od a multa, o ad entrambe dette pene.

Articolo VI.

Estensione dell'Ordine e data di entrata in vigore

Sezione 1. Il presente Ordine si applicherà solamente agli impiegati di cui all'Articolo I del summenzionato Ordine Regionale, che sono impiegati entro le Provincie di Napoli, Avellino e Benevento.

Sezione 2. Il presente Ordine dovrà considerarsi in vigore il, ed a partire dal 1°giugno 1944. Le disposizioni del presente Ordine saranno applicabili ai pagamenti di stipendi mensili a cominciare dal mese di giugno 1944 ed ai pagamenti di salari settimanali a cominciare dalla settimana che inizia il 26 giugno 1944.

Sezione 3. Qualora i pagamenti di stipendi mensili o di salari settimanali di cui alla Sezione 2 del presente Arti-

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cole siano stati calcolati in maniera differente dalle disposizioni del presente Ordine, una sistemazione sarà effettuata nell'ammontare di tali pagamenti alla prima occasione. Nessuna sistemazione sarà effettuata per pagamenti di stipendi mensili avvenuti prima del mese di giugno 1944 e per pagamenti di salari settimanali avvenuti il o prima del 25 giugno 1944.

JOHN W. CHAPMAN,
Colonnello, JAGD,
Commissario Provinciale
Provvisorio.

GAB/so

L-2071/53

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File

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

TBw/mp

LAB. 091.4311

22 August 1944

SUBJECT: Uniform Interpretation of A.M.G. temporary Wage Adjustment Order as Applied to Public Employees.

TO : Regional Labor Office, Region VIII.

Herewith copy of the above mentioned document as per your request of July 19th.

W.E. SOLENBERGER
1st Lt., Sp.Res,
Labor Sub-Commission

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File

JMS/mw

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

LAB 091.431

15 May 1944

SUBJECT : Revision and Consolidation of General Orders

TO : Legal Sub-Commission

1. Confirming statement made at general conference you held Saturday, 13 May 1944, relative to revising proclamations and general orders for use in territories to be occupied in Italy it is the view of the Labor Sub-Commission, that a general order for such purposes shall include the complete text of proclamations and orders previously issued in Occupied Italy on the following subjects:

a. Wages and price freeze;

b. Abolition of Fascist Corporative Syndical Institutions;

c. Establishment of Regional and Provincial Labor Offices, together with rules and regulations governing same;

d. Declaration of right to organize (see General Order #17).

2. General Order #14 (Sicily), and its counterpart in other areas, dealing with temporary wage adjustments, will not be included in a general order for newly occupied regions, but will be the subject of a special order after occupancy.

J. T. H. BAIN,
Colonel,
Director, Labor Sub-Commission

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File

HEADQUARTERS
ALLIED CONTROL COMMISSION
APO 394

LAB 091.4511 30 June 1944

SUBJECT: Uniform Interpretation of AMG Temporary Wage Adjustment Order as Applied to Public Employees

TO: Regional Commissioners: Region IV
Rome [redacted] Region
Region V
Region VIII
Region IX

1. Reference is made to Provisions of the AMG Temporary Wage Adjustment as applied to public employees, both in territory where the provisions are already in effect and in territory where they are being put into effect for the first time. These provisions read, in part, as follows:

(ARTICLE I)

....Employees of permanent and temporary status of the State, Provinces, Communes, Enti Para-Statali, and Public Institutions and Concerns (Aziende) which are administered by any of the foregoing governmental units shall be calculated upon the base of ..... total salaries .... (base plus ordinary and extraordinary indemnities which normally represent an integral part of their total salary) as described in Article IV below.....

(ARTICLE IV)

....The foregoing provisions shall be applied in accordance with the following scale:

(i) On 1st L. 1,000 per month (or fraction thereof) - 70%
2nd L. 1,000 per month (or fraction thereof) - 50%
3rd L. 1,000 per month (or fraction thereof) - 30%
4th L. 1,000 per month (or fraction thereof) - 20%
5th L. 1,000 per month (or fraction thereof) - 10%

(ii) In respect to salaries or wages which exceed L. 5,000 per month, no increase in excess of L. 1,900 shall be granted.

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2. Surveys by the Labor Sub-Commission have revealed numerous markedly different interpretations of the above wage adjustment provisions, not only between different provinces, but also between different public offices within the same province. As a result, serious inequities have been created in the pay of employees previously entitled to equal treatment. In order to eliminate and prevent such inequities, and to insure uniform procedure consistent with the intent of the adjustment provisions, the rules set forth in following paragraphs of this instruction will be strictly observed.

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3. In territory which has been under control of the Fascist Republican Government, the wage adjustment for public employees (Article I) will be based on the pay in effect 1 September 1943. The base will exclude, therefore, any and all increases and adjustments in public employees' salaries, wages, and ordinary or extraordinary indemnities made since that date. All references in this Instruction to salaries, wages, and ordinary or extraordinary indemnities, as well as to any other payments of any kind made to public employees, shall be construed as referring solely to those provided for by laws and regulations of the Italian Government, in effect 1 September 1943, or subsequently established in liberated territory by recognized Italian governmental authority. (In territory where the Wage Adjustment Order has not yet been published Article I will be corrected before issuance by inserting the base date of 1 September 1943.)

4. The scale of percentage increases in Article IV will be applied only to the TOTAL SUM of such of the following items as are applicable in the case of particular employees:

a. BASE SALARY (STIPENDIO BASE)

b. SUPPLEMENT FOR ACTIVE SERVICE (SUPPLEMENTO DI SERVIZIO ATTIVO)

c. TEMPORARY WAR ALLOWANCE (ASSEGNO TEMPORANEO DI GUERRA)

d. FAMILY ALLOWANCE (AGGIUNTA DI FAMIGLIA)

e. BOMBARDMENT INDEMNITY (INDENNITA' DI BOMBARDAMENTO) — To be included only in those cases where it is legally payable under provisions of Italian law or competent authorisation given by Allied Military Government prior to 1 January 1944. Where payable, it will be calculated solely on the basis provided by R.D.L. No. 1496 of 16 December 1942, irrespective of previous differing procedures in particular offices, and its calculation will not take into consideration any increase previously or hereafter authorized in the amount of the Mission Indemnity (Indennita' di Missione), as established by R.D.L. No. 76 of 27 February 1942.

f. MISCELLANEOUS COMPENSATION FOR SPECIAL GROUPS (COMPENSI VARI PER GRUPPI SPECIALI) — This term shall be understood to include all special indemnities and allowances provided by law in fixed amounts as recurrent integral parts of the total compensation of public employees in particular branches of government service or working under particular conditions, excluding, however, such items as are dealt with separately in paragraph 5. Examples of items included are the Toga Indemnity for magistrates, the Special Service Indemnity for public safety employees, the Running (Percorrenza) Indemnity for State railway workers, the Evening and Night Service Indemnity for post office and other employees, etc. When such indemnities, as in the case of the Toga Indemnity or the Disadvantageous Residence Indemnity, are normally paid at longer intervals than monthly, a monthly average will be established for purposes of applying the scale of percentage increases in Article IV.

5. The following special rules will govern the calculation of the payments listed below, which are considered as not [redacted] coming within the group of items to be totaled for the purpose of applying the scale of percentage increases in Article IV:

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g. PERIODICAL PREMIUMS FOR INDUSTRIOUSNESS AND PRODUCTIVITY (PREMI PERIODICI DI OPEROSITA' E RENDIMENTO) — This term shall be understood to include all premiums, however designated, which are normally and regularly paid periodically to selected employees on the basis of their relative merit, whether paid quarterly, semi-annually, or annually. The total sum allocated for the purpose of the premium, the scale of individual payments, and the basis for selecting eligible employees shall be determined by the governmental authority legally empowered to make such provisions, except, however, that in no instance may the provisions adopted entail the allocation of a larger total sum nor entail a higher scale of payments than was in effect for the last periodical premium of this type paid in 1943.

h. MONTHLY PREMIUM FOR INDUSTRIOUSNESS AND PRODUCTIVITY (PREMIO MENSILE DI OPEROSITA' E RENDIMENTO) — In all offices where this premium is based on hourly rates, it will be calculated as follows:

(1) The hourly rates will be those established by law (or by the governing bodies of the offices in accordance with powers derived from law) prior to the A.M.G. Wage Adjustment Order.

(2) For State employees, the maximum number of hours for which the premium may be paid with respect to any month may not exceed 75, as prescribed by R.D.L. No. 102 of 17 February, 1924, except for State employees for whom a different maximum was prescribed by law prior to the A.M.G. Wage Adjustment Order. For other public employees, the number of hours for which the premium may be paid with respect to any month shall be in accordance with regulations heretofore or hereafter adopted by the governing bodies of the offices, subject to a maximum of 75 hours.

In the case of public offices which, prior to the A.M.G. Wage Adjustment Order, paid their premium on the basis of a fixed amount established by a central governing body, rather than on the basis of hourly rates and a specified number of hours, the premium will continue to be calculated on the basis of such fixed amount. Subject to the limitations of this paragraph, the premium may be paid irrespective of whether or not work is done in excess of normal hours.

i. 13th MONTH AND SIMILAR BONUSES BASED ON ANNUAL WORKER'S SALARY (TREDICESIMA MENSILITA' E ALTRE GRATIFICHE ANALOGHE CORRISPOSTE SULLA BASE DI UNA MENSILITA') — This type of bonus may be paid only in the degree of offices where, and to the extent that, it is normally and customarily payable to all employees as an established part of their annual compensation, in accordance with regulations and provisions adopted by central governing bodies, prior to the AMG Wage Adjustment Order. Where payable on the basis of the above criteria, the amount of the bonus will be calculated only on the sum of the Base Salary (plus Supplement for Active Service) and the Family Allowance, augmented in accordance with the scale of percentage increases in Article IV.

j. COMPENSATION FOR ACTUAL OVERTIME EXCEEDING NORMAL HOURS OF WORK (COMPENSO PER LAVORO STRAORDINARIO EFFETTIVO EDIENTE L'ORARIO NORMALE)— This provision is applicable only to agencies in which overtime exceeding normal hours of work is authorized by law or by competent regulations of central governing bodies. Proper control will be exercised in accordance with such regulations, subject to the further provision that all compensible overtime

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must be designated as essential by the head of the office concerned, must be performed at his direction, and must be verified by adequate records. Compensation will be based on such fixed hourly rates for overtime as were legally in force prior to the AMG Wage Adjustment Order, plus an increase of 70%.

6. No increase in the Mission Indemnity (Indennita di Missione) was authorized by the AMG Wage Adjustment Order, since this indemnity clearly is not part of total salary or wage, but rather is in the nature of a reimbursement for specific expenses incurred by an employee in the course of his work. The same is true of the Mileage Indemnity (Indennita Chilometrica) and other similar payments intended to offset to greater or less degree an out-of-pocket expense. However, with respect to the two indemnities mentioned, the following adjustments in rates are hereby authorized:

a. MISSION INDEMNITY (INDENNITA' DI MISSIONE) -- The daily rates established by R.D.L. No. 76, of 27 February 1942, shall be increased by 70%.

b. MILEAGE INDEMNITY (INDENNITA' CHILOMETRICA) -- The rate per chilometer established by R.D.L. No. 1311, of 14 September 1918, as amended, shall be uniformly set at 5 lire.

7. The pertinent provisions of this Instruction will be issued without delay to all public offices concerned, as an AMG Order, effective immediately, supplemental to and equally binding with the Wage Adjustment Order.

8. The order containing the pertinent provisions of this Instruction shall include a statement that persons violating its terms or the terms of the Wage Adjustment Order, as here interpreted, will be liable to fine or imprisonment, with or without other lawful punishment, upon conviction by a court of competent jurisdiction.

9. No adjustments of any kind will be undertaken with respect to payments to public employees made under varying interpretations of the Wage Adjustment Order prior to issuance of the interpretive order based on this Instruction.

10. For reference in the preparation of the Italian version of the pertinent provisions of this Instruction, an Italian translation of paragraphs 3 to 6, inclusive, is appended.

3.14

Norman E. Foss[illegible]
Colonel

M. S. LUSH,
For Brigadier,
Executive Commissioner.

HEADQUARTERS
ALLIED CONTROL COMMISSION
APO 394

LAB 091.4311 30 June, 1944

SUBJECT: Uniform Interpretation of A.M.G. Temporary Wage Adjustment Order as Applied to Public Employees

TO: Regional Commissioners: Region IV
Rome Region
Region V
Region VIII
Region IX

1. Reference is made to Provisions of the A.M.G. Temporary Wage Adjustment as applied to public employees, both in territory where the provisions are already in effect and in territory where they are being put into effect for the first time. Those provisions read, in part, as follows:

(ARTICLE I)

...Employees of permanent and temporary status of the State, Provinces, Communes, Anti Para-Statali, and Public Institutions and Concerns (Aziende) which are administered by any of the foregoing governmental units shall be calculated upon the base of ..... total salaries .... (base plus ordinary and extraordinary indemnities which normally represent an integral part of their total salary) as described in Article IV below.....

(ARTICLE IV)

....The foregoing provisions shall be applied in accordance with the following scale:

(i) On 1st L. 1,000 per month (or fraction thereof) - 70%
2nd L. 1,000 per month (or fraction thereof) - 60%
3rd L. 1,000 per month (or fraction thereof) - 30%
4th L. 1,000 per month (or fraction thereof) - 20%
5th L. 1,000 per month (or fraction thereof) - 10%

(ii) In respect to salaries or wages which exceed L. 5,000 per month, no increase in excess of L. 1,000 shall be granted.

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2. Surveys by the Labor Sub-Commission have revealed numerous markedly

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Region V
Region VIII
Region IX

1. Reference is made to Provisions of the A.M.G. Temporary Wage adjustment as applied to public employees, both in territory where the provisions are already in effect and in territory where they are being put into effect for the first time. Those provisions read, in part, as follows:

(ARTICLE I)

....Employees of permanent and temporary status of the State, Provinces, Communes, Semi Para-Statali, and Public Institutions and Consorzi (Boards) which are administered by any of the foregoing governmental units shall be calculated upon the base of ..... total salaries .... (base plus ordinary and extraordinary indemnities which normally represent an integral part of their total salary) as described in article IV below.....

(ARTICLE IV)

....The foregoing provisions shall be applied in accordance with the following scale:

(i) On 1st L. 1,000 per month (or fraction thereof) - 70%
2nd L. 1,000 per month (or fraction thereof) - 60%
3rd L. 1,000 per month (or fraction thereof) - 30%
4th L. 1,000 per month (or fraction thereof) - 20%
5th L. 1,000 per month (or fraction thereof) - 10%

(ii) In respect to salaries or wages which exceed L. 5,000 per month, no increase in excess of L. 1,900 shall be granted.

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2. Surveys by the Labor Sub-Commission have revealed numerous markedly different interpretations of the above wage adjustment provisions, not only between different provinces, but also between different public offices within the same province. As a result, serious inequities have been created in the pay of employees previously entitled to equal treatment. In order to eliminate and prevent such inequities, and to insure uniform procedure consistent with the intent of the adjustment provisions, the rules set forth in following paragraphs of this Instruction will be strictly observed.

3. In territory which has been under control of the Fascist Republican Government, the wage adjustment for public employees (Article I) will be based on the pay in effect 1 September, 1943. The base will exclude, therefore, any and all increases and adjustments in public employees' salaries, wages, and ordinary or extraordinary indemnities made since that date.

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All references in this Instruction to salaries, wages, and ordinary or extraordinary indemnities, as well as to any other payments of any kind made to public employees, shall be construed as referring solely to those provided for by laws and regulations of the Italian Government, in effect 1 September 1943, or subsequently established in liberated territory by recognized Italian governmental authority. (In territory where the Lego Adjustment Order has not yet been published, Article I will be corrected before issuance by inserting the proper date in 1 September 1943.)

4. The scale of percentage increases in Article IV will be applied only to the TOTAL SUM of such of the following items as are applicable in the case of particular employees:

a. BASE SALARY (STIPENDIO BASE)

b. SUPPLEMENT FOR ACTIVE SERVICE (SUPPLEMENTO DI SERVIZIO ATTIVO)

c. TEMPORARY WAR ALLOWANCE (ASSEGNO TEMPORANEO DI GUERRA)

d. FAMILY ALLOWANCE (ASSEGNI DI FAMIGLIA)

e. REARMENT INDEMNITY (INDENNITA' DI RIARMO) -- To be included only in those cases where it is legally payable under provisions of Italian law or competent authorization given by Allied Military Government prior to 1 January, 1944. Where payable it will be calculated solely on the basis provided by R.D.L. No. 1498 of 26 December, 1942, irrespective of previous differing procedures in particular offices, and its calculation will not take into consideration any further provisionally or hereafter authorized in the amount of the Mission Indemnity (Indennita' di Missione), as established by R.D.L. No. 76 of 27 February, 1942.

f. MISCELLANEOUS COMPENSATION FOR SPECIAL GROUPS (COMPENSI VARI PER GRUPPI SPECIALI) -- This term shall be understood to include all special indemnities and allowances provided by law in fixed amounts as recurrent, integral parts of the total compensation of public employees in particular branches of government service or working under particular conditions, excluding, however, such items as are dealt with separately in paragraph 5. Examples of items included are the Toga Indemnity for magistrates, the Special Service Indemnity for public safety employees, the Running (Rincorrenza) Indemnity for State railway workers, the Evening and Night Service Indemnity for post office and other employees, etc. When such indemnities, as in the case of the Toga Indemnity or the Disadvantageous Residence Indemnity, are normally paid at longer intervals than monthly, a monthly average will be established for purposed of applying the scale of percentage increases in Article IV.

