

ACC 10000/146/59 091.4611

SUB. COMMITTEE OF THE LABOR + WAGES CONTROL COMMITTEE

AUG. - NOV. 1944

.4611
7-11-44

Col Smith:

Sir:

No

1. Mr. Sachs should present the attached at next meeting of Labor and Wages Sub-Committee meeting.
2. We should support this proposal - it is a definite exception because:
 - (a) They work over-time regularly and by order, and
 - (b) In denying over-time to professional workers (and I made the original proposal) I had in mind the "waffle bottoms" that clutter up the offices around A.C. and who might hold us up for overtime when they were asked to stay an extra hour or two. Further, we have some officers who "wouldn't mind" a certification of overtime in order to raise salaries. These Docs. just don't come in that class.

J.R. Mgi 2889

1219

LABOR SUB-COMMISSION
A.C.C.
Routing Slip

	Initials	Date
Colonel BAIN		
Colonel SMITH		
Major BABCOCK		
Major ALBRIGHT		
Major SCICLUNA		
Capt. DORF		
Capt. TOPLISS		
Capt. GIAMMARCO		
Capt. SOLENBERGER		
Mr. CROSETTO	<i>Jim</i>	
Mr. SACHS		
Mr. DI FEDE	<i>John</i>	
Mr. CERRITO		
Chief Clerk	<i>opinion, please</i>	

TS
2888

1220

ALLIED FORCE LOCAL RESOURCES SECTION
AFHQ

IRS/214D/47

SUBJECT: Overtime pay - professional employees.

TO: D. of Lab., AFHQ.
(Attention Col. Pearce, Chairman
Wages Sub-Committee).

Postal Address:
AFHQ, RAAC, OMF.

Telephone: ROME 66275

5 November 44.

1. Enclosed herewith is a request submitted by the Office of the Surgeon, Rome Allied Area Command for the approval of special rates of pay and conditions of employment in respect of a particular class of employee engaged by them.
2. May this matter please be considered at your next meeting, and your recommendations submitted to the Labour & Wages Control Committee.

A. A. Garry
A. A. Garry, Brigadier,
Chief of Section (Br),
A.F.L.R.S.

Copy to: Office of the Surgeon, RAAC. (Your HQ/1f dated 2 Nov 44 refers).
HQ, AC Labour Sub-Commission (Attention: Col. Smith).

2887

COPY

ROME ALLIED AREA COMMAND
OFFICE OF THE SURGEON
APO 794, US ARMY

BLC/lf
2 November 1944

SUBJECT: Overtime Pay - Professional Employees.

TO : Labor and Wages Control Commission Allied Forces
Local Resources Board, 86 Via Botteghe Oscure
(Thru Commanding General, Rome Allied Area Command.)

1. The Medical Section Rome Allied Area Command, operates in the city of Rome ten (10) venereal disease Prophylactic Stations for Allied Troops.

These stations are operated entirely by the use of civilians as no military personnel have been available for this duty in the city of Rome.

The nucleus for the performance of this work consisted of thirteen American citizens of Italian parentage who had graduated from medicine at the University of Rome Medical School. To this nucleus has been added one physician, a native of Costa Rica, South America, one a Polish Jew refugee, one a Russian, and five native Italians - all of these are English speaking, therefore we now employ a total of twenty one (21) graduate Doctors of Medicine.

2. Due to the fact that Prophylactic Stations must be open twenty four hours daily (U.S. Army regulations) and due to the fact that the above number (21) are all the young English speaking physicians available in the city, it has been necessary to require their services on an overtime basis.

Beginning in June 1944 this command has paid these physicians a rate of eighty (\$80.00) dollars per month, and have also paid them on an overtime basis of four hours daily, which makes their income one hundred and forty dollars (140.00) per month.

Based on the new wage scale of a maximum of one hundred and twenty one dollars (\$121.00) per month, I proposed to raise these salaries to ninety dollars (\$90.00) per month, which including overtime would result in an income of one hundred and fifty seven dollars and fifty cents (\$157.50) monthly. (With exception of two supervisors at one hundred and sixty six dollars and thirty seven cents (\$166.37) per month and one who remains at eighty dollars (\$80.00) per month due to his limited work.)

2886

- 2 -

3. The nature of their work, in the confinement of the Prophylactic Station, and the unpleasant surroundings of such institutions, their long hours and non professional nature of their duties, combined with the fact that they have been very loyal and cooperative to us, indicates to me that they are entitled to overtime, when working twelve (12) hours daily.

4. The payroll for these physicians for the period of 16 October to 31st October 1944 was disapproved by Colonel Smith of the Labor Commission of A.C.C. based on a ruling from your headquarters that professional men could not draw overtime.

5. It is requested that a special ruling be given by your office to allow the Medical Section, Rome Allied Area Command to pay this class of employee overtime for this particular type of work.

For the SURGEON:

BENJAMIN L. CAMP
Lt. Col., M.C.
Deputy Surgeon.

2885

1223

LABOR SUB-COMMISSION
A.C.C.
Routing Slip

	Initials	Date
Colonel BAIN		
Colonel SMITH		
Major BABCOCK		
Major ALBRIGHT		
Major SCICLUNA		
Capt. DORF		
Capt. TOPLISS		
Capt. GIAMARCO		
Capt. SOLENBERGER		
Mr. CROSETTO		
Mr. SACHS		
Mr. DI FEDE		
Mr. CERRITO		
Chief Clerk		

2884

ALLIED FORCE LOCAL RESOURCES SECTION
AFHQ

Postal Address:
AFHRS, RAJIC, CAW.

7 November, 1944.

TEL.No. ROME 66275

REF:- LRS/214D/52

SUBJECT:- Labour & Wages Control
Committee.

TO:- A.C. Labour Sub-Commission
(for attention of Col. Junius R. Smith)

1. As arranged enclosed herewith is a copy of the letter ref CM/56/1 dated 31 October 1944 received from the F.A. (Br) AFHQ, reporting the results of a meeting held on 31 Oct. 44, attended by:-


Brig. Gen. Sims I.H.	Fiscal Director AFHQ
Col. Connell	Fiscal Director's Branch AFHQ
Wing Comdr. Garland J.K.	A.F.A., RAF
Lt. Col. Hall J.U.	A.F.A. (Br) AFHQ.

2. A message has subsequently been received from F.A. (Br) AFHQ reading as follows:

"Cancel last seven lines of fresh clause 4 (c) on second sheet of CM 56/1 dated thirty first October. Letter follows. Fiscal Director in minute dated fourth November states must withdraw acceptance as contrary to US Regulations."

3. As you will no doubt wish the amendments to the Conditions of Employment to be approved by the Board at its meeting on the 11 November 1944, the CAO, AFHQ has been briefed to the effect that you will be presenting the three amendments recommended by the financial experts for approval.

GJBL/raeh.


S.J.B. LOUDEN, Major,
for Chiefs of Section,
A.F.L.R.S.

2883

Subject: Allied Forces Local Resources (Italian) Board,
Labour & Wages Control Committee.

The Secretary,
Labour & Wages Control Committee,
A.F.L.R. (Italian) Board,
R.A.A.C., C.M.F.

With reference to the twenty-third meeting of the Labour and Wages Control Committee held on Friday, 20th. October, 1944, approval was given to certain recommendations, with the proviso that the Fiscal Director, AFHQ., Financial Adviser, AFHQ., and Financial Adviser, R.A.A.C., should examine the decisions and re-word in a form of recommendation to the Board that would be acceptable to the financial authorities if approved and would be based on the principles agreed.

The following has been agreed at a meeting held this day covering the various points at issue.

15. Subsistence Allowance.

At the discretion of the C.Os. of Units, subsistence allowance may be paid under the following conditions to an M.T. driver, and any other civilian employee who is required for service reasons to be absent on official business from his usual place of duty and his home:--

- (a) when absent for more than five hours but not exceeding ten hours on any one day in excess of his normal hours of duty an allowance not exceeding 25 lire.
- (b) when absent for more than ten hours on any one day in excess of his normal hours of duty an allowance not exceeding 50 lire.

The above allowances are properly payable provided that rations or accommodation are not furnished in kind.

26. Conditions of employment and wage scales for civilians employed by Allied Forces in Italy.

Appendix 3.B.

"Insert clause 3 (b) as under:--

New Clause 3(b)

(b) Monthly rates of pay

Monthly rates of pay are related to an

2882

Handwritten notes:
M.M.M.
2

1226

With reference to the twenty-third Meeting of the Labour and Wages Control Committee held on Friday, 30th. October, 1944, approval was given to certain recommendations, with the proviso that the Fiscal Director, AFHQ., Financial Adviser, AFHQ., and Financial Adviser, R.A.F., should examine the decisions and re-word in a form of recommendation to the Board that would be acceptable to the financial authorities if approved and would be based on the principles agreed.

The following has been agreed at a meeting held this day covering the various points at issue.

15. Subsistence Allowance.

At the discretion of the C.Os. of Units, subsistence allowance may be paid under the following conditions to an M.T. driver, and any other civilian employee who is required for service reasons to be absent on official business from his usual place of duty and his home:-

- (a) when absent for more than five hours but not exceeding ten hours on any one day in excess of his normal hours of duty an allowance not exceeding 25 lire.
- (b) when absent for more than ten hours on any one day in excess of his normal hours of duty an allowance not exceeding 50 lire.

The above allowances are properly payable provided that rations or accommodation are not furnished in kind.

26. Conditions of employment and wage scales for civilians employed by Allied Forces in Italy.

Appendix 3.E.

"Insert clause 3 (b) as under:-

New Clause 3(b)

(b) Monthly rates of pay

Monthly rates of pay are related to an average of 26 working days per month at 8 hours per day except in the case of employees in the following grades., Executives, Professional workers, Senior Administrative Assistants, sub professional workers, Hotel, Mess and Clubs.

Re-number clauses b - g as (c) to (h)."

2882

Handwritten notes and signatures:
W. J. ...
W. J. ...
W. J. ...

Handwritten: clmbr

1 2 2 7
Clause 4(c) delete and insert fresh Clause 4(c) as under:-

Clause 4(c).

Overtime

Overtime will be paid for each completed hour in excess of eight (8) per day to all grades, except those specifically designated in the Appendices as being ineligible for overtime pay at the rate of one and one half times the hourly rate. Overtime rates may also be paid in any locality for the seventh consecutive day of working whether Sunday or a weekday.

For the purpose of calculating the hourly rate of pay, the following method should be adopted:-

Employees paid by the day :- 1/8th of daily rate of pay

Employees paid by the month :- 1/306th of monthly rate of pay.

A.F.H.Q.
31st October, 1944.
VLA.

Erigadier,
Financial Adviser (Br)

Copies to:- Fiscal Director,
A.F.H.Q. (Am)

Financial Adviser,
R.A.F. HQ.
M.A.A.F., C.M.F.

Chairman,
Wages Sub-Committee.

2881

1228

File Copy .4641

HEADQUARTERS ARMED COMMISSION
APG 294
LABOR SUB-COMMISSION JRM/rav

6 November 1944

Ref. 09E.4641

SUBJECT: New Increases in Armed Forces Wage Scale.

To: All Members of the Special Sub-Committee of Labor and Wages Control Committee.

1. Reference is made to the memorandum which, as you recall, was very hastily written, submitted to you at the recent meeting of the Special Sub-Committee and setting the details of the Italian Royal Decree of 21 October, 1944 covering its corvita allowance.

2. This statement quoted "2100 lire" as the amount beyond which our 63 lire proposed increase dropped to 50 lire and calculations in our proposition were made accordingly.

3. Unfortunately an error was made in quoting the "2100 lire" figure and it should have read "2000 lire". It was, therefore, necessary to make minor changes in the proposed increase lists and such changes are shown in the attached and corrected copy of the Labor Sub-Commission proposal.

4. In the original and incorrect version, the rates were such as to give certain salary categories in the monthly wage group a somewhat larger increase than corresponding categories in the daily wage group. The new version herewith corrects that difference with the exception of unimportant variations in favor of the monthly wage group categories of 1100 to 1400 lire. It is felt, however, that the latter differences should create no difficulty.

James R. Smith
JAMES R. SMITH, Col. SAC
Chairman, Labor & Wages
Control Committee.
Acting Director, Labor
Sub-Commission, A.C.

2880

- Attachment: "A" - corrected copy of proposal submitted to sub-Commission meeting, 6 November, 1944
- "B" - copy of Diagram sent to members of Labor and Wages Control Committee, 6 November, 1944
- "C" - minutes of Special Sub-Committee meeting, 6 November, 1944
- "D" - Italian Government, signed 21 October, 1944.

1229

HEADQUARTERS ALLIED COMMISSION
Office of the Chief Commissioner

AFG 204

4 November 1944

*File 4611
(Labor & Wage Control)
Committee*

My dear General:

As Co-Chairman of the A.L.W.C. (Italian), I accept the proposed recommendations of the Labor and Wage Control Committee, establishing certain increases to the 1 October, 1944 Armed Forces Wage Scale (see attached memoranda).

If you are in accord, I believe that immediate announcement should be made by signal to the various Army and Navy units so that any dissatisfaction, already manifest, on the part of Armed Forces' workers resulting from knowledge of the Italian Government wage increase grant, will be allayed by the statement that a similar increase will be granted them by us, effective 18 November, 1944.

Assuming your concurrence, it is satisfactory to me that you proceed immediately with publicizing an announcement. It is further suggested that such announcement appear concomitantly in the Italian press.

Yours sincerely,

ELLERY W. STONE
Commodore, USNR
Acting Chief Commissioner

Lieutenant General J. G. W. Clark
Chief Administrative Officer
Allied Forces Headquarters

2879

1230

*Original
Submitted to
Members
Naples*

DEPARTMENT OF DEFENSE ALLIED COMMISSION
APO 394
LABOR SUB-COMMISSION

JRS/raw

2 November, 1944

TO : Members, Special Sub-Committee of Labor and Wages
Central Committee, A.L.R.B. (Italian).

SUBJECT: New Increases in Allied Forces Wage Scales.

1. The Labor Sub-Commission is presenting this proposal with the aim of restoring the preferred position of the Armed Forces Wage Scales over wages in private industry. The latter have been recently increased by an Italian Royal Decree of 31 October, 1944, on the following bases, for cities:

CAROVITA ALLOWANCE

(a) Increased payments are obligatory and are a net addition to all current wages. Payment is retroactive to 16 August, 1944.

(b) Amount of increases per working day are

25 Lire for gross monthly earnings up to 2000 Lire inclusive for men, and women family heads.

15 Lire for gross monthly earnings over 2000 Lire and up to and including 3000 Lire for men, and women family heads.

15 Lire for gross monthly earnings over 3000 Lire for men, and women family heads.

10 Lire for women not family heads with gross monthly earnings up to 3000 inclusive monthly.

20 Lire for women not family heads with gross monthly earnings over 3000 Lire monthly.

20 Lire for boys and girls up to 15 years.

*Folensberg
mm*

2878

1231

FAMILY ALLOWANCE

(c) In brief the family allowance provisions grant an average of 30 Lira per day increase for a family consisting of a worker and three dependents.

1. Total increases, therefore, made mandatory by the Italian Government range from 30 Lira to 55 Lira daily per average family; this increase is 5 Lira less for areas outside of large cities.

2. In line with the basic principle of keeping the Allied Forces Wage Scales in a preferred position it is proposed to revise the present wage scale by increases up to 60 Lira per day. In applying these increases approximately the same wage income divisions designated by the Royal Decree will be used. Indicated changes will result as follows:

DAILY WAGE GROUP

<u>Present Wage</u>	<u>Proposed Increase</u>	<u>New Total Daily Wage</u>
85 Lira	60 Lira	145 Lira
90 "	60 "	150 "
95 "	60 "	155 "
100 "	60 "	160 "
105 "	57 "	162 "
110 "	55 "	165 "
115 "	52 "	167 "
120 "	50 "	170 "

From 125 to 165 Lira inclusive, add 50 Lira to each category.

170 Lira	47 Lira	217 Lira
175 "	45 "	220 "
180 "	42 "	222 "
185 "	40 "	225 "

From 185 Lira and above, add 40 Lira to each category.

2877

1232

<u>Present Wage</u>		<u>Proposed Increase</u>		<u>New Total</u>
Up to and including				<u>Monthly Wage</u>
5000	lire	1500	lire	4500 lire
2100	"	1500	"	4600 "
3200	"	1400	"	4600 "
3300	"	1400	"	4700 "
3400	"	1300	"	4700 "
3500	"	1300	"	4800 "
3600	"	1300	"	4900 "

From 3700 Lire to 5000 Lire inclusive, add 1300 Lire.

5100	lire	1200	lire	6300 lire
5200	"	1100	"	6300 "
5300	"	1100	"	6400 "
5400	"	1000	"	6400 "
5500	"	1040	"	6540 "

For 5600 Lire and over, add 1040 Lire.

4. It is recommended that the following conditions obtain in applying these increases:

- (a) Present minima shall be retained and new maxima are established.
- (b) A maximum is now established for unskilled labor.
- (c) Effective date shall be November 16, 1944.

Junius R. Smith

JUNIUS R. SMITH, Col. CMC
Chairman, Labor & Wages
Control Committee,
acting Director, Labor
Sub-Commission, A.C.

2876

1 2 3,3

APPENDIX "A"

HEADQUARTERS ALLIED COMMISSION
APO 394
LABOR SUB-COMMISSION

JRS/rmw

2 November, 1944

TO : Members, Special Sub-Committee of Labor and Wages Control Committee, A.L.R.B. (Italian).

SUBJECT: New Increases in Allied Forces Wage Scales.

1. The Labor Sub-Commission is presenting this proposal with the aim of restoring the preferred position of the Armed Forces Wage Scales over wages in private industry. The latter have been recently increased by an Italian Royal Decree of 21 October, 1944, on the following bases, for cities:

CAROVITA ALLOWANCE

(a) Increased payments are obligatory and are a net addition to all current wages. Payment is retroactive to 16 August, 1944.

(b) Amount of increases per working day are

35 Lire for gross monthly earnings up to 3600 Lire inclusive for men, and women family heads.

25 Lire for gross monthly earnings over 3600 Lire and up to and including 5000 Lire for men, and women family heads.

15 Lire for gross monthly earnings over 5000 Lire for men, and women family heads.

25 Lire for women not family heads with gross monthly earnings up to 3600 inclusive monthly.

20 Lire for women not family heads with gross monthly earnings over 3600 Lire monthly.

20 Lire for boys and girls up to 18 years.

2875

1234

Nov. 1944

FAMILY ALLOWANCE

*Correct sheet
submitted for
approval
H2*

(c) In brief the family allowance provisions grant an average of 20 Lire per day increase for a family consisting of a worker and three dependents.