5. The following special rules will govern the calculation of the payments listed below, which are considered as not coming within the group of items to be totaled for the purpose of applying the scale of percentage

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a. BASE SALARY (STIPENDIO BASE)

b. SUPPLEMENT FOR ACTIVE SERVICE (SUPPLEMENTO DI SERVIZIO ATTIVO)

c. TEMPORARY WAR ALLOWANCE (ASSEGNO TEMPORANEO DI GUERRA)

d. FAMILY ALLOWANCE (AGGIUNTA DI FAMIGLIA)

e. PERMANENT INDEMNITY (INDENNITA' DI CARO-VIVERI) -- To be included only in those cases where it is legally payable under provisions of Italian law or competent authorization given by Allied Military Government prior to 1 January, 1944. Where payable, it will be calculated solely on the basis provided by R.D.L. No. 1898 of 26 December, 1942, irrespective of previous differing procedures in particular offices, and its calculation will not take into consideration any increase previously or hereafter authorized in the amount of the Mission Indemnity (Indennita' di missione) as established by R.D.L. No. 76 of 27 February, 1942.

f. MISCELLANEOUS COMPENSATION FOR SPECIAL GROUPS (COMPENSI VARI PER GRUPPI SPECIALI) -- This term shall be understood to include all special indemnities and allowances provided by law in fixed amounts as recurrent, integral parts of the total compensation of public employees in particular branches of government service or working under particular conditions, excluding, however, such items as are dealt with separately in paragraph 5. Examples of items included are the Toga Indemnity for magistrates; the Special Service Indemnity for public safety employees, the Running (Percorrenza) Indemnity for State railway workers, the Evening and Night Service Indemnity for post office and other employees, etc. When such indemnities, as in the case of the Toga Indemnity or the Disadvantageous Residence Indemnity, are normally paid at longer intervals than monthly, a monthly average will be established for purposes of applying the scale of percentage increases in Article IV.

5. The following special rules will govern the calculation of the payments listed below, which are considered as not coming within the group of items to be included for the purpose of applying the scale of percentage increases in Article IV.

a. PERIODICAL PREMIUMS FOR INDUSTRIOUSNESS AND PRODUCTIVITY (PREMI PERIODICI DI OPEROSITA' E RENDIMENTO) -- This term shall be understood to include all premiums, however designated, which are normally and regularly paid periodically to selected employees on the basis of their relative merit, whether paid quarterly, semi-annually, or annually. The total sum allocated for the purpose of the premium, the scale of individual payments, and the basis for selecting eligible employees shall be determined by the governmental authority legally empowered to make such provisions, except, however, that in no instance may the provisions adopted entail the allocation of a larger total sum nor establish a higher scale of payments than was in effect for the last periodical premium of this type paid in 1943.

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5. MONTHLY PREMIUM FOR INDUSTRIOUSNESS AND PRODUCTIVITY (PREMIO MENSILE DI OPEROSITA' E RENDIMENTO) -- In all offices where this premium is based on hourly rates, it will be calculated as follows:

(1) The hourly rates will be those established by law (or by the governing bodies of the offices in accordance with powers derived from law) prior to the A.M.G. Wage Adjustment Order;

(2) For State employees, the maximum number of hours for which the premium may be paid with respect to any month may not exceed 75, as prescribed by R.D.L. No. 182 of 17 February, 1924, except for State employees for whom a different maximum was prescribed by law prior to the A.M.G. Wage Adjustment Order. For other public employees, the number of hours for which the premium may be paid with respect to any month shall be in accordance with regulations heretofore or hereafter adopted by the governing bodies of the offices, subject to a maximum of 75 hours.

In the case of public offices which, prior to the A.M.G. Wage Adjustment Order, paid this premium on the basis of a fixed amount established by a central governing body, rather than on the basis of hourly rates and a specified number of hours, the premium will continue to be calculated on the basis of such fixed amount. Subject to the limitations of this paragraph, the premium may be paid irrespective of whether or not work is done in excess of normal hours.

6. 13th MONTH AND SIMILAR BONUSES BASED ON EXTRA MONTH'S SALARY (TREDICESIMA MENSILITA' E ALTRE GRATIFICHE SIMILARI CORRISPOSTE SULLA BASE DI UNA MENSILITA') -- This type of bonus may be paid only in the cases of offices where, and to the extent that, it is normally and customarily payable to all employees as an established part of their annual compensation, in accordance with regulations and provisions adopted by central governing bodies, prior to the A.M.G. Wage Adjustment Order. Where payable on the basis of the above criteria, the amount of the bonus will be calculated only on the sum of the Base Salary (plus Supplement for Active Service) and the Family Allowance, augmented in accordance with the scale of percentage increases in Article IV.

4. COMPENSATION FOR ACTUAL OVERTIME EXCEEDING NORMAL HOURS OF WORK (COMPENSO PER LAVORO STRAORDINARIO EFFETTIVO ECCEDENTE L'ORARIO NORMALE) -- This provision is applicable only to agencies in which overtime exceeding normal hours of work is authorized by law or by competent regulations of central governing bodies. Proper control will be exercised in accordance with such regulations, subject to the further provision that all compensable overtime must be designated as essential by the head of the office concerned, must be performed at his direction, and must be verified by adequate records. Compensation will be based on such fixed hourly rates for overtime as were legally in force prior to the A.M.G. Wage Adjustment Order, plus an increase of 70%.

6. No increase in the Mission Indemnity (Indennita' di Missione) was

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except for State employees for whom a different maximum was prescribed by law prior to the A.M.G. Wage Adjustment Order. For other public employees, the number of hours for which the premium may be paid with respect to any month shall be in accordance with regulations heretofore or hereafter adopted by the governing bodies of the offices, subject to a maximum of 75 hours.

In the case of public offices which, prior to the A.M.G. Wage Adjustment Order, paid this premium on the basis of a fixed amount established by a central governing body, rather than on the basis of hourly rates and a specified number of hours, the premium will continue to be calculated on the basis of such fixed amount. Subject to the limitations of this paragraph, the premium may be paid irrespective of whether or not work is done in excess of normal hours.

c. 13TH MONTH AND SIMILAR BONUSES BASED ON EXTRA MONTH'S SALARY (TREDICESIMA MENSILITA' E ALTRE GRATIFICHE SIMILARI CORRISPOSTE SULLA BASE DI UNA MENSILITA') -- This type of bonus may be paid only in the cases of offices where, and to the extent that, it is normally and customarily payable to all employees as an established part of their normal compensation, in accordance with regulations and provisions adopted by central governing bodies, prior to the A.M.G. Wage Adjustment Order. Where payable on the basis of the above criteria, the amount of the bonus will be calculated only on the sum of the Base Salary (plus Supplement for Active Service) and the Family Allowance, augmented in accordance with the scale of percentage increases in Article IV.

d. COMPENSATION FOR ACTUAL OVERTIME EXCEEDING NORMAL HOURS OF WORK (COMPENSO PER LAVORO STRAORDINARIO EFFETTIVO ECCEDENTE L'ORARIO NORMALE) -- This provision is applicable only to agencies in which overtime exceeding normal hours of work is authorized by law or by competent regulations of central governing bodies. Proper control will be exercised in accordance with such regulations, subject to the further provision that all compensable overtime must be designated as essential by the head of the office concerned, must be performed at his direction, and must be verified by adequate records. Compensation will be based on such fixed hourly rates for overtime as were legally in force prior to the A.M.G. Wage Adjustment Order, plus an increase of 70%.

6. No increase in the Mission Indemnity (Indennita' di Missione) was authorized by the A.M.G. Wage Adjustment Order, since this indemnity clearly is not part of total salary or wage, but rather is in the nature of a reimbursement for specific expenses incurred by an employee in the course of his work. The same is true of the Mileage Indemnity (Indennita' Chilometrica) and other similar payments intended to offset to greater or less degree an out-of-pocket expense. However, with respect to the two indemnities mentioned, the following adjustments in rates are hereby authorized:

a. MISSION INDEMNITY (INDENNITA' DI MISSIONE) -- The daily rates established by R.D.L. No. 76, of February 27, 1942, shall be increased by 70%.

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Ltr AG 091.311 dtd 30 June 44 Cont'd)

6. MILEAGE INDEMNITY (INDENNITA' CHILOMETRICA) -- The rate per chilometer established by R.D.L. No. 1311, of 14 September, 1918, as amended, shall be uniformly set at 3 lire.

7. The pertinent provisions of this Instruction will be issued without delay to all public offices concerned, as an A.M.G. Order, effective immediately, supplemental to and equally binding with the Wage Adjustment Order.

8. The order containing the pertinent provisions of this Instruction shall include a statement that persons violating its terms or the terms of the Wage Adjustment Order, as here interpreted, will be liable to fine or imprisonment, with or without other lawful punishment, upon conviction by a court of competent jurisdiction.

9. No adjustments of any kind will be undertaken with respect to payments to public employees made under varying interpretations of the Wage Adjustment Order prior to issuance of the interpretative order based on this Instruction.

10. For reference in the preparation of the Italian version of the pertinent provisions of this Instruction, an Italian translation of paragraphs 3 to 6, inclusive, is appended.

/S/ Norman E. Fiske, Colonel, for
M. S. [illegible],
Brigadier,
Executive Commissioner

[illegible]

OGGETTO : Norme per l'interpretazione uniforme dell'ordine dell'AMG sulla sistemazione degli stipendi e salari dei pubblici impiegati e salariati.

3) Nel territorio che e' stato sotto il controllo del Governo Repubblicano Fascista, la sistemazione delle paghe per i pubblici impiegati (art. 1) sara' basata sulle paghe corrisposte al 1 settembre 1943.

Nelle paghe base, percio', non sara' compreso qualsiasi aumento o sistemazione concessa dopo quella data nei confronti delle paghe dei pubblici impiegati, e delle indennita' ordinarie e straordinarie. Qualunque riferimento contenuto in questa istruzione, in merito agli stipendi, ai salari ed alle indennita' ordinarie e straordinarie, come qualunque altro pagamento di qualunque natura fatto ai pubblici impiegati, sara' considerato unicamente in relazione a quelli previsti dalle leggi e dai regolamenti del Governo Italiano, vigenti al 1 settembre 1943 e stabiliti successivamente nel territorio liberato dalle Autorita' Governative Italiane riconosciute.

4) La riduzione dell'aumento percentuale previsto nell'articolo 17 sara' applicato solamente sulla somma totale di quelle voci che seguono quando esse rappresentano parte dell'emolumento degli impiegati:

a. STIPENDIO BASE

b. SUPPLEMENTO DI SERVIZIO ATTIVO

c. ASSEGNO TEMPORANEO DI GUERRA

d. AGGIUNTA DI FAMIGLIA

e. INDENNITA' DI BOMBARDAMENTO. Da includere solamente in quei casi in cui essa e' legalmente dovuta secondo la legge italiana oppure secondo le competente autorizzazione accordata dall'A.M.G. prima del Gennaio 1944. Quando ne e' stabilito il pagamento, l'indennita' di bombardamento verra' calcolata solamente sulla base prevista dal R.D.L. n. 1498 del 16 dicembre 1942, senza tener conto delle diverse procedure adottate precedentemente da determinati uffici ed il suo calcolo non terra' in considerazione alcun incremento precedentemente o in seguito autorizzato nell'ammontare dell'indennita' di missione, com'e' stabilito dal R.D.L. n. 76 del febbraio 1942.

f. COMPENSI VARI PER GRUPPI SPECIALI. Sotto questa denominazione vanno inclusi tutte le speciali indennita' e gli assegni previsti dalle leggi in misura fissa, come parti normali ed integrali del compenso totale dei pubblici impiegati appartenenti a speciali rami della pubblica amministrazione o che svolgono la loro attivita' in peculiari condizioni, escludendo tuttavia quelle voci che sono state trattate separatamente nel paragrafo n. 5. Esempio delle voci da includere sono l'indennita' di toga per i magistrati, l'indennita' di servizio speciale P.S. per gli impiegati di Pubblica Sicurezza; il premio di percorrenza per gli impiegati delle FF. SS.; l'indennita' di servizio serale e notturno per gli impiegati delle Regie Poste e per gli impiegati. Quando tali indennita', come per esempio l'indennita' di toga e l'indennita' per [illegible]

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que ... tutti i pubblici impiegati, sara' considerato unicamente in relazione a quelli previsti dalle leggi e dai regolamenti del Governo Italiano, vigenti al 1 settembre 1943 e stabiliti successivamente nel territorio liberato dalle autorita' Governative Italiane riconosciute.

4) La riduzione dell'aumento percentuale previsto nell'articolo IV sara' applicata solamente sulla somma totale di quelle voci che seguono quando esse rappresentano parte dell'emolumento degli impiegati:

a. STIPENDIO BASE

b. SUPPLEMENTO DI SERVIZIO ATTIVO

c. ASSEGNO TEMPORANEO DI GUERRA

d. AGGIUNTA DI FAMIGLIA

e. INDENNITA' DI BOMBARDAMENTO. Da includere solamente in quei casi in cui essa e' legalmente dovuta secondo la legge italiana oppure secondo la competente autorizzazione accordata dall'A.M.G. prima del Gennaio 1944. Quando ne e' stabilito il pagamento, l'indennita' di bombardamento verra' calcolata solamente sulla base prevista dal R.D.L. n. 1492 del 16 dicembre 1942, senza tener conto delle diverse procedure adottate precedentemente da determinati uffici ed il suo calcolo non terra' in considerazione alcun incremento precedentemente o in seguito autorizzato nell'ammontare dell'indennita' di missione, com'e' stabilito dal R.D.L. n. 76 del febbraio 1942.

f. COMPENSI VARI PER GRUPPI SPECIALI. Sotto questa denominazione vanno inclusi tutte le speciali indennita' e gli assegni previsti dalla legge in misura fissa, come parti normali ed integrali del compenso totale dei pubblici impiegati appartenenti a speciali rami della pubblica amministrazione o che svolgono la loro attivita' in peculiari condizioni, escludendo tuttavia quelle voci che sono state trattate separatamente nel paragrafo n. 5. Esempi delle voci da includere sono l'indennita' di toga per i magistrati, l'indennita' di servizio speciale P.S. per gli impiegati di Pubblica Sicurezza; il premio di percorrenza per gli impiegati delle FF. SS.; l'indennita' di servizio serale e notturno per gli impiegati delle Regie Poste e per gli impiegati. Quando tali indennita', come per esempio l'indennita' di toga o l'indennita' per disagiata residenza, sono normalmente pagate a persone superiori al ..., sara' stabilita una media mensile ai fini della applicazione della riduzione dell'aumento percentuale previsto nell'articolo IV.

5) Le seguenti norme speciali regoleranno il calcolo delle voci sottoelencate, le quali non si debbono considerare comprese nel gruppo delle voci da sommare ai fini dell'applicazione della riduzione dell'aumento percentuale previsto nell'articolo IV:

a. PREMI PERIODICI DI OPEROSITA' E RENDIMENTO. Con questo termine s'intende [illegible] qualsiasi premio comunque denominato, pagato periodicamente in modo periodico e regolare (trimestralmente, semestralmente o annualmente) agli impiegati che si sono distinti per merito. Le quote individuali, la somma totale stanziata allo scopo ed i sistemi di valutazione del merito degli impiegati, saranno determinati dagli organi amministrativi investiti all'uopo dalla legge, purchè, tuttavia, in nessun caso le quote individuali e la relativa somma totale stanziata siano superiori a quella relativa all'ultimo premio periodico dello stesso genere pagato nel 1948.

b. PREMIO ANNUALE DI OPEROSITA' E RENDIMENTO. In tutti gli uffici in cui questo premio viene corrisposto sulla base di tariffe orarie, esso verrà calcolato come segue:

1) le tariffe orarie saranno quelle stabilite dalla legge (o dagli organi amministrativi degli uffici secondo i poteri attribuiti dalla legge) prima dell'ordine dell'A.M.G. sulla stabilizzazione degli stipendi e salari.

2) per quanto riguarda gli impiegati dello stato, il numero massimo di ore per cui il premio può essere concesso per qualsiasi anno, non può eccedere le 75 ore, come prescritto dal R.D.L. n. 182 del 17 febbraio 1948, ad eccezione degli impiegati stabili in favore dei quali un numero superiore di ore era fissato dalla legge o prima dell'ordine dell'A.M.G. sulla stabilizzazione degli stipendi e dei salari. Per gli altri generici impiegati il numero di ore per cui il premio può essere concesso, per qualsiasi anno sarà regolato dalle prescrizioni norme o da quelle in seguito adottate dagli organi amministrativi dei vari uffici, col limite massimo di 75 ore annuali.

Nel caso di uffici pubblici che prima dell'ordine dell'A.M.G. sulla stabilizzazione degli stipendi e salari, erano, salvo questo premio sulla base di una somma fissa stabilita da un organo amministrativo centrale, invece che sulla base di tariffa oraria o di un determinato numero di ore, si continuerà a calcolare il premio sulla base di detta somma fissa.
Sono restanti le limitazioni dettate in questo paragrafo, il premio può essere pagato senza tener conto se il lavoro eccedente l'orario normale sia stato o meno svolto.

c. [illegible] SULLA BASE DI UNA MENSILITA'. [illegible] di gratifica può essere pagato solo dagli uffici e dalle classi in cui costituiscono [illegible] per complessivo [illegible] tutti gli impiegati secondo i regolamenti [illegible] dagli organi amministrativi centrali prima dell'ordine regionale dell'A.M.G. sulla stabilizzazione degli stipendi e dei salari. Nel caso in cui sia possibile l'erogazione di questa gratifica sarà corrisposta sulla base dello stipendio [illegible] del supplemento di servizio urbano) e dell'indennità di frontiera, secondo le percentuali previste dall'articolo IV.

d. [illegible]

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[illegible] corrisposto sulla base di tariffa oraria, esso verra' calcolato come segue:

1) La tariffa oraria sara' quella stabilita dalla legge (o dagli organi amministrativi degli uffici secondo i poteri attribuiti dalla legge) prima dell'ordine dell'A.M.G. sulla sistemazione degli stipendi e salari.