2. Total increases, therefore, made mandatory by the Italian Government range from 35 Lire to 55 Lire daily per average family; this increase is 5 Lire less for areas outside of large cities.

3. In line with the basic principle of keeping the Allied Forces Wage Scales in a preferred position it is proposed to revise the present wage scale by increases up to 60 Lire per day. In applying these increases approximately the same wage income divisions designated by the Royal Decree will be used. Indicated changes will result as follows:

DAILY WAGE GROUP

<u>Present Wage</u>	<u>Proposed Increase</u>	<u>New Total Daily Wage</u>
85 lire	60 lire	145 lire
90 "	60 "	150 "
95 "	60 "	155 "
100 "	60 "	160 "
105 "	60 "	165 "
110 "	60 "	170 "
115 "	60 "	175 "
120 "	60 "	180 "
125 "	57 "	182 "
130 "	55 "	185 "
135 "	52 "	187 "

From 140 to 165 Lire inclusive, add 50 Lire to each category.

170 lire	47 lire	217 lire
175 "	45 "	220 "
180 "	42 "	222 "
185 "	40 "	225 "

From 185 Lire and above, add 40 Lire to each category.

287A

1233

- 2 -

<u>Present Wage</u>		<u>MONTHLY WAGE GROUP</u>		<u>New Total</u>
		<u>Proposed Increase</u>		<u>Monthly Wage</u>
Up to and including	3000 lire	1560	lire	4560 lire
	3100 "	1580	"	4680 "
	3200 "	1480	"	4680 "
	3300 "	1480	"	4780 "
	3400 "	1880	"	4780 "
	3500 "	1380	"	4830 "
	3600 "	1800	"	4900 "

From 3700 Lire to 5000 Lire inclusive, add 1300 Lire.

5100 lire	1220	lire	6320 lire
5200 "	1180	"	6380 "
5300 "	1180	"	6480 "
5400 "	1080	"	6480 "
5500 "	1040	"	6540 "

For 5600 Lire and over, add 1040 Lire.

4. It is recommended that the following conditions obtain in applying these increases:

- (a) Present minima shall be retained and new maxima are established.
- (b) A maximum is now established for unskilled labor.
- (c) Effective date shall be November 16, 1944.

Junius R. Smith
 JUNIUS R. SMITH, Col. CMC
 Chairman, Labor & Wages
 Control Committee.
 Acting Director, Labor
 Sub-Commission, A.C.

2873

1236

APPENDIX "B"

SEE ATTACHED LIST

HQ AG

5930
3 NOV. 44

RESTRICTED
ROUTINE
LABOR SUB COMMISSION

RESTRICTED PD
 PARA ONE PD SPECIAL SUB COMMISSION OF LABOR AND WAGES CONTROL
 COMMITTEE MET YESTERDAY NOVEMBER TWO IN WASH DC AND APPROVED WAGE
 INCREASES TO BE ADDED TO OCTOBER FIRST ARMED FORCE WAGE SCALE
 RANGING FROM NINE SIXTY DAILY FOR LOWEST PAID WORKERS DOWN TO NINE
 FORTY DAILY FOR HIGHEST PAID WORKERS PD
 PARA TWO PD INCREASE TO BE MADE MANDATORY FOR ALL WORKERS AND
 EFFECTIVE NOVEMBER SIXTEEN FOR MONTHLY PAID EMPLOYERS OR EFFECTIVE
 AT THE BEGINNING OF THE WORKWEEK OR NEXT MONTHLY PAY PERIOD IMMEDIATELY
 FOLLOWING THAT DATE PD
 PARRA TO MAJOR FOX WILLIAM STAIRSALT BANK PURCHASING AGENT PETER
 BAKER SUGAR HAPLES LIEUTENANT PETER ROGER GRINDLE ROGER HAN FORTH
 LIEUTENANT COLONEL WALTER BOSTOCK ROYAL ABLE ABLE CHARLIE FLIGHT
 LIEUTENANT HANLEY MIKE ABLE ABLE FOX BRITISH CAPTAIN JAMES MATHEWS
 MIKE ROGER SUGAR CODES LIEUTENANT COLONEL BOB SUGAR PRABON REPRESENTING
 DIRECTOR OF LABOR AFHQ BRITISH COMMANDER TROUNCE CHARLIE IN CHARLIE
 MIKE BABY DOG COLONEL CURRY LABOR OFFICER FIFTH ARMY TWO HUNDRED AND
 SIXTY THREE SEVEN MIKE BATTALION COLONEL BLANCHARD NUMBER ONE DISTRICT
 COLONEL CHARLIE ROGER BAKER KNIGHT NUMBER THREE DISTRICT BRIGADIER
 JARVIS DEPUTY DIRECTOR OF LABOR ABLE ABLE ITEX COLONEL WALTON ABLE
 ABLE FOX SUGAR CHARLIE BLASH MIKE BARK OBOB COLONEL STALLER LABOR
 OFFICER EIGHTH ARMY PARRA

2872

- 2 -

PARA THREE PD AMOUNT APPROVED IS LIKE FIVE GREATER THAN THE
OFFICIAL ITALIAN GOVERNMENT INCREASE TO WORKERS IN PRIVATE
INDUSTRY FOR COMPARABLE GROUPS ANNOUNCED BY ROYAL DECREE OCTOBER
THIRTY FIRST PD
PARA FOUR PD PROPOSED INCREASE IS IMPERATIVELY NEEDED TO RESTORE
THE PREFERRED POSITION OF THE ARMED FORCE WAGE SCALE PD
PARA FIVE PD YOUR APPROVAL AS MEMBER OR REPRESENTATIVE OF MEMBER
OF THE LABOR AND WAGES CONTROL COMMITTEE IS URGENTLY REQUESTED BY
TELEPHONE HOME FOUR SEVEN EIGHT NINE ZERO FOUR CORRA OR BY TELEGRAM
TO LABOR SUB COMMISSION OR ALLIED COMMISSION PD JUNIOR ROBERT SMITH
COLONEL CHAIRMAN LABOR AND WAGES CONTROL COMMITTEE

COPY TO MAJOR JAMES O BABCOCK
LABOR SUB COMMISSION

AUTHENTICATED BY L. T. MONTANT
ORIGINATOR'S SIGNATURE 1st LT AGD
ADJUTANT

2871

TELEGRAM TO BE SENT TO THE FOLLOWING:

Major F. W. Stairwell
Base Purchasing Agent
SBS
Naples

Lt. P. R. Grindle, RM
FOFIT

Lt. Col. Walter Postock
RAAG

Flight Lt. Harley
MAAF (British)

Capt. James Mathews
MRS
Rome

Lt. Col. R. S. Pearce
Representing Director of Labor
ARHQ (British)

Commander Frounce
C. in C. MHD

Col. Curry, Labor Officer
5th Army
263rd QM Battalion

Col. Blanchard
No. 1 District

Col. C. E. B. Knight
No. 3 District

Brig. Carter
Deputy Director of Labor
A. A. I.

Col. Walton
AAVSC/MTO

Col. Stetler, Labor Officer
8th Army

2870

1239

APPENDIX "C"

JRS/rzw

Excerpts from

MINUTES OF SPECIAL SUB-COMMITTEE MEETING
OF THE LABOR AND WAGES CONTROL COMMITTEE,
A.L.R.C. (Italian), HELD IN NAPLES, ITALY,
8 November 1944, 10:30 A.M.

1. An emergency meeting of a Special Sub-Committee was held at 1030 hrs. on 8 November 1944 at the PWS Headquarters, Naples. The meeting was called to order by the Chairman, Colonel Julius R. Smith, MC, Chairman of the Labor and Wages Control Committee and Acting Director, Labor Sub-Commission, Allied Commission.
2. Present, in addition to the Chairman, were the following:
 - A. Bowden, A/Capt., Financial Advisor, PAF (B)
 - H. S. Pearce, Lt. Col., Deputy Director of Labor, AFHQ (B)
 - P. W. Shairwalt, Major, Base Purchasing Agent, PAF (A)
 - J. P. Carson, Major, CPA, COMZONS, HROVER (A), (representing Col. Evans)
 - Frank Seali, Captain (B), P.S.S. to C. in C. SEE (B)
 - James G. Babcock, Major, Labor sub-Commission, Allied Commission (A)
 - P. R. Grindle, Lt. (C), S.O. (Lab) to PGMAS (B)
 - J. H. Hiron, Brig., Financial Advisor, AFHQ (B)
 - J. F. Connell, Col., P.S., Fiscal Director's Office, AFHQ (A), (Representing Brig. Gen. Sims)
3. The matter under discussion was a proposed revision upward of the Armed Forces Wage Scale of October 1, 1944. In introducing the subject, remarks made by the Chairman covered the history of wage determinations since the Sicilian occupancy, culminating in the October 1, 1944 Armed Forces Wage Scale. Stress was laid on various factors which made it imperative to insure an uninterrupted supply of sufficient, competent labor to carry out the war program. The pressure by labor groups and other factors forced the Italian Government to issue its Decree on 31 October and it had now become an urgent matter for the Armed Forces to act promptly in the promulgation of a further increase to meet the demands granted mandatorily to workers in private industry.

1240

4. The proposal of the Labor Sub-Commission was then unanimously accepted with the following additional conditions:

- (1) "The wages of existing employees shall be increased in accordance with the proposed schedule, except where the employees are being bread-tested during the first week of employment, increases to be effective 15 November 1944 for monthly paid employees or effective the beginning of the workweek or semi-monthly pay period immediately following that date."
- (2) "The maximum increase for unskilled labor up to 17 years of age shall be a total of 23 Cents per day."
- (3) "Proposed increases shall be mandatory as an addition to the workers present wage."

Junius R. Smith
 JUNIUS R. SMITH, Col. SAC
 Chairman, Labor & Wages
 Control Committee.
 Acting Director, Labor
 Sub-Commission, I.C.

2868

Colonel Smith

HEADQUARTERS ARMY COMMISSION
APO 899
LABOR SUB-COMMISSION

JRS/DM

4 November 1944

SUBJECT: Labor Sub-Commission Proposal on Armed Forces
Wage Scale

TO : Commodore Henry W. Stone

1. The figures of 3,000 lire in the Labor
Sub-Commission's proposal should be corrected to read
23,600 lire. This correction, however, does not alter
the breakdown in lire increases as outlined in the
proposal.

John R. Smith

JOHN R. SMITH
Colonel, GAC
Acting Director
Labor Sub-Commission

2867

HEADQUARTERS ALLIED COMMISSION
 APO #394
 LABOR SUB-COMMISSION

JRS/rmw

4 November 1944

Ref : Lab. 091.464
 SUBJECT: Labor Sub-Commission Proposal on Armed Forces
 Wage Scale
 TO : Commodore Ellery W. Stone

1. Please refer to my memorandum of 4 November, stating that the figure of "3000 Lire" should be corrected to read "3600 Lire". Further check reveals that the following changes must be made to express this difference:

In place of the following:

Present Wage	DAILY WAGE GROUP		New Total Daily Wage
	Proposed Increase		
105 lire	57 lire		162 lire
110 "	55 "		165 "
115 "	52 "		167 "
120 "	50 "		170 "

 From 125 to 165 Lire inclusive, add 50 Lire to each category.

Should read:

" 105 lire	60 lire	165 lire
110 "	60 "	170 "
115 "	60 "	175 "
120 "	60 "	180 "
125 "	57 "	182 "
130 "	55 "	185 "
135 "	52 "	187 "

 From 140 to 165 Lire inclusive, add 50 Lire to each category.

Junius R. Smith
 JUNIUS R. SMITH
 Colonel, QMC
 Acting Director
 Labor Sub-Commission

1243

APPENDIX "A"

HEADQUARTERS ALLIED COMMISSION

APO 394

LABOR SUB-COMMISSION

JRS/rmw

2 November, 1944

TO : Members, Special Sub-Committee of Labor and Wages Control Committee, A.I.R.A. (Italian)

SUBJECT: New Increases in Allied Forces Wage Scales.

1. The Labor Sub-Commission is presenting this proposal with the aim of restoring the preferred position of the Armed Forces Wage Scales over wages in private industry. The latter have been recently increased by an Italian Royal Decree of 31 October, 1944, on the following bases, for cities:

CAROVIATA ALLOWANCE

(a) Increased payments are obligatory, and are a net addition to all current wages. Payment is retroactive to 16 August, 1944.

(b) Amount of increases per working day are

35 Lire for gross monthly earnings up to 3600 Lire inclusive for men, and women family heads.

25 Lire for gross monthly earnings over 3600 Lire and up to and including 5000 Lire for men, and women family heads.

15 Lire for gross monthly earnings over 5000 Lire for men, and women family heads.

25 Lire for women not family heads with gross monthly earnings up to 3600 inclusive monthly.

20 Lire for women not family heads with gross monthly earnings over 3600 Lire monthly.

20 Lire for boys and girls up to 18 years.

2865

FAMILY ALLOWANCE

(c) In brief the family allowance provisions grant an average of 20 Lire per day increase for a family consisting of a worker and three dependents.

1244

SUBJECT: New increases in wages

1. The Labor Sub-Commission is presenting this proposal with the aim of restoring the preferred position of the Allied Forces Wage Scales over wages in private industry. The latter have been recently increased by an Italian Royal Decree of 31 October, 1944, on the following bases, for cities:

FAMILY ALLOWANCE

(a) Increased payments are obligatory, and are a net addition to all current wages. Payment is retroactive to 16 August, 1944.

(b) Amount of increases per working day are

35 Lire for gross monthly earnings up to 3600 Lire inclusive for men, and women family heads.

25 Lire for gross monthly earnings over 3600 Lire and up to and including 5000 Lire for men, and women family heads.

15 Lire for gross monthly earnings over 5000 Lire for men, and women family heads.

25 Lire for women not family heads with gross monthly earnings up to 3600 inclusive monthly.

20 Lire for women not family heads with gross monthly earnings over 3600 Lire monthly.

20 Lire for boys and girls up to 18 years.

2865

FAMILY ALLOWANCE

(c) In brief the family allowance provisions grant an average of 20 Lire per day increase for a family consisting of a worker and three dependents.

2. Total increases, therefore, made mandatory by the Italian Government range from 35 Lire to 55 Lire daily per average family; this increase is 5 Lire less for areas outside of large cities.

3. In line with the basic principle of keeping the Allied Forces Wage Scales in a preferred position it is proposed to revise the present wage scale by increases up to 60 Lire per day. In applying these increases approximately the same wage income divisions designated by the Royal Decree will be used. Indicated changes will result as follows:

DAILY WAGE GROUP

<u>Present Wage</u>	<u>Proposed Increase</u>	<u>New Total Daily Wage</u>
85 lire	50 lire	145 lire
90 "	60 "	150 "
95 "	60 "	155 "
100 "	60 "	160 "
105 "	60 "	165 "
110 "	60 "	170 "
115 "	60 "	175 "
120 "	60 "	180 "
125 "	57 "	182 "
130 "	55 "	185 "
135 "	52 "	187 "

From 140 to 165 Lire inclusive, add 50 Lire to each category.

170 lire	47 lire	217 lire
175 "	45 "	220 "
180 "	42 "	222 "
185 "	40 "	225 "

From 185 Lire and above, add 40 Lire to each category.

MONTHLY WAGE GROUP

<u>Present Wage</u>	<u>Proposed Increase</u>	<u>New Total Monthly Wage</u>
3000 lire	1560 lire	4560 lire
3100 "	1530 "	4630 "
3200 "	1480 "	4680 "
3300 "	1430 "	4730 "
3400 "	1380 "	4780 "
3500 "	1330 "	4830 "
3600 "	1300 "	4900 "

From 3700 Lire to 5000 Lire inclusive, add 1300 Lire.

5100 lire	1230 lire	6330 lire
5200 "	1180 "	6380 "
5300 "	1130 "	6430 "
5400 "	1080 "	6480 "
5500 "	1040 "	6540 "

For 5600 Lire and over, add 1040 Lire

4. It is recommended that the following conditions obtain in

182 " "
185 " "
197 " "

217 lire
220 " "
222 " "
225 " "

From 140 to 165 lire inclusive,
add 50 lire to each category.

47 lire
45 " "
42 " "
40 " "

From 165 lire and above, add
40 lire to each category.

MONTHLY WAGE GROUP

Proposed Increase

New Total Monthly Wage

Up to and including	3000 lire	1560 lire
	3100 "	1530 "
	3200 "	1480 "
	3300 "	1430 "
	3400 "	1380 "
	3500 "	1330 "
	3600 "	1300 "

4560 lire
4630 " "
4680 " "
4730 " "
4780 " "
4830 " "
4900 " "

From 3700 lire to 5000 lire inclusive, add 1000 lire.

5100 lire	1230 lire
5200 "	1180 "
5300 "	1130 "
5400 "	1080 "
5500 "	1040 "

6330 lire
6380 " "
6430 " "
6480 " "
6540 " "

For 5600 lire and over, add 1040 lire

4. It is recommended that the following conditions obtain in applying these increases:
- (a) Present minima shall be retained and new maxima are established.
 - (b) A maximum is now established for unskilled labor.
 - (c) Effective date shall be November 15, 1944.

Julius R. Smith

JULIUS R. SMITH, Col. QMC
Chairman, Labor & Wages Control Committee,
Acting Director, Labor
Sub-Commission, A.C.