2) Per quanto riguarda gli impiegati dello stato, il numero massimo di ore per cui il premio puo' essere concesso per qualsiasi causa, non puo' eccedere le 75 ore, come prescritto dal R.D.L. n. 182 del 17 febbraio 1924, ad eccezione degli impiegati [illegible] in favore dei quali un numero superiore di ore era fissato dalla legge prima dell'ordine dell'A.M.G. sulla sistemazione degli stipendi e dei salari. Per gli altri pubblici impiegati il numero di ore per cui il premio puo' essere concesso, per qualsiasi causa sara' regolato dalle precedenti norme e da quelle in seguito adottate dagli organi amministrativi dei vari uffici, col limite massimo di 75 ore mensili.

Nel caso di uffici pubblici che prima dell'ordine dell'A.M.G. sulla sistemazione degli stipendi e salari, [illegible] questo premio sulla base di una somma fissa stabilita da un organo amministrativo centrale, invece che sulla base di tariffa oraria e di un determinato numero di ore, si continuera' a calcolare il premio sulla base di detta somma fissa.
Nonostante le limitazioni dettate in questo paragrafo, il premio puo' essere pagato senza tener conto se il lavoro eccedente l'orario normale sia stato o meno svolto.

3. [illegible] SULLA BASE DI UNA [illegible]. Questo tipo di gratifica puo' essere pagato solo dagli uffici e nella misura in cui costituisca normalmente per consuetudine una parte di retribuzione [illegible] pagata a tutti gli impiegati secondo i regolamenti e le disposizioni adottate dagli organi amministrativi centrali prima dell'ordine [illegible] dell'A.M.G. sulla sistemazione degli stipendi e dei salari. Nel caso in cui sia [illegible] l'ammontare di questa gratifica sara' costituito solo dalla somma dello stipendio base (e del supplemento di servizio attivo) e dell'aggiunta di famiglia, aumentato della percentuale prevista dall'articolo IV.

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4. COMPENSO PER LAVORO STRAORDINARIO EFFETTIVO ECCEDENTE L'ORARIO NORMALE. Questo compenso sara' limitato ai pubblici uffici nei quali il lavoro straordinario eccedente l'orario normale e' autorizzato dalle leggi o dai regolamenti emanati da organi amministrativi centrali in mancanza di contrarie disposizioni di legge. Adeguato controllo del lavoro straordinario sara' effettuato secondo tali regolamenti, tenendo presente inoltre le norme per cui tutto il lavoro straordinario da compensare deve essere dichiarato indispensabile dal capo ufficio e deve essere eseguito su suo ordine ed annotato per iscritto in un registro della [illegible]

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ore eseguite. Le tariffe orarie di tale compenso saranno quelle in vigore per il lavoro straordinario effettivo alla data dell'ordine dell' A.M.G. sulla sistemazione degli stipendi e salari, aumentato del 70 per cento.

6. Nessun aumento e' stato autorizzato sulle indennita' di sistemazione degli Ordini regionali che prevedono la sistemazione degli stipendi, per il fatto che essa evidentemente non rappresenta una parte integrale dello stipendio, ma piuttosto ha il carattere di rimborso di spese effettivamente sostenute nello svolgimento della missione. Lo stesso vale per l'indennita' chilometrica e per le altre indennita' di questa natura intese a rimborsare in maggiore o minore misura una spesa di denaro effettuata. Tuttavia relativamente alle due indennita' ora menzionate, col presente ordine, sono autorizzate le seguenti sistemazioni delle loro tariffe:

a. INDENNITA' DI MISSIONE. La misura giornaliera stabilita dal R.D.L. n. 96 del 27 Febbraio 1942, dovra' essere aumentata del 70 per cento.

b. INDENNITA' CHILOMETRICA. Il compenso per ogni chilometro stabilito dal R.D.L. n. 1311 del 14 Settembre 1919, sara' elevato in modo uniforme L. 3.

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File
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ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION

OGGETTO: Uniforme interpretazione sui criteri di applicazione della sistemazione provvisoria degli stipendi dei pubblici impiegati prevista dagli Ordini emanati nelle Regioni sotto il Governo Militare Alleato.

I°) - Si fa riferimento agli articoli I e IV degli Ordini sulla sistemazione degli stipendi e dei salari emanati nelle Regioni sotto l'Amministrazione del Governo Alleato, articoli che vengono di seguito trascritti:

ARTICOLO I

ARTICOLO IV

2°) - Indagini svolte dalla Labor Sub-Commission hanno rivelato che numerose e molto diverse sono state le interpretazioni date alle norme sulla sistemazione degli stipendi nelle varie Province e, nell'ambito della stessa provincia, nei diversi pubblici Uffici. Come risultato, gravi disparità si sono determinate nel trattamento dei pubblici impiegati i quali, tutti, avevano diritto ad una eguale ed uniforme considerazione per quanto riguarda l'aumento delle paghe al quale gli Ordini Regionali intendevano provvedere. Al fine di eliminare tali ineguaglianze e per assicurare una procedura uniforme ed aderente alla lettera e alle finalità degli Ordini Regionali, le norme che seguono saranno severamente osservate ed avranno effettiva applicazione, per le paghe mensili, con decorrenza dal mese di maggio nelle Province della Regione III, e dal mese di giugno nelle rimanenti Province, e per le paghe corrisposte settimanalmente, con decorrenza dalla settimana che avrà inizio il 29 maggio nel

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le Province della Regione III e con la settimana che avrà inizio il 12 giugno nelle rimanenti Province.

3°) - La gradazione dell'aumento percentuale previsto nell'articolo IV sarà applicata solamente sulla somma totale delle seguenti voci:

STIPENDIO BASE
SUPPLEMENTO DI SERVIZIO ATTIVO
ASSEGNO TEMPORANEO DI GUERRA
AGGIUNTA DI FAMIGLIA
INDENNITA' DI BOMBARDAMENTO (da includere solamente in quei casi in cui essa è legittimamente dovuta secondo la legge italiana oppure secondo la competente autorizzazione accordata dall' A.M.G. prima del 1° gennaio 1944. In tali casi l'indennità di bombardamento verrà calcolata secondo co s'è previsto dalla seguente lettera a).
PREMIO MENSILE DI OPEROSITA' O DI PRESENZA (basato su 30 ore e sulla tariffa oraria stabilita dalla legge o dalle competenti autorità amministrative).
COMPENSO PER ORE DI LAVORO ECCEDENTI L'ORARIO NORMALE (basato sul numero delle ore di effettivo lavoro straordinario e compensato secondo la tariffa oraria stabilita dalla legge o dalle competenti autorità amministrative).
COMPENSI VARI PER GRUPPI SPECIALI (Questa voce include tutte le speciali indennità e compensi, previsti dalla legge come parti normali ed integrali del compenso totale mensile dei pubblici impiegati appartenenti a speciali rami della pubblica amministrazione o che svolgono la loro attività in peculiari condizioni, (es. indennità servizio speciale di P.S.; premio di percorrenza per il personale delle FF. SS.; indennità di servizio serale e notturno, ecc.). Quando tali indennità non sono mensili e vengono corrisposte alla scadenza di ogni due o tre mesi (p.es. indennità per disagiata residenza; indennità di toga) su di esse l'aumento verrà calcolato a scaglione con le altre parti dello stipendio, alle rispettive scadenze).
Questa voce non include le gratifiche periodiche descritte nella seguente ~~lettera f~~).

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a) - L'indennità di bombardamento, nelle Province, in cui è pagata, sarà calcolata sulla base prevista dal R.D.L. n. I498 del I6 dicembre I942, senza tener conto delle maggiorazioni che sono state e possono essere previste sulla misura della indennità di missione com'è stabilito dal R.D.L. n. 76 del 27 febbraio I942.

4°)- Il trattamento relativo alle GRATIFICHE PERIODICHE, sarà regolato dalle seguenti norme:

Premio di operosità e rendimento (trimestrale o semestrale). La misura di questo premio verrà stabilita dalla più elevata autorità da cui dipendono gli impiegati interessati; tuttavia, in nessun caso esso sarà pagato senza previa approvazione del Commissario Regionale nei territori che si trovano sotto l'Amministrazione del Governo Alleato. Il Commissario Regionale può dare la sua approvazione solo quando le misure proposte non risultino più elevate di quelle che erano in vigore nell'ultimo trimestre o semestre dell'anno I943 o quando esse siano fissate secondo un piano di tariffe massime approvate dall'A.C.C.

I3^ Mensilità.- Questa può essere pagata da parte degli Enti che, come consuetudine, hanno usato tale forma di pagamento in favore dei loro impiegati, come parte del compenso annuale, secondo le disposizioni dei competenti Uffici Amministrativi centrali dai quali essi dipendevano. Per il suo calcolo dovrà essere assunta come base solo la somma dello stipendio base, del supplemento di servizio attivo (quando questo viene pagato) aumentata secondo la gradazione percentuale prevista nell'articolo IV degli Ordini Regionali. Per nessuna ragione potrà essere concessa più di una mensilità di gratifica per ogni anno.

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5°)- Nessun aumento è stato autorizzato sulla indennità di missione dagli Ordini Regionali che prevedono la sistemazione degli stipendi, per il fatto che essa "non rappresenta normalmente una parte integrale del salario", ma piuttosto ha il carattere di un rimborso delle spese di viaggio corrisposto per il fatto che gli impiegati le hanno effettivamente sostenute.

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Lo stesso vale per l'<u>indennità chilometrica</u> e per le altre indennità di uguale natura intese a rimborsare in maggiore o minore misura una spesa di denaro effettuata nell'esercizio dei propri doveri di ufficio. Tuttavia, relativamente alle due indennità ora menzionate, il Commissario Regionale è autorizzato, col presente ordine, ad approvare le seguenti variazioni sulle loro misure che dovranno essere applicate immediatamente:

INDENNITA' DI MISSIONE.- La misura giornaliera stabilita dal R.D.L. n. 76 del 27 febbraio 1942, dovrà essere aumentata del 70%.

INDENNITA' CHILOMETRICA.- Il compenso per ogni chilometro stabilito dal R.D.L. n. del sarà elevato in modo uniforme a £. 3.

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Joby tbw

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

LAB 091.4341 14 June, 1944

SUBJECT: Uniform Interpretation of A.C.C. Regional Wage Adjustment Orders of December, 1943, as Applied to Public Employees.

TO : Executive Officer, Economic Section

1. Attached is an instruction on the above subject addressed to Regional Commissioners in Regions III, IV and V, in English and Italian providing for the issuance, on a uniform basis, of regional orders interpreting and supplementing the original wage adjustment orders, as applied to public employees.

2. The urgent necessity for such a uniform interpretation is apparent. The following facts are among those which led the Labor Sub-Commission to undertake a study of the existing situation with respect to application of the wage adjustment orders in public offices and to propose the attached instruction:

a. The Regional Wage Adjustment orders were promulgated, starting in Sicily 1 November, 1943, at a time when very little exact information was available on the tremendously complex compensation system for public employees. As a result, the general rule, given in Article I of the orders, for applying the scale of percentage increases to governmental wages left many questions unanswered or open to a variety of interpretations.

b. On 14 April, 1944, the Chief Finance Officer, Region III, issued an administrative instruction to interpret the Wage Adjustment Order in Region III, where widely diverse practices had come to his attention. On May, 1944, the Executive Commissioner, A.C.C., directed the withdrawal of this Administrative Instruction (at the request of the Labor Sub-Commission, with the concurrence of the Finance Sub-Commission) because it was apparent by then that the problem of uniform interpretation affected all Regions and a single ruling would be necessary, particularly since national public agencies were involved. Moreover, information already collected by the Labor Sub-Commission indicated that the Region III Administrative Instruction left a number of points uncovered and would have failed to clarify others adequately.

c. Nevertheless, the burden of carrying out this most important study was thrown upon the Labor Sub-Commission by the realization of and admission by several Ministers that the public service wage structure was so complicated and involved as to make it impossible for them

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to undertake the responsibility of study themselves. The Ministers of Finance, Agriculture, Telecommunications and Industry, Commerce and Labor, in conference in Colonel Adams' office, which was attended by representatives of the Labor Sub-Commission, made it very clear that the Ministers only wanted "something done" to raise wages for the public servants. They sidestepped difficulties inherent in such a plan and admitted political expediency in their proposal. Collectively, freely, and almost brazenly, they entered a plea for general wage increases regardless of facts or the results of studies to support or deny their claims.

d. The Ministers pointed out that many different interpretations of the A.M.G. Regional Wage Adjustment Orders had been made in Sicily and Region II, and then asked that the A.C.C. furnish an interpretation which could be applied uniformly, with respect to public employees, throughout liberated territory.

3. The Labor Sub-Commission did not hesitate to make the study, despite its small staff, because it recognized that:

a. The public service wage rate problem is a national problem and not one that can be dealt with by Regional or Provincial officials.

b. There were many inequities in the present wage structure (hence, the attached proposal) which if permitted to stand would be further enhanced by any general wage increase order. Correction of existing inequities will do much to bring labor peace in the public service field; and

c. The Ministries of the Italian Government neither had the qualified personnel, nor did they appear to be interested in obtaining the qualified personnel to make a factual study and develop a proposal to submit to A.C.C.

d. The interpretation of the Wage Adjustment Orders already promulgated was clearly the responsibility of the promulgating authority and not of the Italian Government.

4. In order to make this important study, the Labor Sub-Commission found it necessary to employ, and did employ Italian civilian experts to assist in the work. No such staff was available through the Ministry.

5. The attached proposed instruction may appear to be, and in fact, is complex. The instruction is, however, intended for the use of technicians who make up civilian public service pay-rolls and it will be understood by them. These latter persons are pleading for this kind of document as is evidenced by their enthusiastic reception of the study which has led to this proposed corrective action.

6. The proposed uniform interpretation is consistent with the original intent of the Regional Orders, but at the same time has been so

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construed as to minimize downward adjustments in pay and to permit the continuance, to the maximum possible degree, of compensation which was allowed public employees under any reasonable interpretation of the Orders.

7. If the attached instruction is approved, the present Badoglio Italian Ministry of Labor has said they will take later parallel action in King's Italy.

8. The provisions of the letter were developed only after very careful case studies of State, Provincial and Communal salary and wage schedules in Avellino, Benevento, Naples and Salerno Provinces. In summary, it was found that:

a. Few offices applied the wage order on the same basis; and

b. The salary structure was much more complex than even the Italians supposed.

9. This is only the first step in a definite program of action to solve the complex public service wage problem. The planned steps are as follows:

a. Uniform interpretation of the application of the wage orders as evidenced by the attached proposal;

b. Consolidation of the many component parts of the wage structure into a few main parts such as:

(1) Base Wage
(2) Family allowances; and
(3) An undetermined amount representing an adjustment to the high cost of living as a result of the wartime inflation.

This presents the serious problem of determining the proper level of the base wage for normal times, an agreement with the Italian Government in reference to Family allowances, and an adjustment in wages to meet the high cost of living.

c. The creation of an Italian body in the Ministry to continue corrective action on the wage front for the public service. This cannot be done until after the basic labor law proposed by the Labor Sub-Commission goes into effect.

10. The letter should be reproduced in the Regions, or elsewhere as determined by higher authority, and placed in the hands of the Directors of every Regional, Provincial, and Communal public office, as well as being supplied to all opposite numbers in the military.

11. Throughout the development of this letter, the Labor Sub-Commission has worked in close collaboration with the Finance Sub-Commission.

12. This whole plan for the public service is but a small part of

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the wage planning that is to come. Industrial wage structures are just as complex, but much less easily studied and controlled. They frequently conflict with the Armed Force Wage Structure and if we are to keep our relations with A.A.I. at their present high level, we must make many parallel studies in the industrial field.

J. T. R. Bain

J. T. R. BAIN,
Colonel.
Director, Labor Sub-Commission

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HEADQUARTERS
ALLIED CONTROL COMMISSION
FINANCE SUB-COMMISSION

9 June 1944

INS/315/F/66

SUBJECT: Uniform interpretation of Regional Wage Adjustment Orders of December 1943 as applied to Public Employees.

TO : Labour Sub-Commission

Reference your draft dated 25 May on the above subject handed to this Department by Lieut. Solenberger, I am instructed to inform you that the matter has now been considered by the Joint Directors of this Sub-Commission, and that they are in agreement with the interpretation of the Wage Adjustment Orders contained therein.

Major R.A.S.C.
Insurance Department.

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WSB/tbw

HEADQUARTERS
ALLIED CONTROL COMMISSION
APO 394

8 June, 1944

LAB 091.4311

SUBJECT: Uniform Interpretation of Regional Wage Adjustment Orders of December, 1943, as Applied to Public Employees.

TO : Regional Commissioners: Region III
Region IV
Region V
Region VIII

1. Reference is made to Articles I and IV of the A.M.G. Regional Wage Adjustment Orders of December, 1943, reading in part as follows:

. . . . . .

ARTICLE I
WAGE ADJUSTMENT FOR GOVERNMENT EMPLOYEES

i) Employees of permanent and temporary status of the State, Province, Commune, Enti Para-Statali, and Public Institutions and Concerns (Aziende) which are administered by any of the foregoing governmental units shall receive a temporary wage adjustment which shall be calculated upon the base of present total salaries (base plus ordinary and extraordinary indemnities which normally represent an integral part of their total salary) as described in Article IV below.