APPENDIX "B"

HQ AC

RESTRICTED

5930

ROUTINE

3 NOV. 44

LABOR SUB COMMISSION

RESTRICTED PD

PARA ONE PD SPECIAL SUB COMMITTEE OF LABOR AND WAGES CONTROL COMMITTEE MET YESTERDAY NOVEMBER TWO IN NAPLES AND APPROVED WAGE INCREASES TO BE ADDED TO OCTOBER FIRST ARMED FORCE WAGE SCALE RANGING FROM LIRE SIXTY DAILY FOR LOWEST PAID WORKERS DOWN TO LIRE FORTY DAILY FOR HIGHEST PAID WORKERS PD

PARA TWO PD INCREASE TO BE MADE MANDATORY FOR ALL WORKERS AND EFFECTIVE NOVEMBER SIXTEEN FOR MONTHLY PAID EMPLOYEES OR EFFECTIVE AT THE BEGINNING OF THE WORKWEEK OR SEMI MONTHLY PAY PERIOD IMMEDIATELY FOLLOWING THAT

DATE PD

PAREN TO MAJOR FOX WILLIAM STAIRWALT BASE PURCHASING AGENT PETER BAKER SUGAR NAPLES LIEUTENANT PETER ROGER GRINDLE ROGER NAN FOWIT LIEUTENANT COLONEL WALTER BOSTOCK ROYAL ABLE CHARLIE FLIGHT LIEUTENANT HARLEY MIKE ABLE ABLE FOX BRITISH CAPTAIN JAMES MATHEWS MIKE ROGER SUGAR ROME LIEUTENANT COLONEL HOW SUGAR PEARCE REPRESENTING DIRECTOR OF LABOR AFHQ BRITISH COMMANDER TROUNCE CHARLIE IN CHARLIE MIKE EASY DOG COLONEL CURRY LABOR OFFICER FIFTH ARMY TWO HUNDRED AND SIXTY THREE QUEEN MIKE BATTALION COLONEL BLANCHARD NUMBER ONE DISTRICT COLONEL CHARLIE ROGER BAKER KNIGHT NUMBER THREE DISTRICT BRIGADIER CARTER DEPUTY DIRECTOR OF LABOR ABLE ABLE ITEM COLONEL WALTON ABLE ABLE FOX SUGAR CHARLIE SLASH MIKE FARE OBOE COLONEL STATLER LABOR OFFICER EIGHTH ARMY PAREN PARA THREE PD AMOUNT APPROVED IS LIRE FIVE GREATER THAN THE OFFICIAL ITALIAN GOVERNMENT INCREASE TO WORKERS IN PRIVATE INDUSTRY FOR COMPARABLE GROUPS ANNOUNCED BY ROYAL DECREE OCTOBER THIRTY FIRST PD

3 NOV. 44

RESTRICTED PD

PARA ONE PD SPECIAL SUB COMMITTEE OF LABOR AND WAGES CONTROL COMMITTEE MET YESTERDAY NOVEMBER TWO IN NAPLES AND APPROVED WAGE INCREASES TO BE ADDED TO OCTOBER FIRST ARMED FORCE WAGE SCALE RANGING FROM LIRE SIXTY DAILY FOR LOWEST PAID WORKERS DOWN TO LIRE FORTY DAILY FOR HIGHEST PAID WORKERS PD

PARA TWO PD INCREASE TO BE MADE MANDATORY FOR ALL WORKERS AND EFFECTIVE NOVEMBER SIXTEEN FOR MONTHLY PAID EMPLOYEES OR EFFECTIVE AT THE BEGINNING OF THE WORKWEEK OR SEMI MONTHLY PAY PERIOD IMMEDIATELY FOLLOWING THAT

DATE PD

PARA TO MAJOR FOX WILLIAM STAIRWALT BASE PURCHASING AGENT PETER BAKER SUGAR NAPLES LIEUTENANT PETER ROGER GRINDLE ROGER NAN FOWIT LIEUTENANT COLONEL WALTER BOSTOCK ROYAL ABLE ABLE CHARLIE FLIGHT LIEUTENANT HARLEY MIKE ABLE ABLE FOX BRITISH CAPTAIN JAMES MATHEWS MIKE ROGER SUGAR ROME LIEUTENANT COLONEL HOW SUGAR PEARCE REPRESENTING DIRECTOR OF LABOR AFHQ BRITISH COMMANDER TROUNCE CHARLIE IN CHARLIE MIKE EASY DOG COLONEL CURRY LABOR OFFICER FIFTH ARMY TWO HUNDRED AND SIXTY THREE QUEEN MIKE BATTALION COLONEL BLANCHARD NUMBER ONE DISTRICT COLONEL CHARLIE ROGER BAKER KNIGHT NUMBER THREE DISTRICT BRIGADIER CARTER DEPUTY DIRECTOR OF LABOR ABLE ABLE ITEM COLONEL WALTON ABLE ABLE FOX SUGAR CHARLIE SLASH MIKE FARE OBOE COLONEL STATLER LABOR OFFICER EIGHTH ARMY PAREN
 PARA THREE PD AMOUNT APPROVED IS LIRE FIVE GREATER THAN THE OFFICIAL ITALIAN GOVERNMENT INCREASE TO WORKERS IN PRIVATE INDUSTRY FOR COMPARABLE GROUPS ANNOUNCED BY ROYAL DECREE OCTOBER THIRTY FIRST PD

2864

1249

PARA FOUR PD PROPOSED INCREASE IS IMPERATIVELY NEEDED TO RESTORE THE
 PREFERRED POSITION OF THE ARMED FORCE WAGE SCALE PD
 PARA FIVE PD YOUR APPROVAL AS MEMBER OR REPRESENTATIVE OF MEMBER OF THE
 LABOR AND WAGES CONTROL COMMITTEE IS URGENTLY REQUESTED BY TELEPHONE
 ROME FOUR SEVEN EIGHT NINE ZERO FOUR COMMA OR BY TELEGRAM TO LABOR SUB
 COMMISSION CMA ALLIED COMMISSION PD JUNIUS ROBERT SMITH COLONEL CHAIRMAN
 LABOR AND WAGES CONTROL COMMITTEE

AUTHENTICATED BY _____

L. T. MONTANT

ORIGINATOR'S SIGNATURE 1st LT AGD
ADJUTANT

DISTRIBUTION:

Major F. W. Stairwalt
 Base Purchasing Agent
 PBS
 Naples
 Lt. P. R. Grindle, RN
 FOWIT
 Lt. Col. Walter Bostock
 RAAC
 Flight Lt. Harley
 MAAF (British)
 Capt. James Mathews
 MRS
 Rome
 Lt. Col. R. S. Pearce
 Representing Director of Labor
 AFHQ (British)

Commander Trounce
 C. in C. MED
 Col. Curry, Labor Officer
 5th Army
 263rd QM Battalion
 Col. Blanchard
 No. 1 District
 Col. C. R. B. Knight
 No. 3 District
 Brig. Carter
 Deputy Director of Labor
 A. A. I.
 Col. Walton
 AAFSC/MTO
 Col. Statler, Labor Officer
 8th Army

MINUTES OF SPECIAL SUB-COMMITTEE
MEETING OF THE LABOR AND WAGES CONTROL
COMMITTEE, A.I.R.B. (Italian), HELD
IN NAPLES, 2 NOVEMBER, 1944, 10 A.M.

1. An emergency meeting of a Special Sub-Committee was held at 1000 hrs. on 2 November, 1944 at the PBS Headquarters, Naples. The meeting was called to order by the Chairman, Colonel Junius R. Smith, QMC, Chairman of the Labor and Wages Control Committee and Acting Director, Labor Sub-Commission, Allied Commission.

2. Present, in addition to the Chairman, were the following:

- ✓ A. Bowden, G/Capt., Financial Adviser, RAF (B)
- ✓ H. S. Pearce, Lt. Col., Deputy Director of Labor, AFHQ (B)
- ✓ F. W. Stairwalt, Major, Base Purchasing Agent, P.B.S. (A)
- ✓ J. R. Carson, Major, GPA, COLZONE, MTOWSA (A)
(representing Col. Evans)
- ✓ Frank Beall, Captain (S), P.S.O. to C. in C. MED (B)
- ✓ P. R. Grindle, Lt. (S), S.O. (Lab) to FONAM (B)
- ✓ James O. Babcock, Major, Labor Sub-Commission,
Allied Commission (A)
- ✓ J. H. Hiron, Brig., F.A., AFHQ, (B)
- ✓ J. F. Connell, Col., F.D., Fiscal Director's Office,
AFHQ (A) (representing Brig. Gen. Sims)

3. The matter under discussion was a proposed revision upward of the Armed Forces Wage Scale of October 1, 1944. In introducing the subject, the following remarks were made by the Chairman:

"The purpose of this meeting is to consider revision upward of the Armed Forces Wage Scale which went into effect 1 October, 1944. The matter is urgent and demands prompt action and promulgation. A short review of the facts is relevant at this time.

" In the summer of 1943, following the Sicilian occupancy, an initial error was made in freezing prices and wages by proclamation at a disparity of 75 to 110%, wages being the lagging factor. It soon became apparent that such an inequity could not continue in light of:

2863

- "(a) the depressed lire, arbitrarily imposed;
- "(b) the short supply of food and consumer goods;
- "(c) lack of price control and the black market.

"The Labor Sub-Commission, against bitter opposition particularly from the financial group, forced through the so called "70%" increase on 17 October, 1943, which action temporarily held the workers in line. In January, 1944, the Armed Forces Wage Scale was published, the basic principle being established that at all times military wages must be in a preferred position so that under no cir-

...the adequate supply of

1251

2. Present, in addition to the Chairman, were the following:

- ✓ A. Bowden, G/Capt., Financial Adviser, RAF (B)
- ✓ H. S. Pearce, Lt. Col., Deputy Director of Labor, AFHQ (B)
- ✓ F. W. Stairwalt, Major, Base Purchasing Agent, P.B.S. (A)
- ✓ J. R. Carson, Major, GPA, COMZONE, MTOWEA (A)
(representing Col. Evans)
- ✓ Frank Beall, Captain (S), F.S.O. to C. in C. MED (B)
- ✓ P. R. Grindle, Lt. (S), S.O. (Lab) to FONAM (B)
- ✓ James O. Babcock, Major, Labor Sub-Commission,
Allied Commission (A)
- ✓ J. H. Hiron, Brig., F.A., AFHQ, (B)
- ✓ J. F. Connell, Col., F.D., Fiscal Director's Office,
AFHQ (A) (representing Brig. Gen. Sims)

3. The matter under discussion was a proposed revision upward of the Armed Forces Wage Scale of October 1, 1944. In introducing the subject, the following remarks were made by the Chairman:

"The purpose of this meeting is to consider revision upward of the Armed Forces Wage Scale which went into effect 1 October, 1944. The matter is urgent and demands prompt action and promulgation. A short review of the facts is relevant at this time.