. . . . . .

ARTICLE IV
SCALE OF WAGE ADJUSTMENT

The foregoing provisions shall be applied in accordance with the following scale:

i) On 1st L 1.000 per month (or fraction thereof) -- 70%
" 2nd " " " " " " -- 60%
" 3rd " " " " " " -- 30%
" 4th " " " " " " -- 20%
" 5th " " " " " " -- 10%

ii) In respect to the salaries or wages which exceed L 5.000 per month, no increase in excess of L 1.900 shall be granted.

. . . . . .

2. Surveys by the Labor Sub-Commission have revealed numerous markedly different interpretations of the above wage adjustment provisions, not only in different provinces, but also in different public offices within the same province. As a result, serious inequities have been created in

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the treatment of public employees entitled to equal consideration in the pay adjustments authorized. In order to eliminate such inequities and to insure uniform procedure consistent with the wording and intent of the orders, the rules set forth in following paragraphs of this memorandum will be strictly observed.

3. The scale of percentage increases in Article IV will be applied only to the TOTAL SUM of such of the following items as are applicable in the case of particular employees:

a. BASE SALARY (STIPENDIO BASE)

b. SUPPLEMENT FOR ACTIVE SERVICE (SUPPLEMENTO DI SERVIZIO ATTIVO)

c. TEMPORARY WAR ALLOWANCE (ASSEGNO TEMPORANEA DI GUERRA)

d. FAMILY ALLOWANCES (ASSEGNI DI FAMIGLIA)

e. BOMBARDMENT INDEMNITY (INDENNITA' DI BOMBARDAMENTO) -- To be included only in those cases where it is legally payable under provisions of Italian law or competent authorization given by Allied Military Government prior to 1 January 1944. Where payable, it will be calculated solely on the basis provided by R.D.L. No. 1498 of 16 December 1942, irrespective of previous differing procedures in particular offices, and its calculation will not take into consideration any increase previously or hereafter authorized in the amount of the Mission Indemnity (Indennita' di Missione), as established by R.D.L. No. 76, of 27 February 1942.

f. MISCELLANEOUS COMPENSATION FOR SPECIAL GROUPS (COMPENSI VARI PER GRUPPI SPECIALI) -- This term shall be understood to include all special indemnities and allowances provided by law in fixed amounts as recurrent, integral parts of the total compensation of public employees in particular branches of government service or working under particular conditions, excluding, however, such items as are dealt with separately in paragraph 4. Examples of items included are the Toga Indemnity for magistrates, the Special Service Indemnity for public safety employees, the Running (Percorrenza) Indemnity for State railway workers, the Evening and Night Service Indemnity for post office and other employees, etc. When such indemnities, as in the case of the Toga Indemnity or the Disadvantageous Residence Indemnity, are normally paid at longer intervals than monthly, a monthly average will be established for purposes of applying the scale of percentage increases in Article IV.

4. The following special rules will govern the calculation of the payments listed below, which are considered as not properly coming within the group of items to be totaled for the purpose of applying the scale of percentage increases in Article IV:

a. PERIODICAL PREMIUMS FOR INDUSTRIOUSNESS AND PRODUCTIVITY (PREMI PERIODICI DI OPEROSITA' E RENDIMENTO) -- This term shall be understood to include all premiums, however designated, which are normally and

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regularly paid periodically to selected employees on the basis of their relative merit, whether paid quarterly, semi-annually, or annually. The total sum allocated for the purpose of the premium, the scale of individual payments, and the basis for selecting eligible employees shall be determined by the governmental authority legally empowered to make such provisions, except, however, that in no instance may the provisions adopted entail the allocation of a larger total sum nor entail a higher scale of payments than was in effect for the last periodical premium of this type paid in 1943.

h. MONTHLY PREMIUM FOR INDUSTRIOUSNESS AND PRODUCTIVITY (PREMIO MENSILE DI OPEROSITA' E RENDIMENTO) -- In all offices where this premium is based on hourly rates, it will be calculated as follows:

(1) The hourly rates will be those established by law (or by the governing bodies of the offices in accordance with powers derived from law) prior to the A.M.G. Wage Adjustment Order.

(2) For State employees, the maximum number of hours for which the premium may be paid with respect to any month may not exceed 75, as prescribed by R.D.L. No. 182 of 17 February, 1924, except for State employees for whom a different maximum was prescribed by law prior to the A.M.G. Wage Adjustment Order. For other public employees, the number of hours for which the premium may be paid with respect to any month shall be in accordance with regulations heretofore or hereafter adopted by the governing bodies of the offices, subject to a maximum of 75 hours.

In the case of public offices which, prior to the A.M.G. Wage Adjustment Order, paid this premium on the basis of a fixed amount established by a central governing body, rather than on the basis of hourly rates and a specified number of hours, the premium will continue to be calculated on the basis of such fixed amount. Subject to the limitations of this paragraph, the premium may be paid irrespective of whether or not work is done in excess of normal hours.

i. 13th MONTH AND SIMILAR BONUSES BASED ON EXTRA MONTH'S SALARY (TREDICESIMA MENSILITA' E ALTRE GRATIFICHE ANALOGHE CORRISPOSTE SULLA BASE DI UNA MENSILITA') -- This type of bonus may be paid only in the cases of offices where, and to the extent that, it is normally and customarily payable to all employees as an established part of their annual compensation, in accordance with regulations and provisions adopted by central governing bodies, prior to the AMG Wage Adjustment Order. Where payable on the basis of the above criteria, the amount of the bonus will be calculated only on the sum of the Base Salary (plus Supplement for Active Service) and the Family Allowance, augmented in accordance with the scale of percentage increases in Article IV.

j. COMPENSATION FOR ACTUAL OVERTIME EXCEEDING NORMAL HOURS OF WORK (COMPENSO PER LAVORO STRAORDINARIO EFFETTIVO ECCEDENTE L'ORARIO NORMALE)-- This provision is applicable only to agencies in which overtime exceeding normal hours of work is authorized by law or by competent regulations of central governing bodies. Proper control will be exercised in accordance with such regulations, subject to the further provision that all compensible overtime

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must be designated as essential by the head of the office concerned, must be performed at his direction, and must be verified by adequate records. Compensation will be based on such fixed hourly rates for overtime as were legally in force prior to the AMG Wage Adjustment Order, plus an increase of 70%.

5. No increase in the Mission Indemnity (Indennita di Missione) was authorised by the AMG Wage Adjustment Orders, since this indemnity clearly is not part of total salary or wage, but rather is in the nature of a reimbursement for specific expenses incurred by an employee in the course of his work. The same is true of the Mileage Indemnity (Indennita Chilometrica) and other similar payments intended to offset to greater or less degree an out-of-pocket expense. However, with respect to the two indemnities mentioned, the following adjustments in rates are hereby authorised:

a. MISSION INDEMNITY (INDENNITA' DI MISSIONE) -- The daily rates established by R.D.L. No. 76, of 27 February 1942, shall be increased by 70%.

b. MILEAGE INDEMNITY (INDENNITA' CHILOMETRICA) -- The rate per chilometer established by R.D.L. No. 1311, of 14 September 1913, as amended, shall be uniformly set at 3 lire.

6. This Instruction will be effective on and after 1 June 1944. Its provisions will be applicable to monthly salary payments commencing with the month of June 1944, and to weekly salary payments commencing with the week beginning 26 June 1944. All public offices will be notified accordingly by means of a Regional Order.

7. The Regional Order shall include a "penalty clause" stating that persons violating its terms or the terms of the original AMG Wage Adjustment Order, as presently interpreted, will be liable to fine or imprisonment, with or without other lawful punishment, upon conviction by a Court of competent jurisdiction.

8. No adjustments of any kind will be undertaken with respect to past payments of compensation made under varying interpretations of the original AMG Wage Adjustment Order.

9. For reference in the preparation of the Italian version of the Regional Order putting this Instruction into effect, an Italian translation of paragraphs 1 to 5, inclusive, is appended.

By Command of Lt. General MASON MACFARLANE:

M. S. Lush

M. S. LUSH,
Brigadier,
Executive Commissioner

Declassified E.O. 12356 Section 3.3/NND No. 785021

COMMISSIONE ALLEATA DI CONTROLLO

OGGETTO: Norme per l'interpretazione uniforme degli Ordini Regionali del Dicembre 1943, sulla sistemazione degli stipendi e salari dei pubblici impiegati e salariati.

1. Si fa riferimento agli articoli I e IV degli Ordini Regionali emanati dal Governo Militare Alleato sulla sistemazione degli stipendi e salari :

ARTICOLO I

SISTEMAZIONE DEGLI STIPENDI E SALARI PER IMPIEGATI ED OPERAI GOVERNATIVI.

i) Gli impiegati di ruolo ed avventizi dello Stato, Provincia, Comuni, Enti Parastatali ed Istituti ed Aziende Pubbliche, i quali sono dipendenti da qualsiasi ufficio governativo su menzionato, riceveranno una sistemazione provvisoria degli stipendi e salari che saranno calcolati sulla base del presente totale di paghe percepite (paga base più le indennità ordinarie e straordinarie che normalmente rappresentano una parte integrale dello stipendio o salario totale) come specificato nel seguente articolo IV.

ARTICOLO IV

Le disposizioni suddette saranno applicate in base al seguente prospetto:

i) Sulle prime	£.1000 al mese	(o frazioni di £.1000 mensili)	- 70%
" seconde	" " "	" " " "	- 60%
" terze	" " "	" " " "	- 30%
" quarte	" " "	" " " "	- 20%
" quinte	" " "	" " " "	- 10%

ii) Per quegli stipendi o salari che eccedono le £. 5000 al mese vi sarà un aumento massimo di £. 1900.

2. Indagini svolte dalla Labor Sub-Commission hanno rivelato che numerose e molto diverse sono state le interpretazioni date alle norme sulla sopra citata sistemazione degli stipendi e salari, non solamente nelle varie Provincie, ma anche nei diversi pubblici Uffici nell'ambito della stessa Provincia. Come risultato, gravi disparità si sono deter-

li emanati del Governo Militare Alleato sulla sistemazione degli stipendi e salari :

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sinate nel trattamento dei pubblici impiegati i quali, tutti, avevano diritto ad una eguale ed uniforme considerazione per quanto riguarda la sistemazione delle paghe autorizzate dagli Ordini Regionali citati. Al fine di eliminare tali ineguaglianze e per assicurare una procedura uniforme ed aderente alla lettera e alla finalità degli Ordini Regionali, dovranno essere osservate le norme dettate nei paragrafi che seguono.

3. La gradazione dell'aumento percentuale previsto nell'articolo IV sarà applicata solamente sulla somma totale di quelle voci che seguono quando esse rappresentano parte dell'emolumento degli impiegati :

a. STIPENDIO BASE

b. SUPPLEMENTO DI SERVIZIO ATTIVO

c. ASSEGNO TEMPORANEO DI GUERRA

d. AGGIUNTA DI FAMIGLIA

e. INDENNITA' DI BOMBARDAMENTO. Da includere solamente in quei casi in cui essa è legalmente dovuta secondo la legge italiana oppure secondo la competente autorizzazione accordata dall'A.M.G. prima del 1° gennaio 1944. Quando ne è stabilito il pagamento, l'indennità di bombardamento verrà calcolata solamente sulla base prevista dal R.D.L. n.1498 del 16 dicembre 1943, senza tener conto delle diverse procedure adottate precedentemente da determinati uffici ed il suo calcolo non terrà in considerazione alcun incremento precedentemente o in seguito autorizzato nell'aumentare dell'indennità di missione, così'è stabilito dal R.D.L. n° 76 del 27 febbraio 1948.

f. COMPENSI VARI PER MOTIVI SPECIALI. Sotto questa denominazione vanno inclusi tutte le speciali indennità e gli assegni previsti dalla legge in misura fissa, come parti normali ed integrali del compenso totale dei pubblici impiegati appartenenti a speciali rami della pubblica amministrazione o che svolgono la loro attività in peculiari condizioni, escludendo tuttavia quelle voci che sono state trattate separatamente nel paragrafo n°4. Esempi delle voci da includere sono l'indennità di toga per i magistrati, l'indennità di servizio speciale di P.S. per gli impiegati di Pubblica Sicurezza; il premio di percorrenza per gli impiegati delle FF.SS.; l'indennità di servizio serale e notturno per gli impiegati delle Regie poste e per gli altri impiegati. Quando tali indennità, come per esempio l'indennità di toga o l'indennità per dimagiata residenza, sono normalmente pagate a scadenze superiori al mese, sarà stabilita una media mensile ai fini dell'applicazione della gradazione dell'aumento percentuale previsto nell'articolo IV.

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a. STIPENDIO BASE

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c. ASSEGNO TEMPORANEO DI GUERRA

d. AGGIUNTA DI VACANZA

e. INDENNITA' DI BOMBARDAMENTO. Da includere solamente in quei casi in cui essa è legalmente dovuta secondo la legge italiana oppure secondo la competente autorizzazione accordata dall'A.M.G. prima del 1° gennaio 1944. Quando ne è stabilito il pagamento, l'indennità di bombardamento verrà calcolata solamente sulla base prevista dal R.D.L. n.1498 del 16 dicembre 1942, senza tener conto delle diverse procedure adottate precedentemente da determinati uffici ed il suo calcolo non terrà in considerazione alcun incremento precedentemente o in seguito autorizzato nell'aumentare dell'indennità di missione, così'è stabilito dal R.D.L. n° 76 del 27 febbraio 1942.

f. COMPENSI VARI PER GRUPPI SPECIALI. Sotto questa denominazione vanno inclusi tutte le speciali indennità e gli assegni previsti dalla legge in misura fissa, come parti normali ed integrali del compenso totale dei pubblici impiegati appartenenti a speciali rami della pubblica amministrazione o che svolgono la loro attività in peculiari condizioni, escludendo tuttavia quelle voci che sono state trattate separatamente nel paragrafo n°4. Esempi delle voci da includere sono l'indennità di toga per i magistrati, l'indennità di servizio speciale di P.S. per gli impiegati di Pubblica Sicurezza; il premio di percorrenza per gli impiegati delle FF.SS.; l'indennità di servizio serale e notturno per gli impiegati della Regia Poste e per gli altri impiegati. Quando tali indennità, come per esempio l'indennità di toga o l'indennità per disagiata residenza, sono normalmente pagate a scadenze superiori al mese, sarà stabilita una media mensile ai fini dell'applicazione della gradazione dell'aumento percentuale previsto nell'articolo IV.

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6. Le seguenti norme speciali regoleranno il calcolo delle voci sottoelencate, le quali non si debbono considerare comprese nel gruppo delle voci da sommare ai fini dell'applicazione della gradazione dell'aumento percentuale previsto nell'articolo IV:

a' PREMI PERIODICI DI OPEROSITA' E RENDIMENTO. Con questo termine s'intende comprendere qualsiasi premio comunque denominato, pagato normalmente in modo periodico e regolare (trimestralmente, semestralmente o annualmente) agli impiegati che si sono distinti per meriti. Le quote individuali, la somma totale stanziata allo scopo ed i sistemi di valutazione del merito degli impiegati, saranno determinati dagli organi amministrativi investiti all'uopo dalla legge, purchè, tuttavia, in nessun caso le quote individuali e la relativa somma totale stanziata siano superiori a quelle relative all'ultimo premio periodico dello stesso genere pagato nel 1943.

b. PREMIO SPECIALE DI OPEROSITA' E RENDIMENTO. In tutti gli uffici in cui questo premio viene corrisposto sulla base di tariffe orarie, esso verrà calcolato come segue:

i) le tariffe orarie saranno quelle stabilite dalla legge (o dagli organi amministrativi degli uffici secondo i poteri attribuiti dalla legge) prima dell'ordine dell'A.M.G. sulla sistemazione degli stipendi e salari.

ii) per quanto riguarda gli impiegati dello Stato, il numero massimo di ore per cui il premio può essere concesso, per qualsiasi mese, non può eccedere le 75 ore, come prescritto dal R.D.L. n.182 del 17 febbraio 1924, ad eccezione degli impiegati statali in favore dei quali un numero superiore di ore era fissato dalla legge prima dell'ordine dello A.M.G. sulla sistemazione degli stipendi e salari. Per gli altri pubblici impiegati il numero di ore per cui il premio può essere concesso, per qualsiasi mese, sarà regolato dalle precedenti norme o da quelle in seguito adottate dagli organi amministrativi dei vari uffici, col limite massimo di 75 ore mensili.

Nel caso di uffici pubblici, che prima dell'ordine dell'A.M.G. sulla sistemazione degli stipendi e salari, corrispondevano questo premio sulla base di una somma fissa stabilita da un organo amministrativo centrale, invece che sulla base di tariffe orarie e di un determinato numero di ore, si continuerà a calcolare il premio sulla base di detta somma fissa.
Ferme restando le limitazioni dettate in questo paragrafo, il premio può essere pagato senza tener conto se il lavoro eccedente l'orario non sia

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b. PREMIO ORARIO DI OPEROSITA' E RENDIMENTO. In tutti gli uffici in cui questo premio viene corrisposto sulla base di tariffe orarie, esso verrà calcolato come segue:

i) le tariffe orarie saranno quelle stabilite dalla legge (o dagli organi amministrativi degli uffici secondo i poteri attribuiti dalla legge) prima dell'ordine dell'A.M.G. sulla sistemazione degli stipendi e salari.