" In the summer of 1943, following the Sicilian occupancy, an initial error was made in freezing prices and wages by proclamation at a disparity of 75 to 110%, wages being the lagging factor. It soon became apparent that such an inequity could not continue in light of: ²⁸⁶³

- "(a) the depressed lire, arbitrarily imposed;
- "(b) the short supply of food and consumer goods;
- "(c) lack of price control and the black market.

"The Labor Sub-Commission, against bitter opposition particularly from the financial group, forced through the so called "70%" increase on 17 October, 1943, which action temporarily held the workers in line. In January, 1944, the Armed Forces Wage Scale was published, the basic principle being established that at all times military wages must be in a preferred position so that under no circumstances must there be an interruption in the adequate supply of competent labor to carry out the war program. An important factor in the Armed Forces Wage Scale was food preferment over civilian rations.

Matters on the labor front were kept fairly well in hand through the rigid holding of the line on wages until several factors became increasingly manifest:

"(a) Uncontrolled prices and black market operations, plus decreasing amounts of consumer goods made it impossible for workers and their families to subsist at a normal level, and as a result threatened strikes increased and industrial unrest became more general.

"(b) Certain unrealistic economists in ACC sponsored and inaugurated economically unsound high prices for wheat, hemp, olive oil, barley, etc., to "insure production and amassing." These increases, unsupported by accurate production cost figures, ran from 300 to 500% over the previous year's prices.

"(c) With lack of controls, employer-employee groups made illegal wage increases in lire or kind, thus drawing away skilled labor from the Armed Forces.

"(d) A weak Italian Government refused or was afraid to exercise controlled authority.

"(e) Labor organizations forming became articulate and instituted pressure tactics on the Italian Government, on the Army and Navy and on ACC.

"(f) The general public began to rebel against the non-performance of general promises made from the beginning with respect to aid, food, the freedoms, etc.

"(g) A completely uncontrolled Italian press and a group of war correspondents gave distorted or inaccurate information to the Italian public and to countries abroad.

"An attempt was made to correct the situation in July, 1944 when a request, sponsored by the Labor Sub-Commission, was made by the Rome Area Command for a 20 Lire increase in wages for the Rome area over the Naples rate. Data showing that the cost of living and collective contract levels were higher for Rome than

operations, plus decreasing
of consumer goods made it impossible
for workers and their families to sub-
sist at a normal level, and as a re-
sult threatened strikes increased and
industrial unrest became more general.

"(b) Certain unrealistic economists in ACC
sponsored and inaugurated economically
unsound high prices for wheat, hemp,
olive oil, barley, etc., to "insure
production and amassing." These in-
creases, unsupported by accurate pro-
duction cost figures, ran from 300 to
500% over the previous year's prices.

"(c) With lack of controls, employer-employee
groups made illegal wage increases in
lire or kind, thus drawing away skilled
labor from the Armed Forces.

"(d) A weak Italian Government refused or
was afraid to exercise controlled
authority.

"(e) Labor organizations forming became ar-
ticulate and instituted pressure tactics
on the Italian Government, on the Army
and Navy and on ACC.

"(f) The general public began to rebel against
the non-performance of general promises
made from the beginning with respect to
aid, food, the freedoms, etc.

"(g) A completely uncontrolled Italian press
and a group of war correspondents gave
distorted or inaccurate information to
the Italian public and to countries abroad.

"An attempt was made to correct the situation in July, 1944
when a request, sponsored by the Labor Sub-Commission, was made
by the Rome Area Command for a 20 Lire increase in wages for the
Rome area over the Naples rate. Data showing that the cost of
living and collective contract levels were higher for Rome than
Naples and the South were insufficient, although subsequently
proven to be correct. The proposal was turned down by the Labor
and Wages Control Committee. On October 1, 1944, however, an
increase for the Armed Forces Wage Scale became effective, of
from 10 to 30%. In effect, therefore, the line had been held with
fair measure of success for eight months, which is unquestionably

a creditable performance under the circumstances, and to which the Armed Forces and the Labor Sub-Commission contributed greatly.

"Since July last, certain labor leaders, influential with the so-called Italian Government, started the movement and exercised pressure for a general wage increase, giving full publicity in the Italian press in favor of a flat 50 lire daily increase for all workers. In all fairness such a move could be partially justified by the failure of the Italian Government to meet such issues squarely, by the failure of the Italian producers to amass Italian wheat for the benefit of the population, and by leaving to the Allies the burden of importing sufficient grain to meet the needs, and thus indirectly support the black market. Regardless of all these considerations, the entire matter soon emerged in its true aspect of political expediency in that:

"(a) Communists, particularly in the labor movement, were more articulate than others and strongly advocated placing total power and rule in the hands of the workers;

"(b) The Italian Government was fearful of being unseated;

"(c) It has been intimated that procedures followed shall not contribute to the fall of the present Government.

"It was quite obvious that this combination of economic factors and politics was much too powerful to oppose.

"Constant pressure, therefore, aided by demonstrations and acrid press announcements of the politico-labor Italian group, which unquestionably was capitalizing on the dictum of the Allied Government not to interfere, finally led to an official announcement by Royal Decree on 31 October (day before yesterday) of a mandatory wage increase to employees in private industry, the details of which are given in Appendix "A".

"Our problem is evident by the following factors: 2862

"(a) We knew when the October 1 increase was promulgated that it would have to be adjusted upward very shortly;

"(b) The food preferment scale for Allied Forces' workers had been diminished on the extra ration card from a weekly allowance of 700 grams of pasta to the general in-

1255

publicity in the increase for all workers. In all fairness such a move could be partially justified by the failure of the Italian Government to meet such issues squarely, by the failure of the Italian producers to amass Italian wheat for the benefit of the population, and by leaving to the Allies the burden of importing sufficient grain to meet the needs, and thus indirectly support the black market. Regardless of all these considerations, the entire matter soon emerged in its true aspect of political expediency in that:

- "(a) Communists, particularly in the labor movement, were more articulate than others and strongly advocated placing total power and rule in the hands of the workers;
- "(b) The Italian Government was fearful of being unseated;
- "(c) It has been intimated that procedures followed shall not contribute to the fall of the present Government.

"It was quite obvious that this combination of economic factors and politics was much too powerful to oppose.

"Constant pressure, therefore, aided by demonstrations and scrid press announcements of the politico-labor Italian group, which unquestionably was capitalizing on the dictum of the Allied Government not to interfere, finally led to an official announcement by Royal Decree on 31 October (day before yesterday) of a mandatory wage increase to employees in private industry, the details of which are given in Appendix "A".

"Our problem is evident by the following factors: 2862

- "(a) We knew when the October 1 increase was promulgated that it would have to be adjusted upward very shortly;
- "(b) The food preferment scale for Allied Forces' workers had been diminished on the extra ration card from a weekly allowance of 700 grams of pasta to 150 grams because of the general increase in the civilian ration to 300 grams. This helped solve the food difficulties for all workers' families and was a material help in alleviating

1256

industrial unrest, but diminished the food preferment feature for the Armed Forces' workers, a feature which has been a much more powerful attraction for such workers than wages themselves;

"(c) Uninterrupted series of threatened strikes, demonstrations, hostile press and the like have kept us on edge at all times and could endanger the successful accomplishment of our military mission;

"(d) Illegal wage advances in private industry have constituted serious competition;

"(e) There has been an increasing tendency on the part of the Armed Forces' contracting offices to get a job done by contract, thus utilizing a medium which made it possible to avoid meeting the wage issue squarely;

"(f) The Palermo incident, involving 20 deaths, which was a protest against both the food and wages situation, has had serious repercussions;

"(g) Our preferred position in maintaining a constant supply of labor for the Armed Forces has been seriously affected by the action of the Italian Government;

"(h) Higher authorities have inferentially indicated the action we are now contemplating as being inevitable.

"For all of the foregoing reasons the Labor Sub-Commission has presented the proposition before you, and I now ask for general discussion".

4. Consideration was then given to the proposal made by the Allied Commission increasing the October 1 wage rates from 60 Lire daily down to 40 Lire daily for various categories of workers. A copy of this proposal is attached herewith as Appendix "A".

5. The recommendation of the Allied Commission for the increases as shown in Appendix "A" were approved with the following additions:

(a) "The wages of existing employees shall be increased in accordance with the proposed schedule, except where the employee is being trade-

- "(d) Illegal wage advances in private industry have constituted serious competition;
- "(e) There has been an increasing tendency on the part of the Armed Forces' contracting offices to get a job done by contract, thus utilizing a medium which made it possible to avoid meeting the wage issue squarely;
- "(f) The Palermo incident, involving 20 deaths, which was a protest against both the food and wages situation, has had serious repercussions;
- "(g) Our preferred position in maintaining a constant supply of labor for the Armed Forces has been seriously affected by the action of the Italian Government;
- "(h) Higher authorities have inferentially indicated the action we are now contemplating as being inevitable.

"For all of the foregoing reasons the Labor Sub-Commission has presented the proposition before you, and I now ask for general discussion".

- 4. Consideration was then given to the proposal made by the Allied Commission increasing the October 1 wage rates from 60 Lire daily down to 40 Lire daily for various categories of workers. A copy of this proposal is attached herewith as Appendix "A".
- 5. The recommendation of the Allied Commission for the increases as shown in Appendix "A" were approved with the following additions:
 - (a) "The wages of existing employees shall be increased in accordance with the proposed schedule, except where the employee is being traded during the first week of employment, increases to be effective 16 November, 1944 for monthly paid employees or effective

the beginning of the workweek or semi-monthly pay period immediately following that date".