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Ferme restando le limitazioni dettate in questo paragrafo, il premio può essere pagato senza tener conto se il lavoro eccedente l'orario normale

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sia stato o meno svolto.

c. TREDICESIMA MENSILITA' ED ALTRE GRATIFICHE SIMILARI COMMISURATE NELLA BASE DI UNA MENSILITA'. Questo tipo di gratifica può essere pagato solo dagli uffici e nella misura in cui costituisce normalmente e per consuetudine una parte del complessivo emolumento annuale pagato a tutti gli impiegati, secondo i regolamenti e le disposizioni adottate dagli organi amministrativi centrali prima dello Ordine Regionale dell'A.A.S. sulla sistemazione degli stipendi e salari. Nel caso in cui sia pagabile, l'ammontare di questa gratifica sarà costituito solo dalla somma dello stipendio base (e del supplemento di servizio attivo) e dell'aggiunta di famiglia, aumentata delle percentuali previste dall'articolo IV.

d. COMPENSO PER LAVORO STRAORDINARIO EFFETTIVO SUCCESSIVO L'ORARIO NORMALE. Questo compenso sarà limitato ai pubblici uffici nei quali il lavoro straordinario eccedente l'orario normale è autorizzato dalla legge o da regolamenti emanati da Organi Amministrativi Centrali in assenza di contrarie disposizioni di legge. Adeguato controllo del lavoro straordinario sarà effettuato secondo tali regolamenti, tenendo presente inoltre la norma per cui tutto il lavoro straordinario da compensare deve essere dichiarato indispensabile dal capo ufficio, deve essere eseguito su suo ordine ed annotato per iscritto in un registro delle ore eseguite. Le tariffe orarie di tale compenso saranno quelle in vigore per il lavoro straordinario effettivo alla data dell'ordine dell'A.A.S. sulla sistemazione degli stipendi e salari, aumentate del 70%.

5. Nessun aumento è stato autorizzato sulle indennità di missione degli Ordini Regionali che prevedono la sistemazione degli stipendi, per il fatto che essa evidentemente non rappresenta una parte integrale dello stipendio, ma piuttosto ha il carattere di un rimborso di spese effettivamente sostenute nello svolgimento della missione. Lo stesso vale per l'indennità chilometrica e per le altre indennità di eguale natura intese a rimborsare in maggiore o minore misura una spesa di denaro effettuata. Tuttavia relativamente alle due indennità ora menzionate, col presente ordine, sono autorizzate le seguenti sistemazioni sulle loro tariffe :

a. INDENNITA' DI MISSIONE. La misura giornaliera stabilita dal R.D.L. n. 76 del 27 febbraio 1942, dovrà essere aumentata del 70%.

b. INDENNITA' CHILOMETRICA. Il compenso per ogni chilometro stabilito dal R.D.L. n. 1311 del 14 settembre 1919, sarà elevato in modo uniforme a L. 1.

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mento annuale pagato a tutti gli impiegati, secondo i regolamenti e le disposizioni adottate dagli organi amministrativi centrali prima dello Ordine Regionale dell'A. .G. sulla sistemazione degli stipendi e salari. Nel caso in cui sia pagabile, l'ammontare di questa gratifica sarà costituito solo dalla somma dello stipendio base (e del supplemento di servizio attivo) e dell'aggiunta di famiglia, aumentata dalle percentuali previste dall'articolo IV.

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ALLIED CONTROL COMMISSION

INTER OFFICE MEMO

From: ECONOMIC SECTION GMS/ml

SUBJECT: Region VI Finance Report Apr 44. FILE No. ES/43

TO: Labor Sub-Commission 9 May 1944

Herewith extract from Apr report of Finance Division, Region VI, for your information.

G. M. Sharp, Major

G. M. SHARP, Major, R.A.
G.S.O. 2, Economic Section

Incl: As above.

SEEN	
Col Bein	
Lt Col Smith	JU
Major Rancore	JCB
Capt DORF	
Capt Scl ons	
LT GIANMARCO	

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II) <u>Consumer Taxes</u>

The "imposta di consumo" is the mainstay of the communal budget and is, in the main, collected on behalf of the Communes, by large tax-collecting agencies whose head-offices are in continental Italy.

Considerable progress has been made during the month in collecting data with regard to the various companies operating in this Region (most of the business is in the hands of three companies) but the tax itself is so complicated and the information furnished by the Companies, so confusing, that it is not yet possible to present a complete and fair picture of the position. It is, however, evident that this tax in its present form - and with the growing competition of "under - the - counter" sales - does not justify its necessarily heavy costs of collection and that some radical change is needed.

I would add that none of the collecting companies have as yet granted the 70% increase in salaries to their employees, most of whom are admittedly very badly paid. The reason for this is that it is not clear as to whether such increase would have to be borne by the Communes or by the Collecting Companies (who have the right by law to pass on certain increased expenditures to the Communes) and in any event, neither the Communes nor the Collecting Companies can afford to pay the relatively substantial amount which the 70% salary increase would involve.

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466

Subject: Interpretation of Reg Order #2
Temp. Wage Adj. Part I

Date: 20 Feb 44

From: Region VI

Document filed under 091.4383

File: 466

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43

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

091.431

14 February, 1944

SUBJECT: Proclamation No. 8, Article II

TO : Economic Section

1. Reference 282/2/CA of 12 February, 1944, same subject.

2. This Sub-Commission sees no justification, from information contained in the file, for change in Article II of original Proclamation No. 8.

DAM/tbw

J. T. H. BAIN,
Colonel,
Director, Labor Sub-Commission.

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HEADQUARTERS
ALLIED CONTROL COMMISSION
R.G. & M.G. SECTION
APO 394

Ref/280/1/CA 12 February, 1944

SUBJECT: Proclamation No. 8, Article II.

TO : S.C.A.C., Fifth Army

1. Reference your letter of 8 February, 1944, reference 203/CA/7.

2. You are authorized to delete Article II of Proclamation No. 8 as it now exists and to substitute the following therefore:

ARTICLE II.

Limitation on Wages and Maximum Prices.

No person shall demand, receive or pay any sum for labor or purchases in excess of the rates of wages for labor and the maximum prices for foodstuffs and goods which are fixed by order of the Allied Military Government."

/s/ Norman E. Fiske
NORMAN E. FISKE,
Colonel, Cavalry,
Deputy Executive Commissioner.

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File

HEADQUARTERS
ALLIED MILITARY GOVERNMENT
LABOR SUB-COMMISSION
APO 394

26 January 1944

SUBJECT: Civilian Rates of Pay

TO : R.C.A.O., Region II (Att: Labor Officer)

1. Reference your letter dated 22 January, 1944, subject: Weekly Report.

2. If private employers refuse to grant the 70% increase, or part thereof, and dissatisfaction arises, the matter should be handled by mediation and arbitration under machinery established in Rules and Regulations issued pursuant to Regional Order No. 5. An employee, employees, or their representative may present the problem to the Provincial Labor Office for action. This method of adjustment should be utilized to the fullest extent, and will aid in disclosing civilian rates of pay to which wage increases relate.

3. We assume that the new wage scale for labor to which you refer in the last sentence of paragraph 5 of your letter, is the scale governing persons employed by the Armed Forces, and not persons employed by private employers. This scale has just been promulgated by A.F.H.Q., Advance Administrative Echelon, and is effective as of 1 February, 1944. Copies will be forwarded for your information and advice within the next two or three days.

JAM/tbw

JUNIUS R. SMITH,
Lt. Col., G.S.C.,
D/Director, Labor Sub-Commission.

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Matera Jan. 22, 1944

To: Col. J. T. R. Bain,
Labor Subcommission,
Room 43, Provincia Bldg.,
NAPLES

Subject: Weekly report

1. Supplementing my letter of Jan. 18 - Avv. Alessandro Bruni has resigned as Provincial Director of Labor for Matera Province and has been officially appointed by the ROAC to be Director of Labor for Region Two. Avv. Bruni did an outstanding job as Provincial Director and I am sure he is going to make an excellent Regional Director.

2. Avv. Luigi Rotunno of Matera has been appointed to succeed Avv. Bruni as Provincial Director. He is 47; highly recommended by the local citizens as a man of character and ability; is energetic and has had experience in the labor field and in labor litigation. He was a member of the Fascist party but held no office, took no part in party activity and was not in sympathy with it.

3. I have obtained transportation for Avv. Bruni and have planned an itinerary for him for next week. He will go into Calabria to straighten out some matters there and also to meet the Provincial Labor officials and their staffs. I shall also go next week to Potenza and perhaps Salerno again to help out with some matters there.

4. The plans for assigning a labor officer to each province did not work out. The Labor Department has been assigned one officer, an American Major Fisher, to work with me and also a Major Cummings (British) has been assigned the duty of handling labor matters in his spare time but he is a finance officer and it was made clear that his duties as such must come first. He is at Salerno.

5. I urgently need some information about civilian wages in private industry. I have been trying to prevent any increase above the permissible 70%

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but the private employers are refusing to grant even the 70% increase and there is much dissatisfaction. I hope a new wage scale for civilian labor can soon be obtained.

6. I hope also that the proposed plan of having a meeting of all the provincial directors can be carried out soon as I am sure this will be most helpful.

ROBERT FRAZER, Captain
Regional Labor Officer,
Region TWO

Declassified E.O. 12356 Section 3.3/NND No. 785021

TRANSLATION

To their Excellencies the Prefects of

Bari
Brindisi
Lecce
Taranto

Clarification of rules contained in R.D.L. n° 23/B of 7/12 1943 published in Gazzetta Ufficiale 8 December:

1) The work "(they) may" of the 4th line of art 1 must be understood in the sense that there is authorized the increase in salaries, stipends and compensation of continuative character in the ratio as indicated in art 2 of said decree.

2) The increases fixed by the aforementioned decree must be commensurate with the salaries etc. of continuative character resting on the collective contracts in force the 1 Sept 1942.

Therefore,

a) Such increases can not by commensurate with de facto compensations now given beyond what was stipulated in the contracts themselves.

b) Such increases must be extended to salary improvements from jumps or transition of category (i.e. moving from one group to another) subsequent to 1 Sept 1942 if automatically dependent on collective contracts in force prior to that date.

3) Awaiting the results of the experiment as affecting yield of contribution to the sole crest (Bank) family allowances and their division among the leaders of work who enjoy such allowances, and considering that, by the special nature of the allowances, the latter are independent of the total amount of repayments due each one, it is considered fair, as a temporary solution of the problem, to establish an increase of 50% of family allowances claimed by all - varying within a period of time, a reexamination of the measure adopted to see if it is compatible with the situation of equilibrium of the Cassa Unica Assegni Famigliari.

4) The increase is not applied on the (allowances) Indenita di Prisenza grantio last april and subsequently up to the period taken as a basis of the decree for salary adjustment.

5) The increases depending on the R.D.L. aforementioned are subject to retention for tax on the returning of movable property since in fiscal matters exemptions must be explicitly authorized by law.

6) While awaiting a juridical plan of sindacal organizations, a plan now in course of study and which will soon be the subject of appropriate legislation, the representatives of the interested categories will discuss the technical problems related to the application of the increases mentioned in the decree as they affect the collective contracts in force and, where they deem it wise or necessary, they may ask the provincial prefect to convoke them for the preparation of appropriate agreements.

We beg Your Excellency to inform the dependent provincial union of the foregoing.

We would be grateful to have your assurance in this matter.

/s/ The Undersecretary of State

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"LA GAZZETTA" 9 DEC '43

Un grave problema risolto

L'aumento degli stipendi e dei salari a tutti i lavoratori

Nel prossimo numero della «Gazzetta Ufficiale» del Regno apparirà il seguente Decreto proposto da S. E. il Maresciallo Badoglio e da S. E. Corbino, Sottosegretario di Stato per l'Industria il Commercio e il Lavoro — Omissis —

ART. 1 — I salari, gli stipendi ed i compensi a carattere continuativo, corrisposti a prestatori d'opera ai quali si applicano comunque le norme sulla disciplina giuridica dei rapporti collettivi di lavoro, possono, in deroga alla disposizione dell'articolo 4 del R. Decreto Legge 16 giugno 1940 n. 853, convertito in legge, con modificazioni nella legge 23 novembre 1940 n. 1727, essere aumentati entro il limite stabilito dal seguente articolo.

ART. 2 — L'aumento previsto dall'articolo precedente non può eccedere una percentuale dell'importo complessivo annuale dei salari, stipendi e compensi minimi, risultanti dai contratti collettivi in vigore alla data del 1. settembre 1942, ottenuta con l'applicazione dei coefficienti seguenti:

sulle prime lire 1000 mensili o frazione il 70 %
sulle seconde lire 1000 mensili o frazione il 60 %
sulle terze lire 1000 mensili o frazione il 30 %
sulle quarte lire 1000 mensili o frazione il 20 %
sulle quinte lire 1000 mensili o frazione il 10 %

Nessun aumento può essere concesso sulla quota di salario, stipendio o compenso che ecceda le lire 5000 mensili.

Per i lavoratori retribuiti in base a paga oraria, l'importo mensile del salario si computerà moltiplicando per 200 l'ammontare della paga oraria minima stabilita dai contratti collettivi in vigore dal 1. settembre 1942.

Stabilita così la percentuale di aumento questa verrà applicata alla paga settimanale giornaliera o oraria.

Per le categorie di prestatori d'opera che, alla data del 1. settembre 1942, erano sprovvisti di contratti collettivi di lavoro, i limiti di aumento stabiliti al primo comma si applicano sul salario, stipendio o compenso medio che, a tale data, era di fatto corrisposto ai prestatori d'opera della categoria.

In caso di disaccordo, il salario, stipendio o compenso medio corrisposto di fatto alla data del 1. settembre 1942 è determinato dall'Ispettore dell'Industria e del Lavoro, sentite le associazioni sindacali competenti.

ART. 3 — Dalla quota di aumento dei salari, stipendi o compensi, consentita ai sensi dei due articoli precedenti, deve essere detratto l'importo degli emolumenti concessi dopo il 1. settembre 1942.

ART. 4 — Le disposizioni del presente decreto entrano in vigore dal 1. novembre 1943.

L'importanza di questo provvedimento che dimostra la sollecitudine del Governo nell'affrontare con decisa volontà e senza frapporre indugio, tutti i problemi più vitali per la ripresa della vita nazionale non può sfuggire a nessuno. Esso sarà accolto da tutti i lavoratori con la più viva soddisfazione perchè migliorerà sensibilmente le loro condizioni economiche.

Il Maresciallo Voroscilov si recherebbe a Londra

Un dispaccio della *Reuter* dice che negli ambienti di Washington si parla di una prossima visita che il Maresciallo Voroscilov farebbe a Londra per conferire con gli Stati Maggiori americano e britannico.

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Discussion Outline

I. A. What orders have been issued:

1. Sicily -- General Order No 14, latter part Nov., for govt. employees retroactive to Nov 1:

2. Apulia (King's Italy-- 4 provinces) order issued just after Sicily order, in certain respects differs--
   a. Indennità di bombardamento abolished; premio di operosità no counted in increase base, but only those indemnities previous to Sept 1,42. For those receiving bombardamento considerably smaller increase.
   B. Also retroactive to Nov. 1.

3. Region II, order issued Dec 7th and retroactive to Dec 1. Identical with Sicily order.

4. Region III order issued Dec 1, and indentical in all important respects to Sicily order.

5. Prov. of Foggia--part of Region IV, issued as provincial order under direction of Maj. Tanner, similar to Sicily order.

B. Terms of order:
1. For government employees, gave straight increase according to table of increases; included thereforeall regular recurrent indemnities--incl. bombardamento and operosità. In Sicily and Region III bombardamento to be continued provisionally despite lack of bombings.

2. For ~~government~~ employees--permissive increase based upon the contract minimum base wage, and in cases of Palermo, Messina, Catania and Naples includes the indennità di presenza. Purpose was to equalize the workers wages for those whose wage had been effectively frozen--especially employees of the large corporations, public utilities, etc. Would effect only a portion of the workers.

C. What order was intended to do (and not do)

1. Intended to provide relief for the tremendously increased cost of living, which based upon the legal increase in prices since freezing of wages had increased cost of living in Sicily by some 75% and in Naples area from 65-100%.
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It was seen that the increase in the order was far below the real increase in the cost of living, and recorded that the adjustment was effective only insofar as AMG was successful in stabilizing legal prices.

II. What has been the effect of the order?

A. The order did provide temporary relief, although not in sufficient degree to equalize wages and the cost of living. The fact of the increase did improve a rapidly collapsing morale and service of government employees, and prevent strikes, in the case of workers in Sicily and the continent.

B. The measure of the effectiveness of the relief provided is in direct proportion to the food situation in each area. For example in parts of Calabria, in the grain regions around Matera, the order was sufficient to give a living wage. Other officers will have to provide further information. I am

1. In Sicily the situation is reported better with the arrival of further grain supplies, and an increased general ration, and supplementary ration for military labor.

2. In Naples, however, the situation is very acute. How serious may be indicated not by the official price lists which remain largely on paper, but by the Black Market prices which represent the real market.
For example: Bread -- 120 lire, oil - 200 ; chestnut flour (a wheat substitute - 70 lire; potatoes--the cheapest heavy food--37 lire, meat from 230 to 270 lire. Thus a evaluator an average family consisting only of potatoes costs about 80 lire per day.

3. The result of the Naples situation is that only the prostitutes and Black Market operators can get a living wage. What Corbino said about the Black Market as a major source of employment is true. We do not have to see actual starvation to measure the consequences. Labor morale is being destroyed day by day. Turnover of labor for army, and even an increase daily wage of 65 lire is not sufficient incentive without food supplement.

C. One of two things must be done--either a further wage increase for Naples are (which I do not favor), or some positive action on the food supply problem. I get the impression the Econ. and Supply are not fully aware of the gravity of the situation, which calls for every possible measure to

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curb black market and provide food supplies.

C. What can be done-- Although this is not directly within the scope of labor division's work, we can influence the situation.

Some things are being done:

1. There will be supplementary ration for heavy workers starting the first of February.

2. A recent military order has placed Naples off-limits to all military personnel not stationed in the city, and no military purchases will be permitted of food stuffs except those few which are in surplus.

However, other things can be done by labor itself --

1. Distribution of non-rationed items at cost to members of cooperatives--which could quickly embrace a large section of the working population. (So far stymied on this proposal--by order blocking shipment accross provincial lines--which in effect deprives legal operators of ability to transport, and provides monopoly to black market operators.

2. Police enforcement--in hands of Carabinieri, who have proved to be ineffectual by themselves in all parts of occupied territory--despite extra food allowances, etc. Possible formation of citizens committees to enforce the legal prices--which could be initiated by already existing trade unions.

3. By bringing the seriousness of the situation to the attention of the proper authorities:

III. Structure of salaries for government employees--

A. Historical background; last general wage revisions were made in 1921; since that time there have been a number of partial measures which have complicated calculation of the base salaries; in addition, in recent years all salary increases were given in the form of indemnities. There are some 40 indemnities in the State agencies alone, to which is added our own. Further difficulty--the uncertainty of continuation of some of these, because of the capriciousness of Fascist legislation (bombardamento)--keeps government workers in constant state of suspense.

B. Question of equalization of wages --and reduction of what differences should exist to rational basis instead of change has already been raised by OEC for railroad workers. But revision cannot be for one agency alone.

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(Outline)

Wage order –

I A. What orders were issued –
Differences –
How applied – instrumentus { govt / Private

What order intended to do = limitations

Two main problems – 1923 last revision
1. Technical – structure of Ital. govt Employees – Pensions
Recommendation – Labor – Finance – Italian govt.

2. Economic – relationship to actual real wages.
situation very serious of Naples – Sicily – Palermo
{ less in Calabria – local grain regions.

Cost of living legal 86 – 100%
Real cost – (Black Mkt.) – 1100% increase –
How serious – only people able to gain living wage are prostitutes & black-market operators –
Does not need actual starvation – to be in serious stage.

Bread – 120
Oil – 230
Chest. flour – 70
Potatoes – 37
Meat – 200 & 250

Based upon rounded program –
(1) Supply = { Import / Local Products { Black transport –
(2) Distribution – cooper = { Black transport. from Provinces / no adequate vehicles
(3) Controls = voluntary continue – food laws –

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D. The general revision of government salaries was started in Sicily, and over a month's work put into the question. It was temporarily shelved because it was not possible then to coordinate it with all of Italy.

Today, we are in a position to do so in cooperation with the Italian government and the various regional labor offices.

E. Proposal: That we endorse a general reform of salary structure based upon the establishment of new base salary, and with the elimination of all possible indemnities--leaving only additions based upon actual economic need--life areas and number of family---with few slight exceptions.

That at the same time the question of pensions be taken up and acted upon--because of the economically impossible position of pensioners.

That Labor sub-commission be authorized to undertake this work with cooperation of interested sub-divisions (Finance, etc.) and with the proper Italian agencies and central govt.

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HEADQUARTERS
ALLIED MILITARY GOVERNMENT
LABOR SUB-COMMISSION
APO 394

6 December 1943

SUBJECT: Interpretation of General Order No. 14.

TO: Captain Arnold L. Sempel, Labor Division, Region I.

1. Although certain specifications in General Order No. 14 are definitely mentioned with respect to Government employees, it is our interpretation that without question the spirit and intent of the Order was to have private employers make similar specifications applicable to their employees in arriving at wage increases according to the formula.

2. We, therefore, consider that employers will not be in violation of the Order if they:

a. make the wage increase effective as of 1 November 1943

b. include the Indennita di Presenza where it has heretofore been paid in cities other than Palermo, Catania and Messina

c. that in all cases where Indennita di Presenza, Indennita Permittenza and other indemnities have customarily been paid, such indemnities shall continue to be paid and the wage increase, if any, calculated on the sum total of wages plus all such indemnities.

JOHN R. SMITH,
Lt. Col., GSC,
Deputy Director,
Labor Sub-Commission.

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HEADQUARTERS
ALLIED MILITARY GOVERNMENT

BUCK SLIP

16-11-45
Date

Sus: ____________
Date

FROM		TO
	C.O. AMG	
	C. of S.	
	Exec Off	
	Economic Director	
	Industry & Commerce	
	Fuel	
	Agriculture	
	P. W. & Utilities	✓
	Labor	
	Interior	
	Information	
	Public Health	
	Legal	
	Public Safety	
	Property Control	
	Education	
	Fine Arts	
	[illegible]	
	Internal Transportation	
	Mil Communications	
	Hq Commandant	
	C of Secretariat	
	Message Center	
	G-1	
	G-2	
	Displaced Persons	
✓	Adjutant	
	Personnel Office	

FOR:
Signature and return
Recommendation & Remark
Information & Guidance
Approval or Disapproval
Necessary Action
Investigation & Report
✓ To note and return
File

HEADQUARTERS
ALLIED MILITARY GOVERNMENT
LABOR SUB-COMMISSION
APO 512

9014/LAB 16 November 1943

SUBJECT: Temporary Cost of Living Bonus.

TO : Regional Chief Civil Affairs Officer, Region I

You are hereby authorized and directed to issue necessary orders to give immediate effect to the following temporary wage adjustment, to be effective in Region I, your announcement to quote the following text and the signature of General McSherry:

Article I

(a) Employees of permanent and temporary status of the State, Provinces, Communes, Enti Para-Statale, and Public Institutions and Agencies (Aziende) which are administered by any of the foregoing governmental units shall receive a "temporary wage adjustment" which shall be calculated on the base of present total salaries (base plus ordinary and extraordinary indemnities which normally represent an integral part of their total salary) as described in Article IV below.

(b) Increases in Article I, Subdivision (a) above shall become effective 1 November 1943.

Article II

(a) Private employers are permitted to grant increases in both salaries and wages which shall not exceed the percentages described in Article IV below. Increases shall be applied to salaries and wages fixed by Collective Labor Contracts effective as of 1 September 1942. However, in the case of the cities of Palermo, Catania and Messina, the percentage increases shall be based upon the contract wage plus the indemnity of Presenza. These increases shall in no way affect or be affected by the Assegni Famigliari.

(1) Increases in salaries and wages received by employees since 1 September 1942 shall be deducted from any increase granted as a result of this proposal.

(2) Increases in salaries and wages received by employees since 1 September 1942 which exceed the amount of increase granted by this proposal shall not be effected thereby.

(b) Any disputes which arise between employer and employee or employers under this Article shall be adjusted in accordance with the machinery provided in A.M.G. General Order No. 8 dated 24 September 1943.

Article III

This Order does not apply to persons directly employed by branches of the Allied Armed Forces or by contractors rendering service to said forces.

Declassified E.O. 12356 Section 3.3/NND No. 785021

Article I

(a) Employees of permanent and temporary status of the State, Provinces, Communes, Enti Para-Statale, and Public Institutions and Agencies (Aziende) which are administered by any of the foregoing governmental units shall receive a "temporary wage adjustment" which shall be calculated on the base of present total salaries (base plus ordinary and extraordinary indemnities which normally represent an integral part of their total salary) as described in Article IV below.

(b) Increases in Article I, Subdivision (a) above shall become effective 1 November 1943.

Article II

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(1) Increases in salaries and wages received by employees since 1 September 1942 shall be deducted from any increase granted as a result of this proposal.

(2) Increases in salaries and wages received by employees since 1 September 1942 which exceed the amount of increase granted by this proposal shall not be effected thereby.

(b) Any disputes which arise between employer and employee or employees under this Article shall be adjusted in accordance with the machinery provided in A.M.G. General Order No. 8 dated 24 September 1943.

Article III

This Order does not apply to persons directly employed by branches of the Allied Armed Forces or by contractors rendering service to said forces.

Article IV

The foregoing providions shall be applied in accordance with the following schedule:

(a) Schedule

On 1st	L 1,000	per	month	(or fraction	thereof)		- 65%
" 2nd	"	"	"	"	"	"	- 65%
" 3rd	"	"	"	"	"	"	- 30%
" 4th	"	"	"	"	"	"	- 20%
" 5th	"	"	"	"	"	"	- 10%

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(b) There shall be one maximum indemnity of L 1,900 per month for salaries or wages which exceed L 5,000 per month.

Article V

This Order will become operative 1 November 1943, for all employees covered by Article I, in each Province or part thereof within the Occupied Territory of Sicily.

By Command of Brigadier General McSHERRY:

DAM/tbw

E. CUSTERMACK,
Brigadier,
Acting Chief of Staff.

Declassified E.O. 12356 Section 3.3/NND No. 785021

DAK/tbw

E. CUETERDOCK,
Brigadier,
Acting Chief of Staff.

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ALLIED MILITARY GOVERNMENT OF OCCUPIED TERRITORY

SICILY

General Order No. ____

TEMPORARY WAGE ADJUSTMENT

Whereas by Proclamation No. 8 of the General Officer Commanding the Allied Forces in the Occupied Territory of Sicily, a general limitation on wages was declared, and the Allied Military Government was given power in Article II thereof to alter rates of wages.

Now, therefore, I, FRANK J. McSHERRY, Brigadier General, Deputy Chief Civil Affairs Officer, hereby order as follows:

Article I

(a) Employees of permanent and temporary status of the State, Provinces, Communes, Enti Para-Statale, and Public Institutions and Agencies (Aziende) which are administered by any of the foregoing governmental units shall receive a "temporary wage adjustment" which shall be calculated on the base of present total salaries (base plus ordinary and extraordinary indemnities which normally represent an integral part of their total salary) as described in Article IV below.

(b) Increases in Article I, Subdivision (a) above shall become effective 1 November 1943.

Article II

(a) Private employers are permitted to grant increases in both salaries and wages which shall not exceed the percentages described in Article IV below. Increases shall be applied to salaries and wages fixed by Collective Labor Contracts effective as of 1 September 1942. However, in the case of the cities of Palermo, Catania and Messina the percentage increases shall be based upon the contract wage plus the indemnity of Presenza. These increases shall in no way affect or be affected by the Assegni Familiari.

(1) Increases in salaries and wages received by employees since 1 September 1942 shall be deducted from any increase granted as a result of this proposal.

(2) Increases in salaries and wages received by employees since 1 September 1942 which exceed the amount of increase granted by this proposal shall not be effected thereby.

(b) Any disputes which arise between employer and employee or employees under this Article shall be adjusted in accordance with the machinery provided in A.M.G. General Order No. 8 dated 24 September 1943.

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Allied Forces in the [illegible] was declared, and the Allied Military Government was given power in [illegible] thereof to alter rates of wages.

Now, therefore, I, FRANK J. McSHERRY, Brigadier General, Deputy Chief Civil Affairs Officer, hereby order as follows:

Article I

(a) Employees of permanent and temporary status of the State, Provinces, Comunes, Anti Para-Statale, and Public Institutions and Agencies (Aziende) which are administered by any of the foregoing governmental units shall receive a "temporary wage adjustment" which shall be calculated on the base of present total salaries (base plus ordinary and extraordinary indemnities which normally represent an integral part of their total salary) as described in Article IV below.

(b) Increases in Article I, Subdivision (a) above shall become effective 1 November 1943.

Article II

(a) Private employers are permitted to grant increases in both salaries and wages which shall not exceed the percentages described in Article IV below. Increases shall be applied to salaries and wages fixed by Collective Labor Contracts effective as of 1 September 1942. However, in the case of the cities of Palermo, Catania and Messina the percentage increases shall be based upon the contract wage plus the indemnity of Presenza. These increases shall in no way affect or be effected by the Assegni Familiari.

(1) Increases in salaries and wages received by employees since 1 September 1942 shall be deducted from any increase granted as a result of this proposal.

(2) Increases in salaries and wages received by employees since 1 September 1942 which exceed the amount of increase granted by this proposal shall not be effected thereby.

(b) Any disputes which arise between employer and employee or employees under this Article shall be adjusted in accordance with the machinery provided in A.M.G. General Order No. 8 dated 24 September 1943.

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Article III

This Order does not apply to persons directly employed by branches of the Allied Armed Forces or by contractors rendering service to said forces.

Article IV

The foregoing provisions shall be applied in accordance with the following schedule:

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(a) Schedule

On 1st	£1,000	per	month	(or fraction	thereof)		- 65%
" 2nd	"	"	"	"	"	"	- 65%
" 3rd	"	"	"	"	"	"	- 30%
" 4th	"	"	"	"	"	"	- 20%
" 5th	"	"	"	"	"	"	- 10%

(b) There shall be one maximum indemnity of £ 1,900 per month for salaries or wages which exceed £ 5,000 per month.

Article V

This Order will become operative 1 November 1943, for all employees covered by Article I, in each Province or part thereof within the Occupied Territory of Sicily.

FRANK J. McSHANE,
Brigadier General, U.S.A.,
Chief Civil Affairs Officer.

Deputy

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File

ALLIED MILITARY GOVERNMENT OF OCCUPIED TERRITORY

SICILY

General Order No.___

(1)

TEMPORARY COST OF LIVING BONUS.

Whereas by Proclamation No. 8 of the General Officer Commanding the Allied Forces in the Occupied Territory of Sicily, a general limitation on wages was declared, and the Allied Military Government was given power in Article II thereof to alter rates of wages.

Now, therefore, I, FRANK J. McSHERRY, Brigadier General, Chief Civil Affairs Officer, hereby order as follows: -

Article I

(a) Employees of permanent and temporary status of the State, Provinces, Communes, Enti Para-Statale, and Public Institutions and Agencies (Aziende) which are administered by any of the foregoing governmental units shall receive a "temporary cost of living bonus" which shall be calculated on the base of present total salaries (base plus ordinary and extraordinary indemnities which normally represent an integral part of their total salary) as described in Article V below.

(b) Increases in Article I, Subdivision (a) above shall become effective 1 November 1943.

Article II

The increases authorized under Article I, Subdivision (a) above shall be granted to persons now receiving pensions in accordance with the schedule in Article V below.

Article III

(a) Private employers are permitted to grant increases in both salaries and wages which shall not exceed the percentages described in Article V below. Increases shall be applied to salaries and wages fixed by Collective Labor Contracts effective as of 1 September 1942. However, in the case of the cities of Palermo, Catania and Messina the percentage increases shall be based upon the contract wage plus the indemnity of Presenza. These increases shall in no way affect or be affected by the [illegible]

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Now, therefore, I, FRANK J. McSHERRY, Brigadier General, Chief Civil Affairs Officer, hereby order as follows: -

Article I

(a) Employees of permanent and temporary status of the State, Provinces, Communes, Enti Para-Statale, and Public Institutions and Agencies (Aziende) which are administered by any of the foregoing governmental units shall receive a "temporary cost of living bonus" which shall be calculated on the base of present total salaries (base plus ordinary and extraordinary indemnities which normally represent an integral part of their total salary) as described in Article V below.

(b) Increases in Article I, Subdivision (a) above shall become effective 1 November 1943.

Article II

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Article III

(a) Private employers are permitted to grant increases in both salaries and wages which shall not exceed the percentages described in Article V below. Increases shall be applied to salaries and wages fixed by Collective Labor Contracts effective as of 1 September 1942. However, in the case of the cities of Palermo, Catania and Messina the percentage increases shall be based upon the contract wage plus the indemnity of Presenza. These increases shall in no way affect or be affected by the Assegni Familiari.

(1) Increases in salaries and wages received by employees since 1 September 1942 shall be deducted from any increase granted as a result of this proposal.

(2) Increases in salaries and wages received by employees since 1 September 1942 which exceed the amount of increase granted by this proposal shall not be affected thereby.

(b) Any disputes which arise between employer and employee or employees under this Article shall be adjusted in accordance with the machinery provided in A. M. G. General Order No. 8 dated 24 September 1943.

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Article IV

This Order does not apply to persons directly employed by branches of the Allied Armed Forces or by contractors rendering service to said forces.

Article V

The foregoing provisions shall be applied in accordance with the following schedule: -

(a) Schedule

On 1st	L 1,000	per	month	(or fraction	thereof)	-	80%
" 2nd	"	"	"	"	"	-	60%
" 3rd	"	"	"	"	"	-	40%
" 4th	"	"	"	"	"	-	20%
" 5th	"	"	"	"	"	-	10%

(b) There shall be one maximum indemnity of L 2,000 per month for salaries or wages which exceed L 5,000 per month.

Article VI

This Order will become operative in each Province or part thereof within the Occupied Territory of Sicily on the date of its first publication therein.

FRANK J. McSHERRY,
Brigadier General, U.S.A.,
Chief Civil Affairs Officer.

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" 3rd	"	"	"	"	"	"	- 10%
" 4th	"	"	"	"	"	"	- 20%
" 5th	"	"	"	"	"	"	- 10%

(b) There shall be one maximum indemnity of L 2,000 per month for salaries or wages which exceed L 5,000 per month.

Article VI

This Order will become operative in each Province or part thereof within the Occupied Territory of Sicily on the date of its first publication therein.

FRANK J. McCARTHY,
Brigadier General, U.S.A.,
Chief Civil Affairs Officer.

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Declassified E.O. 12356 Section 3.3/NND No. 785021

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[illegible]

General Order No. __

TEMPORARY WAGE ADJUSTMENT

Whereas by Proclamation No. [illegible] of the General Officer Commanding the Allied Forces in the Occupied Territory of Sicily, a general limitation on wages was declared, and the Allied Military Government was given power in Article II thereof to alter rates of wages.