- (b)" The maximum increase for unskilled labor up to 17 years of age shall be a total of 25 Lire per day."
- (c) " Proposed increases shall be mandatory as an addition to the workers present wage".

6. It was the concensus that effort be made to restore the amount of the extra ration for heavy workers from the present 150 grams of pasta to the original 700 grams. In this manner the real inducement, namely extra food, that the Armed Forces can offer to attract sufficient labor will be preserved.

Junius R. Smith

JUNIUS R. SMITH, Col. QMC
 Chairman, Labor & Wages
 Control Committee.
 Acting Director, Labor
 Sub-Commission, A.C.

1987

1259

as an addition to the workers present wage".

6. It was the concensus that effort be made to restore the amount of the extra ration for heavy workers from the present 150 grams of pasta to the original 700 grams. In this manner the real inducement, namely extra food, that the Armed Forces can offer to attract sufficient labor will be preserved.

Junius R. Smith

JUNIUS R. SMITH, Col. QMC
Chairman, Labor & Wages
Control Committee.
Acting Director, Labor
Sub-Commission, A.C.

2861

HEADQUARTERS ALLIED COMMISSION

APO 394

LABOR SUB-COMMISSION

MEMORANDUM

4 November 1944

SUBJECT : English Text of Wage Increase Decree for Private Workers,
as approved by Council of Ministers 20 October 1944 and
signed 31 October 1944.

LEGISLATIVE DECREE CONCERNING ECONOMIC IMPROVEMENTS FOR
WORKERS WHOSE LABOR CONDITIONS ARE GOVERNED BY COLLECTIVE
CONTRACTS

U M B E R T O D I S A V O I A

Prince of Piedmont

Lieutenant General of the Realm

By virtue of authority delegated to us;

Having seen the Royal Decree Law of 7 December 1943, No. 23/B
concerning the increase of pay of continuative character in favour of
workers subject to provisions of collective labor agreements;

Having seen the Decree of 25 June 1944, No. 151, concerning the
Assembly for the new State constitution, the oath of the Government mem-
bers and the power of the Government to enact laws;

Considering that, owing to the state of war and to the absence
of a legal trade-union system, it is necessary by means of a legislative
Act to make valid, on behalf of all members of the interested categories,
the agreements stipulated in Rome on 15 October, 1944, between the "de
facto" existing associations of employers and employees concerning the
granting of a high-cost-of-living indemnity to the workers, whose work-
ing conditions are already governed by collective contract;

Having seen the decision of the Council of Ministers;

On proposal of the Minister of Industry, Commerce and Labor, in
agreement with the Ministers of Justice, of Finance and of the Treasury:

WE HAVE SANCTIONED AND WE PROULGATE AS FOLLOWS:

Art. 1.

Starting from 15 August, 1944, the employers must pay to their
employees, in cases where the working conditions are disciplinable by
means of a collective contract, in the sense of the law of 3 April,
1926, No. 563 and to its further changes and additions, a high-cost-of-

1260

2860

LEGISLATIVE DECREE CONCERNING ECONOMIC IMPROVEMENTS FOR
WORKERS WHOSE LABOR CONDITIONS ARE GOVERNED BY COLLECTIVE
CONTRACTS

U M B E R T O D I S A V O I A
Prince of Piedmont

Lieutenant General of the Realm

By virtue of authority delegated to us;

Having seen the Royal Decree Law of 7 December 1943, No. 23/B concerning the increase of pay of continuative character in favour of workers subject to provisions of collective labor agreements;

Having seen the Decree of 25 June 1944, No. 151, concerning the Assembly for the new State constitution, the oath of the Government members and the power of the Government to enact laws;

Considering that, owing to the state of war and to the absence of a legal trade-union system, it is necessary by means of a legislative Act to make valid, on behalf of all members of the interested categories, the agreements stipulated in Rome on 15 October, 1944, between the "de facto" existing associations of employers and employees concerning the granting of a high-cost-of-living indemnity to the workers, whose working conditions are already governed by collective contract;

Having seen the decision of the Council of Ministers;

On proposal of the Minister of Industry, Commerce and Labor, in agreement with the Ministers of Justice, of Finance and of the Treasury:

WE HAVE SANCTIONED AND WE PROMULGATE AS FOLLOWS:

Art. 1

Starting from 15 August 1944, the employers must pay to their employees, in cases where the working conditions are disciplinable by means of a collective contract, in the sense of the law of 3 April, 1926, No. 563 and to its further changes and additions, a high-cost-of-living indemnity for each working day, to the extent of:

1. thirty lire for men and for women family-heads, whenever their gross monthly pay, all deductions included, is not above three thousand six hundred lire;
2. twenty lire for men and for women family-heads, whenever their gross monthly pay, all deductions included, is above three

thousand six hundred lire, but not above five thousand;

3. ten lire for men and for women family-heads, whenever their gross monthly pay, all deductions included, is above five thousand lire;

4. twenty lire for women not family-heads, whenever their gross monthly pay, all deductions included, is not above three thousand six hundred lire;

5. fifteen lire for women not family-heads, whenever their gross monthly pay, all deductions included, is above three thousand six hundred lire;

6. fifteen lire for boys and girls of age not above 18 years.

The indemnity in question is increased by five lire for workers employed in the communes of Rome, Naples and Palermo, as well as in such other communes as shall be specified by decree of the Minister of Industry, Commerce and Labor, on the basis of respective index numbers of the cost of living.

For the workers who have the qualification of office employees (impiegati) in the sense of the Royal Decree Law of 13 November, 1924, No. 1825, converted into the law of 18 March, 1926, No. 562, the high-cost-of-living indemnity is due to the extent of a monthly sum equal to thirty times the daily indemnity specified, for the different cases, in the preceding paragraphs.

Art. 2

To workers entitled to family allowances, there is due in addition, from 16 August 1944, a supplementary high-cost-of-living allowance in the amount of 5 lire for each working day and for each dependent, which shall be paid by the Unified Fund for family allowances, according to rules which will be established in another decree.

However, as far as the agricultural sector is concerned, until such time as the services for the compilation of lists of workers and for unified contributions may be re-organized, the employers must pay, directly and at their own expense, to their permanent and casual workers who are entitled to family allowances, a supplementary fixed allowance of ten lire for each working day.

Art. 3

Where salaries or wages are paid wholly or partly in kind, the high-cost-of-living indemnity may be fixed in a measure inferior to that contemplated in Art. 1 of this decree, by agreement to be stipulated between the representatives of the interested "de facto" associations. Depending on the sphere of application of the agreement, the stipulation will be made at the office of the Ministry of Industry, Commerce and Labor, or at the Regional or Provincial Labor Office, or at the Inspectorate of Industry and Labor, in provinces where labor offices have not yet been established. The above-mentioned agreements are

1263

5. fifteen lire for women not family-heads, whenever their gross monthly pay, all deductions included, is above three thousand six hundred lire;
6. fifteen lire for boys and girls of age not above 18 years.

The indemnity in question is increased by five lire for workers employed in the communes of Rome, Naples and Palermo, as well as in such other communes as shall be specified by decree of the Minister of Industry, Commerce and Labor, on the basis of respective index numbers of the cost of living.

For the workers who have the qualification of office employees (impiegati) in the sense of the Royal Decree Law of 13 November, 1924, No. 1825, converted into the law of 18 March, 1926, No. 562, the high-cost-of-living indemnity is due to the extent of a monthly sum equal to thirty times the daily indemnity specified, for the different cases, in the preceding paragraphs.

Art. 2

To workers entitled to family allowances, there is due in addition, from 16 August 1944, a supplementary high-cost-of-living allowance in the amount of 5 lire for each working day and for each dependent, which shall be paid by the Unified Fund for family allowances, according to rules which will be established in another decree.

However, as far as the agricultural sector is concerned, until such time as the services for the compilation of lists of workers and for unified contributions may be re-organized, the employers must pay, directly and at their own expense, to their permanent and casual workers who are entitled to family allowances, a supplementary fixed allowance of ten lire for each working day.

Art. 3

Where salaries or wages are paid wholly or partly in kind, the high-cost-of-living indemnity may be fixed in a measure inferior to that contemplated in Art. 1 of this decree, by agreement to be stipulated between the representatives of the interested "de facto" associations. Depending on the sphere of application of the agreement, the stipulation will be made at the office of the Ministry of Industry, Commerce and Labor, or at the Regional or Provincial Labor Office, or at the Inspectorate of Industry and Labor, in provinces where labor offices have not yet been established. The above-mentioned agreements are compulsory for all members of the category in question.

If, in connection with situations contingent on work of a seasonal character, the worker receives a wage notably above the average wage paid to workers of similar categories, the total or partial absorption of the high-cost-of-living indemnity as per Art. 1 of the present decree

may be established in accordance with the provisions specified in the preceding paragraph.

Art. 4

The total compensation due to the workers as specified in paragraphs 2, 3 and 5 of Art. 1 of this decree may not be lower than the maximum compensation to which, as a consequence of the granting of the high-cost-of-living indemnity, the workers respectively mentioned in paragraphs 1, 2 and 4 of the same Article are entitled.

The workers employed less than four hours per day are entitled to cost-of-living indemnity in a measure equal to as many eighths of the indemnity contemplated in the preceding Art. 1 as the number of hours actually worked.