Now, therefore, I, [illegible], Brigadier General, Chief Civil Affairs Officer, hereby order as follows:

Article I

(a) Employees of permanent and temporary status of the State, Provinces, Communes, Enti Para-Statali, and Public Institutions and Agencies (Aziende) which are administered by any of the foregoing governmental units shall receive a "temporary wage adjustment" which shall be calculated on the base of present total salaries (base plus ordinary and extraordinary indemnities which normally represent an integral part of their total salary) as described in Article IV below.

(b) Increases in Article I, Subdivision (a) above shall become effective 1 November 1943.

Article II

(a) Private employers are permitted to grant increases in both salaries and wages which shall not exceed the percentages described in Article IV below. Increases shall be applied to salaries and wages fixed by Collective Labor Contracts effective as of 1 September 1943. However, in the case of the cities of Palermo, Catania and Messina the percentage increases shall be based upon the contract wage plus the indemnity of [illegible]. These increases shall in no way affect or be affected by the [illegible] Famigliari.

(1) Increases in salaries and wages received by employees since 1 September 1943 shall be deducted from any increase granted as a result of this [illegible].

(2) Increases in salaries and wages received by employees since 1 September 1943 which exceed the amount of ap-

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[illegible]
wages.

Now, therefore, I, [illegible], Brigadier General, Chief Civil Affairs Officer, hereby order as follows:

Article I

(a) Employees of permanent and temporary status of the State, Provinces, Communes, [illegible], and Public Institutions and Agencies (Aziende) which are administered by any of the foregoing governmental units shall receive a "temporary wage adjustment" which shall be calculated on the base of present total salaries (base plus ordinary and extraordinary indemnities which normally represent an integral part of their total salary) as described in Article IV below.

(b) Increases in Article I, Subdivision (a) above shall become effective 1 November 1943.

Article II

(a) Private employers are permitted to grant increases in both salaries and wages which shall not exceed the percentages described in Article IV below. Increases shall be applied to salaries and wages fixed by Collective Labor Contracts effective as of 1 September 1943. However, in the case of the cities of Palermo, Catania and Messina the percentage increases shall be based upon the contract wage plus the indemnity of presence. These increases shall in no way affect or be affected by the assegni famigliari.

(1) Increases in salaries and wages received by employees since 1 September 1943 shall be deducted from any increase granted as a result of this proposal.

(2) Increases in salaries and wages received by employees since 1 September 1943 which exceed the amount of increase granted by this proposal shall not be affected thereby.

3273

(b) Any disputes which arise between employer and employee or employees under this Article shall be adjusted in accordance with the machinery provided in A.M.G. General Order No. [illegible] dated [illegible] September 1943.

Article III

THIS ORDER DOES not apply to persons directly employed by branches of the Allied Armed Forces or by contractors rendering service to said forces.

(7)

Declassified E.O. 12356 Section 3.3/NND No. 785021

Declassified E.O. 12356 Section 3.3/NND No. 785021

Article 17

The foregoing provisions shall be applied in accordance with the following schedule:

(a) Schedule

On 1st £ 1,000 per month (or fraction thereof)	-	65%
" 2nd " " " " " "	-	65%
" 3rd " " " " " "	-	30%
" 4th " " " " " "	-	20%
" 5th " " " " " "	-	10%

(b) There shall be one maximum indemnity of £ 1,900 per month for salaries or wages which exceed £ 5,000 per month.

FJM/tbw

16 NOVEMBER '43

FRANK J. McSHERRY,
Brigadier General, U.S.A.,
Chief Civil Affairs Officer.

3272

HEADQUARTERS
[illegible]
[illegible]
APO [illegible]

[illegible]/LAB 16 November 1943

SUBJECT: Temporary Wage Adjustment

TO : Regional Chief Civil Affairs Officer, Region I.

You are hereby authorized and directed to issue necessary orders to give immediate effect to the following temporary wage adjustment, to be effective in Region I:

Article I

(a) Employees of permanent and temporary status of the State, Provinces, Communes, Enti Para-Statale, and Public Institutions and Agencies (aziende) which are administered by any of the foregoing governmental units shall receive a "temporary wage adjustment" which shall be calculated on the base of present total salaries (base plus ordinary and extraordinary indemnities which normally represent an integral part of their total salary) as described in Article IV below.

(b) Increases in Article I, Subdivision (a) above shall become effective 1 November 1943.

Article II

(a) Private employers are permitted to grant increases in both salaries and wages which shall not exceed the percentages described in Article IV below. Increases shall be applied to salaries and wages fixed by Collective Labor Contracts effective as of 1 September 1943. However, in the case of the cities of Palermo, Catania and Messina the percentage increases shall be based upon the contract wage plus the indemnity of [illegible]. These increases shall in no way affect or be affected by the assegni familiari.

3071

(1) Increases in salaries and wages received by employees since 1 September 1943 shall be deducted from any increase granted as a result of this

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[illegible]

You are hereby authorized and directed to issue necessary orders to give immediate effect to the following temporary wage adjustment, to be effective in Region I:

Article I

(a) Employees of permanent and temporary status of the State, Provinces, Communes, Enti para-Statali, and Public Institutions and Agencies (Aziende) which are administered by any of the foregoing governmental units shall receive a "temporary wage adjustment" which shall be calculated on the base of present total salaries (base plus ordinary and extraordinary indemnities which normally represent an integral part of their total salary) as described in Article IV below.

(b) Increases in Article I, Subdivision (a) above shall become effective 1 November 1943.

Article II

(a) Private employers are permitted to grant increases in both salaries and wages which shall not exceed the percentages described in Article IV below. Increases shall be applied to salaries and wages fixed by Collective Labor Contracts effective as of 1 September 1943. However, in the case of the cities of Palermo, Catania and Messina the percentage increases shall be based upon the contract wage plus the indemnity of [illegible]. These increases shall in no way affect or be affected by the Assegni Familiari.

3371

(1) Increases in salaries and wages received by employees since 1 September 1943 shall be deducted from any increase granted as a result of this proposal.

(2) Increases in salaries and wages received by employees since 1 September 1943 which exceed the amount of increase granted by this proposal shall not be affected thereby.

(b) Any disputes which arise between employer and employee or employees under this Article shall be adjusted in accordance with the machinery provided in A.M.G. General Order No. 2 dated 24 September.

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Article III

THIS ORDER DOES not apply to persons directly employed by branches of the Allied Armed Forces or by contractors rendering service to said forces.

Article IV

The foregoing provisions shall be applied in accordance with the following schedule:

(a) Schedule

On 1st L 1,000 per month (or fraction thereof)	-	6%
" 2nd " " " " " "	-	6%
" 3rd " " " " " "	-	30%
" 4th " " " " " "	-	20%
" 5th " " " " " "	-	10%

(b) There shall be one maximum indemnity of L 1,900 per month for salaries or wages which exceed L 5,000 per month.

By Command of Brigadier General [illegible]:

[illegible],
Brigadier,
VICE Chief of Staff.

BAW/bbw

3570

HEADQUARTERS ALLIED MILITARY GOVERNMENT

GENERAL ORDER NO. 14

TEMPORARY WAGE ADJUSTMENT

Whereas by Proclamation No. 8 of the General Officer Commanding the Allied Forces in the Occupied Territory of Sicily, a general limitation on wages was declared, and the Allied Military Government was given power in Article II thereof to alter rates of wages.

Now, therefore, I FRANK J. McSHERRY, Brigadier General, Deputy Chief Civil Affairs Officer, hereby order as follows:-

ARTICLE I

(a) Employees of permanent and temporary status of the State, Province, Communes Enti Para-Statale, and Public Institutions and Agencies (Aziende) which are administered by any of the foregoing governmental units shall receive a "Temporary Wage Adjustment" which shall be calculated on the basis of present total salaries (base plus ordinary and extraordinary indemnities which normally represent an integral part of their total salary) as described in Article IV below.

(b) Increases in Article I, subdivision (a) above shall become effective as of 1 November 1943.

ARTICLE II

(a) Private employers are permitted to grant increases in both salaries and wages, effective thereafter, which shall not exceed the percentages described in Article IV below. Increases shall be applied to salaries and wages fixed by Collective Labor Contracts effective as of 1 September 1942. However, in the case of the cities of Palermo, Catania and Messina, the percentage increases shall be based upon the contract wage so fixed plus the indemnity of Presence. These increases shall in no way affect or be affected by the Assegni Familiari.

(1) Increases in salaries and wages received by employees since 1 September 1942 shall be deducted from any increase granted as a result of this proposal.

(2) Increases in salaries and wages received by employees since 1 September 1942 which exceed the amount of increase granted by this proposal shall not be affected thereby.

(b) Any disputes which arise between employer and employee or employees under this Article shall be adjusted in accordance with the machinery provided in AMG General Order No. 5 dated 24 September 1943.

ARTICLE III

This Order does not apply to persons directly employed by branches of the

Declassified E.O. 12356 Section 3.3/NND No. 785021

of wages.

Now, therefore, I FRANK . . MCSHERRY, Brigadier General, Deputy Chief Civil Affairs Officer, hereby order as follows:-

ARTICLE I

(a) Employees of permanent and temporary status of the State, Province, Communes Enti Para-Statale, and Public Institutions and Agencies (Aziende) which are administered by any of the foregoing governmental units shall receive a "Temporary wage adjustment" which shall be calculated on the base of present total salary (base plus ordinary and extraordinary indemnities which normally represent an integral part of their total salary) as described in Article IV below.

(b) Increases in Article I, subdivision (a) above shall become effective as of 1 November 1943.

ARTICLE II

(a) Private employers are permitted to grant increases in both salaries and wages, effective thereafter, which shall not exceed the percentages described in Article IV below. Increases shall be applied to salaries and wages fixed by Collective Labor Contracts effective as of 1 September 1942. However, in the case of the cities of Palermo, Catania and Messina, the percentage increases shall be based upon the contract wage so fixed plus the indemnity of Presenza. These increases shall in no way affect or be affected by the Assegni Famigliari.

(1) Increases in salaries and wages received by employees since 1 September 1942 shall be deducted from any increase granted as a result of this proposal.

(2) Increases in salaries and wages received by employees since 1 September 1942 which exceed the amount of increase granted by this proposal shall not be affected thereby.

319

(b) Any disputes which arise between employer and employee or employees under this Article shall be adjusted in accordance with the machinery provided in AMG General Order No. 5 dated 24 September 1943.

ARTICLE III

This Order does not apply to persons directly employed by branches of the Allied Armed Forces or by contractors rendering service to said forces.

(5)

Declassified E.O. 12356 Section 3.3/NND No. 785021

ARTICLE IV

The foregoing provisions shall be applied in accordance with the following schedule:-

(a) Schedule:

On 1st L. 1,000 per month (or fraction thereof)	-	70%
" 2nd " " " " " "	-	60%
" 3rd " " " " " "	-	30%
" 4th " " " " " "	-	20%
" 5th " " " " " "	-	10%

(b) There shall be one maximum indemnity of L. 1,900 per month for salaries or wages which exceed L. 5,700 per month.

ARTICLE V

This Order will become operative in each Province or part thereof within the Occupied Territory of Sicily on the date of its first publication therein.

/s/ FRANK J. McSHERRY
FRANK J. McSHERRY
Brigadier General U.S.A.
Deputy Chief Civil Affairs Officer

DISTRIBUTION:

"B"
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3588

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QUARTIERE GENERALE GOVERNO MILITARE ALLEATO

ORDINE GENERALE NO. 14

SISTEMAZIONE PROVVISORIA DEGLI STIPENDI E SALARI

Poiche' col Proclama No. 6 del Comandante Generale delle Forze Alleate nel Territorio Occupato della Sicilia e' stato dichiarato il blocco delle paghe ed in dipendenza dell'Articolo II al Governo Militare Alleato venne data facolta' di cambiare la tariffa degli stipendi e salari.

Ora, Io, FRANK J. McSHERRY, Brigadiere Generale, Sotto Capo degli Affari Civili, ordino quanto segue:

ART. I

(a) Gl'impiegati di ruolo, incaricati, e avventizi dello Stato, Provincie, Comuni, Enti Para-Statali, ed Istituti ed Aziende Pubbliche, i quali sono dipendenti da qualsiasi ufficio governativo summenzionato, riceveranno una "Sistemazione provvisoria degli stipendi e salari" che saranno calcolati sulla base del presente totale di paghe percepite (paga base piu' le indennita' ordinarie e straordinarie che normalmente rappresentano una parte integrale dello stipendio o salario totale) per come specificato nel seguente Articolo IV.

(b) La sistemazione menzionata nell'Articolo I, comma (a) avra' effetto dal 1 Novembre 1943.

ART. II

(a) Ai datori di lavoro privati e' consentito di accordare aumenti di salari e stipendi, a partire dalla data suddetta, e gli aumenti non dovranno eccedere la percentuale indicata nell'Art. IV. Gli aumenti saranno applicati sulla base dei salari e stipendi stabiliti dal contratto di lavoro gia' in effetto il 1 Settembre 1942. Comunque, nel caso delle citta' di Palermo, Catania e Messina, la percentuale per la determinazione del limite massimo di aumento sara basata sul contratto di paga cosi' stabilito piu' l'indennita' di presenza. Questi aumenti non dovranno avere alcun effetto sugli assegni familiari ne' dovranno questi ultimi influire sugli aumenti stessi.

(1) Gli aumenti degli stipendi e salari percepiti dagli impiegati ed operai dopo la data del 1 Settembre 1942 non concorreranno nella determinazione dello stipendio o salario che deve subire la sistemazione di cui all'Articolo IV.

(2) Quando gli aumenti degli stipendi e salari percepiti dopo il 1 Settembre 1942 superano l'ammontare della percentuale di aumento di cui all'Art. IV, non verra' tenuto conto di dette percentuali che non verranno applicate in aumento.

(b) Qualsiasi controversia che potra' sorgere fra datori di lavoro e lavoratori riguardante quest'Articolo, sara' sistemata dagli uffici provinciali del lavoro creati con l'Ordine Generale No. 8 del Governo Militare Alleato.

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ART. III

[illegible]

Declassified E.O. 12356 Section 3.3/NND No. 785021

Ora, Io, Frank J. McSherry, Brigadiere Generale, Sotto Capo [illegible]
ordino quanto segue:

ART. I

(a) Gl'impiegati di ruolo, incaricati, o avventizi dello Stato, Provincie, Comuni, Enti Para-Statali, od Istituti ed Aziende Pubbliche, i quali sono dipendenti da qualsiasi ufficio governativo summenzionato, riceveranno una "sistemazione provvisoria degli stipendi e salari" che saranno calcolati sulla base del presente totale di paghe percepite (paga base piu' le indennita' ordinarie e straordinarie che normalmente rappresentano una parte integrale dello stipendio o salario totale) per come specificato nel seguente Articolo IV.

(b) La sistemazione menzionata nell'Articolo I, comma (a) avra' effetto dal 1 Novembre 194[illegible].

ART. II

(a) Ai datori di lavoro privati e' consentito di accordare aumenti di salari e stipendi, a partire dalla data suddetta, e gli aumenti non dovranno eccedere la percentuale indicata nell'Art. IV. Gli aumenti saranno applicati sulla base dei salari e stipendi stabiliti dal contratto di Lavoro gia' in effetto il 1 Settembre 1942. Comunque, nel caso delle citta' di Palermo, Catania e Messina, [illegible] percentuale per la determinazione del limite massimo di aumento sara basato sul contratto di paga cosi' stabilito piu' l'indennita' di presenza. Questi aumenti non dovranno avere alcun effetto sugli assegni familiari ne' dovranno questi ultimi influire sugli aumenti stessi.

(1) Gli aumenti degli stipendi e salari percepiti dagli impiegati ed operai dopo la data del 1 Settembre 1942 non concorreranno nella determinazione dello stipendio o salario che deve subire la sistemazione di cui all'Articolo IV.

(2) Quando gli aumenti degli stipendi e salari percepiti dopo il 1 Settembre 1942 superano l'ammontare della percentuale di aumento di cui all'Art. IV, non verra' tenuto conto di dette percentuali che non verranno applicate in aumento.

(b) Qualsiasi controversia che potra' sorgere fra datori di lavoro e lavoratori riguardante quest'articolo, sara' sistemata dagli uffici provinciali del lavoro creati con l'Ordine Generale No. 5 del Governo Militare Alleato.

3567

ART. III

Il presente Ordine non e' applicabile agl'impiegati direttamente dipendenti dalle Forze Alleate o Governo Militare Alleato o datori di lavoro che svolgono la loro attivita' alle dipendenze delle Forze Alleate.

ART. IV

(a) Le disposizioni sudette saranno applicati in base al seguente prospetto:-

Sulle prime Lire 1000	(o frazione di L. 1000 al mese						Aumento del	
							70%	(settanta)
" seconde	"	"	"	"	"	"	60%	(sessanta)
" terze	"	"	"	"	"	"	30%	(trenta)
" Quarte	"	"	"	"	"	"	20%	(venti)
" quinte	"	"	"	"	"	"	10%	(dieci)

(b) Per quei stipendi o salari che eccedono lire 5,000 al mese vi sara' una indennita' massima di L. 1,900 al mese.

ART. V

Quest'Ordine avra' corso in ogni Provincia o parte di Provincia entro il Territorio Occupato della Sicilia nella data in cui verra' pubblicato.

/s/ FRANK J. McSHERRY

FRANK J. McSHERRY
Brigadiere Generale U.S.A
Sotto Capo degli Affari Civili

DISTRIBUTION:

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Allied Commission
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ALLIED MILITARY GOVERNMENT OF OCCUPIED TERRITORY

SICILY

General Order No. ____

TEMPORARY COST OF LIVING BONUS.

Whereas by Proclamation No. 8 of the General Officer Commanding the Allied Forces in the Occupied Territory of Sicily, a general limitation on wages was declared, and the Allied Military Government was given power in Article II thereof to alter rates of wages.

Now, therefore, I ~~Charles Poletti, Lt. Colonel, Regional~~ Frank J. McSherry, Brigadier General, Chief Civil Affairs Officer, ~~for Sicily~~, hereby order as follows: -

Article I

(a) Employees of permanent and temporary status of the State, Provinces, Communes, Enti Para-Statale, and Public Institutions and Agencies (Aziende) which are administered by any of the foregoing governmental units shall receive a "temporary cost of living bonus" which shall be calculated on the base of present total salaries (base plus ordinary and extraordinary indemnities which normally represent an integral part of their total salary) as described in Article V below.

(b) Increases in Article I, Subdivision (a) above shall become effective 1 November 1943.

Article II

The increases authorized under Article I, Subdivision (a) above shall be granted to persons now receiving pensions in accordance with the schedule in Article V below.

Article III

(a) Private employers are permitted to grant increases in both salaries and wages which shall not exceed the percentages described in Article V below. Increases shall be applied to salaries and wages fixed by Collective Labor Contracts effective as of 1 September 1942. However, in the case of the cities of Palermo, Catania and Messina the percentage increases shall be based upon the contract wage plus the indemnity of Presenza. These increases shall in no way affect or be affected by the Assegni Famigliari.

(1) Increases in salaries and wages received by employees since 1 September 1942 shall be deducted from any increase granted as a result of this proposal.

(2) Increases in salaries and wages received by employees since 1 September 1942 which exceed the amount of increase granted by this proposal shall not be effected

Declassified E.O. 12356 Section 3.3/NND No. 785021

Article I

(a) Employees of permanent and temporary status of the State, Provinces, Communes, Enti Para-Statale, and Public Institutions and Agencies (Aziende) which are administered by any of the foregoing governmental units shall receive a "temporary cost of living bonus" which shall be calculated on the base of present total salaries (base plus ordinary and extraordinary indemnities which normally represent an integral part of their total salary) as described in Article V below.

(b) Increases in Article I, Subdivision (a) above shall become effective 1 November 1943.

Article II

The increases authorized under Article I, Subdivision (a) above shall be granted to persons now receiving pensions in accordance with the schedule in Article V below.

Article III

(a) Private employers are permitted to grant increases to both salaries and wages which shall not exceed the percentages described in Article V below. Increases shall be applied to salaries and wages fixed by Collective Labor Contracts effective as of 1 September 1942. However, in the case of the cities of Palermo, Catania and Messina the percentage increases shall be based upon the contract wage plus the indemnity of Presenza. These increases shall in no way affect or be affected by the Assegni Familiari.

(1) Increases in salaries and wages received by employees since 1 September 1942 shall be deducted from any increase granted as a result of this proposal.

(2) Increases in salaries and wages received by employees since 1 September 1942 which exceed the amount of increase granted by this proposal shall not be effected thereby.

(a) Any disputes which arise between employer and employee or employees under this Article shall be adjusted in accordance with the machinery provided in A.M.G. General Order No. 6 dated September 24, 1943.

(4)

Declassified E.O. 12356 Section 3.3/NND No. 785021

Article IV

This Order does not apply to persons directly employed by branches of the Allied Armed Forces or by contractors rendering service to said forces.

Article V.

The foregoing provisions shall be applied in accordance with the following schedule: —

(a) <u>Schedule</u>

On 1st L 1,000 per month (or fraction thereof)	-	80%
" 2nd " " " " " "	-	60%
" 3rd " " " " " "	-	30%
" 4th " " " " " "	-	20%
" 5th " " " " " "	-	10%

(b) There shall be one maximum indemnity of L 2,000 per month for salaries or wages which exceed L 5,000 per month.

Article VI

This Order will become operative in each Province or part thereof within the Occupied Territory of Sicily on the date of its first publication therein.

Frank J. McSherry
~~CHARLES POLETTI~~
Brigadier General ~~Lt. Colonel~~
~~Regional~~ Chief Civil Affairs Officer.

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Declassified E.O. 12356 Section 3.3/NND No. 785021

DRAFT

ALLIED MILITARY GOVERNMENT OF OCCUPIED TERRITORY

General Order No. __

TEMPORARY COST OF LIVING BONUS.

Whereas by Proclamation No. [illegible] of the General Officer Commanding the Allied Forces in the Occupied Territory, a general limitation on wages was declared, and the Allied Military Government was given power in Article II thereof to alter rates of wages.

Now, therefore, I, ____________________, hereby order as follows: --

Article I

(a) Employees of permanent and temporary status of the State, Provinces, Communes, Enti Para-Statali, and Public Institutions and Agencies (Aziende) which are administered by any of the foregoing governmental units shall receive a "temporary cost of living bonus" which shall be calculated on the base of present total salaries (base plus ordinary and extraordinary indemnities which normally represent an integral part of their total salary) as described in Article V below.

(b) Increases in Article I, subdivision (a) above shall become effective 1 November 1943.

3563

Article II

The increases authorized under Article I, Subdivision (a) above shall be granted to persons now receiving pensions in accordance with the schedule in Article V below.

Article III

(a) Private employers are permitted to grant increases in

Declassified E.O. 12356 Section 3.3/NND No. 785021

Whereas by Proclamation No. 6 of the General Officer Commanding the Allied Forces in the Occupied Territory, a general limitation on wages was declared, and the Allied Military Government was given power in Article II thereof to alter rates of wages.

Now, therefore, I, ____________________, hereby order as follows: --

Article I

(a) Employees of permanent and temporary status of the State, Provinces, Communes, Enti Para-Statale, and Public Institutions and agencies (Aziende) which are administered by any of the foregoing governmental units shall receive a "temporary cost of living bonus" which shall be calculated on the base of present total salaries (base plus ordinary and extraordinary indemnities which normally represent an integral part of their total salary) as described in Article V below.

(b) Increases in Article I, Subdivision (a) above shall become effective 1 November 1943.

3563

Article II

The increases authorized under Article I, Subdivision (a) above shall be granted to persons now receiving pensions in accordance with the schedule in Article V below.

Article III

(a) Private employers are permitted to grant increases in both salaries and wages which shall not exceed the percentages described in Article V below. Increases shall be applied to salaries and wages fixed by Collective Labor Contracts effective as of 1 September 1942. However, in the case of the cities of

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Palermo, Catania and Messina the percentage increases shall be based upon the contract wage plus the Indemnity of Presenza. These increases shall in no way affect or be affected by the Assegni Famigliari.

(1) Increases in salaries and wages received by employees since 1 September 1942 shall be deducted from any increase granted as a result of this proposal.

(2) Increases in salaries and wages received by employees since 1 September 1942 which exceed the amount of increase granted by this proposal shall not be affected thereby.

(b) Any disputes which arise between employer and employee or employees under this Article shall be adjusted in accordance with the machinery provided in A.M.G. General Order No. 5 dated September __, 1943.

Article IV

<u>This Order does not apply to persons directly employed by branches of the Allied Armed Forces or by contractors rendering service to said forces.</u>

3562

Article V

The foregoing provisions shall be applied in accordance with the following schedule: --

(a) <u>Schedule</u>

On 1st L 1,000 per month (or fraction thereof)	-	80%
" 2nd " " " " " "	-	60%
" 3rd " " " " " "	-	30%
" 4th " " " " " "	-	20%
" 5th " " " " " "	-	10%

(1) Increases in salaries and wages received by employees since 1 September 1942 shall be deducted from any increase granted as a result of this proposal.

(2) Increases in salaries and wages received by employees since 1 September 1942 which exceed the amount of increase granted by this proposal shall not be affected thereby.

(b) Any dispute which arise between employer and employee or employees under this article shall be adjusted in accordance with the machinery provided in A.M.G. General Order No. 1 dated September __, 1943.

Article IV

This Order does not apply to persons directly employed by branches of the Allied Armed Forces or by contractors rendering service to said forces.

3562

Article V

The foregoing provisions shall be applied in accordance with the following schedule: --

(a) Schedule

On 1st	L 1,000	per month	(or fraction thereof)				- 80%
" 2nd	"	"	"	"	"	"	- 60%
" 3rd	"	"	"	"	"	"	- 30%
" 4th	"	"	"	"	"	"	- 20%
" 5th	"	"	"	"	"	"	- 10%

(b) There shall be one maximum indemnity of L 2,000 per month for salaries or wages which exceed L 5,000 per month.

Declassified E.O. 12356 Section 3.3/NND No. 785021

Declassified E.O. 12356 Section 3.3/NND No. 785021

AMGOT/9014/LAB

SUBJECT: General Wage and Salary Increase.
To : Executive Council

29 Oct. 43.

1. In accordance with your instruction, the following wage proposal is submitted as a temporary measure to be applied Island Wide pending conclusion of a more exhaustive study and analysis now under consideration:

a. Government Agencies. Employees of permanent and temporary status of the State, Provinces, Communes, Enti Para-Statale, and Public Institutions and Agencies (Aziende) which are administered by any of the foregoing governmental units shall receive a "temporary cost of living bonus" which shall be calculated on the base of present total salaries (base plus ordinary and extraordinary indemnities which normally represent an integral part of their total salary) as indicated in the attached table. Increases shall become effective 1 November 43.

b. Private Employers. Private employers are permitted to grant increases in both salaries and wages which shall not exceed the percentages indicated in the attached table. The table increases shall be applied to salaries and wages fixed by Collective Labor Contracts effective as of 1 Sept. 42. However, in the case of the cities of Palermo, Catania and Messina the percentage increases shall be based upon the contract wage plus the indemnity of Presenza. The above increases shall in no way affect or be affected by the Assegni Familiari.

(1) Increases in salaries and wages received by employees since 1 Sept. 42 shall be deducted from any increase granted as a result of this proposal.

(2) Increases in salaries and wages received by employees since 1 Sept. 42 which exceed the amount of increase granted by this proposal shall not be effected thereby.

2. The increases authorized under 1 (a) above shall be granted to persons now receiving pensions in accordance with the schedule in attached table.

3. Any disputes which arise between employer and employee or employees under Section 1 (b) above shall be adjusted in accordance with the machinery provided in AMGOT General Order No. 8.

4. This proposal does not apply to persons directly employed by branches of the Allied Armed Forces or by contractors rendering service to said forces.

JUNIUS R. SMITH,
Lt. Col., Q.M.C.,
Labor Sub Commission of
Allied Commission.

3561

DAM/tbw

(2)

Declassified E.O. 12356 Section 3.3/NND No. 785021

NOTE: Increases are authorised v.z.:

On 1st L. 1,000 (or fraction thereof) - 80%
" 2nd " " " " " - 60%
" 3rd " " " " " - 30%
" 4th " " " " " - 20%
" 5th " " " " " - 10%

TABLE - A

WAGE	AMOUNT OF INCREASE		POSSIBLE MAXIMUM TOTAL	AVERAGE
1 - 1000	Up to 800		800	
1001 - 2000	1st 1,000 = 800 2nd 1,000 = 600		1,400	
2001 - 3000	1st 1,000 = 800 2nd 1,000 = 600 3rd 1,000 = 300		1,700	
3001 - 4000	1st 1,000 = 800 2nd 1,000 = 600 3rd 1,000 = 300 4th 1,000 = 200		1,900	
4001 - 5000	1st 1,000 = 800 2nd 1,000 = 600 3rd 1,000 = 300 4th 1,000 = 200 5th 1,000 = 100		2,000	
Over 5000	One max. Indemnity	of	2,000	TOTAL

Declassified E.O. 12356 Section 3.3/NND No. 785021

...ons are authorised v.s.:

On 1st L. 1,000 (or fraction thereof) - 80%
" 2nd " " " " " - 60%
" 3rd " " " " " - 30%
" 4th " " " " " - 20%
" 5th " " " " " - 10%

TABLE - A

AMOUNT OF INCREASE	POSSIBLE MAXIMUM TOTAL	AVERAGE TOTAL PER CENT INCREASE
Up to 800	800	80
1st 1,000 = 800 2nd 1,000 = 600	1,400	70
1st 1,000 = 800 2nd 1,000 = 600 3rd 1,000 = 300	1,700	57
1st 1,000 = 800 2nd 1,000 = 600 3rd 1,000 = 300 4th 1,000 = 200	1,900	47
1st 1,000 = 800 2nd 1,000 = 600 3rd 1,000 = 300 4th 1,000 = 200 5th 1,000 = 100	2,000	40
One max. Indemnity of 2,000 TOTAL		40

0313

Declassified E.O. 12356 Section 3.3/NND No. 785021

AMGOT/9014/LAB

General Wage and Salary Increase.

Deputy Chief Civil Affairs Officer.

27 Oct. 3

1. In accordance with your instruction, the following wage proposal is submitted as a temporary measure to be applied Island Wide pending conclusion of a more exhaustive study and analysis now under consideration:

a. Government Agencies. Employees of permanent and temporary status of the State, Provinces, Communes, Enti Para-Statale, and Public Institutions and Agencies (Aziende) which are administered by any of the foregoing governmental units shall receive a temporary Allied Military Government indemnity which shall be calculated on the base of present total salaries (base plus ordinary and extraordinary indemnities which normally represent an integral part of their total salary) as indicated in the attached table.

b. Private Employers. Private employers are permitted to grant increases in both salaries and wages which shall not exceed the percentages indicated in the attached table. The table increases shall be applied to salaries and wages fixed by Collective Labor Contracts effective as of 1 Sept. 43. However, in the case of the cities of Palermo, Catania and Messina the percentage increases shall be based upon the contract wage plus the indemnity of Presenza. The above increases shall in no way affect or be affected by the Assegni Familiari.

3 9

(1) Employees who have received increases in salaries and wages since 1 Sept. 43 which represent in amount what they would receive under the attached table had said increases not been previously received, shall not be granted further increases at this time.

2. The increases authorized under 1 (a) above shall be granted to persons now receiving pensions in accordance with the schedule in attached table.

3. Any disputes which arise between employer and employee or employees under Section 1 (b) above shall be adjusted in accordance with the machinery provided in A.M.G. General Order Nº 8.

Declassified E.O. 12356 Section 3.3/NND No. 785021

a. Government Agencies. Employees of permanent and temporary status of the State, Provinces, Communes, Enti Para-Statale, and Public Institutions and Agencies (Aziende) which are administered by any of the foregoing governmental units shall receive a temporary Allied Military Government indemnity which shall be calculated on the base of present total salaries (base plus ordinary and extraordinary indemnities which normally represent an integral part of their total salary) as indicated in the attached table.

b. Private Employers. Private employers are permitted to grant increases in both salaries and wages which shall not exceed the percentages indicated in the attached table. The table increases shall be applied to salaries and wages fixed by Collective Labor Contracts effective as of 1 Sept. 42. However, in the case of the cities of Palermo, Catania and Messina the percentage increases shall be based upon the contract wage plus the indemnity of Presenza. The above increases shall in no way affect or be affected by the Assegni Famigliari.

3 9

(1) Employees who have received increases in salaries and wages since 1 Sept. 42 which represent in amount what they would receive under the attached table had said increases not been previously received, shall not be granted further increases at this time.

2. The increases authorized under 1 (a) above shall be granted to persons now receiving pensions in accordance with the schedule in attached table.

3. Any disputes which arise between employer and employee or employees under Section 1 (b) above shall be adjusted in accordance with the machinery provided in A.M.G. General Order Nº 8.

4. This proposal does not apply to persons directly employed by branches of the Allied Armed Forces or by contractors rendering service to said forces.

DAM/jbw

JUNIUS H. SMITH,
Lt. Col., Q.M.C.,
Labor Sub-Commission of
Allied Commission.

(1)

Declassified E.O. 12356 Section 3.3/NND No. 785021

[illegible] [illegible] are authorized v.s.:

On 1st L. 1,000 (or fraction thereof) - 80
" 2nd " " " " " - 60
" 3rd " " " " " - 30
" 4th " " " " " - 20
" 5th " " " " " - 10

TABLE - A

[illegible]	[illegible]	[illegible]
1 - 1,000	Up to 800	800
1001 - 2000	1st 1,000 = 800 2nd 1,000 = 600	1,400
2001 - 3000	1st 1,000 = 800 2nd 1,000 = 600 3rd 1,000 = 300	1,700
3001 - 4000	1st 1,000 = 800 2nd 1,000 = 600 3rd 1,000 = 300 4th 1,000 = 200	1,900
4001 - 5000	1st 1,000 = 800 2nd 1,000 = 600 3rd 1,000 = 300 4th 1,000 = 200 5th 1,000 = 100	2,000
Over 5000	One max. Indemnity of	2,000 TOTAL

Declassified E.O. 12356 Section 3.3/NND No. 785021

...w authorized V.S.:

On 1st L. 1,000 (or fraction thereof) - 80%
" 2nd " " " " " - 60%
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" 4th " " " " " - 20%
" 5th " " " " " - 10%

TABLE - A

[illegible]	[illegible]	[illegible]
Up to 800	800	80
1st 1,000 = 800 2nd 1,000 = 600	1,400	70
1st 1,000 = 800 2nd 1,000 = 600 3rd 1,000 = 300	1,700	57
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One max. Indemnity of 2,000 TOTAL		40

Declassified E.O. 12356 Section 3.3/NND No. 785021

Q. M. C. Form 253 (OM No. 466)
Revised July 26, 1918

LIST OF PAPERS

File under No. ______

SERIAL NUMBER	FROM—	DATE	TO—	SYNOPSIS
				3557

INSTRUCTIONS.—When papers on a subject become numerous they will be numbered serially and brief entries made on this form.

2376