Art. 5

The indemnity contemplated in this decree is to absorb, within the limits of its amounts (as set forth in Art. 1), the increases in compensation granted by employers after 15 July, 1944, as a consequence of individual or collective agreements, whenever the latter have been agreed to in anticipation of or with reference to future legislative provisions concerning wage increases, excepting the pay adjustments ratified or enacted by the Ministry of Industry, Commerce and Labor.

Art. 6

For the purpose of application of Art. 1 of the present decree the monthly amount of the wage shall be computed by multiplying by twenty-five or two hundred respectively, the daily or hourly pay, increased, in the case of piece-workers, by the minimum piece-work percentage actually paid to them.

In order to determine the worker's monthly compensation account shall be taken of salary or wage, indemnities, gratuities and bonuses of a continuing character, for whatever reason granted, including the presence indemnity and excluding overtime pay.

For workers paid wholly or partly on a commission basis, the monthly salary or wage will be determined on the basis of the earnings received during the last three months of actual activity of the Firm, prior to the date when this decree takes effect.

For the application of Art. 1, the right to review every three months the amount of the commissions earned remains in force.

Art. 7

The high-cost-of-living indemnity due in accordance with the

The workers employed less than four hours per day to cost-of-living indemnity in a measure equal to as many eighths of the indemnity contemplated in the preceding Art. 1 as the number of hours actually worked.

Art. 5

The indemnity contemplated in this decree is to absorb, within the limits of its amounts (as set forth in Art. 1), the increases in compensation granted by employers after 15 July, 1944, as a consequence of individual or collective agreements, whenever the latter have been agreed to in anticipation of or with reference to future legislative provisions concerning wage increases, excepting the pay adjustments ratified or enacted by the Ministry of Industry, Commerce and Labor.

Art. 6

For the purpose of application of Art. 1 of the present decree the monthly amount of the wage shall be computed by multiplying by twenty-five or two hundred respectively, the daily or hourly pay, increased, in the case of piece-workers, by the minimum piece-work percentage actually paid to them.

In order to determine the worker's monthly compensation account shall be taken of salary or wage, indemnities, gratuities and bonuses of a continuing character, for whatever reason granted, including the present indemnity and excluding overtime pay.

For workers paid wholly or partly on a commission basis, the monthly salary or wage will be determined on the basis of the earnings received during the last three months of actual activity of the Firm, prior to the date when this decree takes effect.

For the application of Art. 1, the right to review every three months the amount of the commissions earned remains in force.

Art. 7

The high-cost-of-living indemnity due in accordance with the present decree is not subject to deductions or contributions of a social and insurance character, nor is it computed, for any other purpose, as an integral part of the salary or wage.

Art. 8

Effective from 16 August 1944, employers who have not granted

1288

the increase in wages, salaries and gratuities of a continuing character, as provided by Royal Decree Law of 7 December, 1943, No. 23/B, or who have granted it in a lower amount than that indicated in Art. 2 of the aforementioned Decree, must grant the increase in the maximum amount fixed by Art. 2 of the same decree.

Art. 9

The amount of the high-cost-living-indemnity contemplated by Art. 1 of this decree may be modified, in relation to changes in the economic situation, by decree, on the proposal of the Minister of Industry, Commerce and Labor.

Art. 10

Individual and collective controversies concerning only a single province, which arise in the application of the present decree, with exception of those involving matters dealt with in Art. 2, whenever they have not been settled by the representatives of the "de facto" associations having an interest, will be referred for decision to an arbitration board. This board will be composed of two members appointed, respectively, by each of the parties, and of a third member, with the capacity of president, appointed by agreement of the same parties. If, for whatever reason, the arbitrators should not be appointed, the appointment will be made by the Labor Offices or by the Inspectorates of Industry and Labor in provinces in which Labor Offices have not been established.

If the collective controversy concerns more than one province, the appointment of arbitrators, whenever it is not made by the parties, will be made either by the Regional Labor Office for the provinces comprised in its jurisdiction, or by the Minister of Industry, Commerce and Labor in all other cases.

Art. 11

The arbitration boards mentioned in the preceding article, will pass judgments without observing any special procedural forms and in accordance with equity.

Decisions on individual and collective disputes concerning a single province will be deposited at the Labor Office and at the Inspectorate of Industry and Labor competent for the territory. Decisions on collective disputes concerning more than one province will be deposited either at the Regional Labor Office or at the Ministry of Industry, Commerce and Labor, according to the second paragraph of the preceding article.

The aforementioned agencies will inform the parties of the decision taken, which is not subject to appeal.

1267
The amount of the high-cost-living allowance shall be determined by the Minister of Industry, Commerce and Labor.

Art. 10

Individual and collective controversies concerning only a single province, which arise in the application of the present decree, with exception of those involving matters dealt with in Art. 2, whenever they have not been settled by the representatives of the "de facto" associations having an interest, will be referred for decision to an arbitration board. This board will be composed of two members appointed, respectively, by each of the parties, and of a third member, with the capacity of president, appointed by agreement of the same parties. If, for whatever reason, the arbitrators should not be appointed, the appointment will be made by the Labor Offices or by the Inspectorates of Industry and Labor in provinces in which Labor Offices have not been established.

If the collective controversy concerns more than one province, the appointment of arbitrators, whenever it is not made by the parties, will be made either by the Regional Labor Office for the provinces comprised in its jurisdiction, or by the Minister of Industry, Commerce and Labor in all other cases.

Art. 11

The arbitration boards mentioned in the preceding article, will pass judgments without observing any special procedural forms and in accordance with equity.

Decisions on individual and collective disputes concerning a single province will be deposited at the Labor Office and at the Inspectorate of Industry and Labor competent for the territory. Decisions on collective disputes concerning more than one province will be deposited either at the Regional Labor Office or at the Ministry of Industry, Commerce and Labor, according to the second paragraph of the preceding article.

The aforementioned agencies will inform the parties of the decision taken, which is not subject to appeal.

The decisions on individual disputes establish immediate legal right (titolo esecutivo). Those on collective controversies are valid for all members of the respective category.

All actions relative to judgment by arbitration are exempt from

1268

stamp and registration taxes.

Art. 12

The present decree becomes effective on the day following that of its publication in the "Gazzetta Ufficiale".

We order, to whom it may concern, to observe the present decree and to have it observed as a law of the State.

82876

Translation: W.E.S.
I.R.S.

1209

of the prohibition in the "Cigarette Bill".
We order, to whom it may concern, to observe the present :ecroo
and to have it observed as a law of the State.

8287

Translation: W.E.S.
L.R.S.

1270

4677

NOVEMBER 2 1944

Major F. W. Stairwalt
Base Purchasing Agent
PBS
Naples

Major James O. Babcock
Labor Sub-Commission

Lt. P. R. Grindle, RN
FOWIT

Lt. Col. Walter Bostock
RAAC

Flight Lt. ^{AA}Harley
MAAF (British)

Capt. James Mathews
MRS, Rome

Lt. Col. H. S. Pearce
Representing Director of Labor
AFHQ (British)

Commander Trounce
C. in C. MED

Col. Curry, Labor Officer
5th Army
263rd QM Battalion

Col. Blanchard
No. 1 District

Col. C. R. B. Knight
No. 3 District

Brig. Carter
Deputy Director of Labor
AAI

Col. Walton
AAFSC/MTO

Col. Statler, Labor Officer
8th Army

SPECIAL SUB-COMMITTEE OF LABOR AND WAGES CONTROL COMMITTEE MET
YESTERDAY, NOVEMBER 2, IN NAPLES AND APPROVED WAGE INCREASES TO BE
ADDED TO OCTOBER 1 ARMED FORCE WAGE SCALE, RANGING FROM LIRE 60
DAILY FOR LOWEST PAID WORKERS DOWN TO LIRE 40 DAILY FOR HIGHEST
PAID WORKERS PD INCREASE TO BE MADE MANDATORY FOR ALL WORKERS
AND EFFECTIVE NOVEMBER 16 FOR MONTHLY PAID EMPLOYEES OR EFFECTIVE
AT THE BEGINNING OF THE WORKWEEK OR SEMI-MONTHLY PAY PERIOD
IMMEDIATELY FOLLOWING THAT DATE PD AMOUNT APPROVED IS LIRE 5
GREATER THAN THE OFFICIAL ITALIAN GOVERNMENT INCREASE TO WORKERS
IN PRIVATE INDUSTRY FOR COMPARABLE WAGE GROUPS, ANNOUNCED BY ²⁸⁵⁷
ROYAL DECREE OCTOBER 31 PD PROPOSED INCREASE IS IMPERATIVELY
NEEDED TO RESTORE THE PREFERRED POSITION OF THE ARMED FORCE WAGE
SCALE. YOUR APPROVAL AS MEMBER OR REPRESENTATIVE OF MEMBER OF
THE LABOR AND WAGES CONTROL COMMITTEE IS URGENTLY REQUESTED BY
TELEPHONE ROME 478904, OR BY TELEGRAM TO LABOR SUB-COMMISSION,
ALLIED COMMISSION.

JUNIUS R. SMITH
COLONEL, QMC
CHAIRMAN
LABOR AND WAGES CONTROL COMMITTEE

*Lt. Col. J. Hugh Hall - 785021 (4)
Naples 814.*

**Second District has no official representative.

ALLIED FORCE HEADQUARTERS

LABOUR DIRECTORATE

SUBJECT:- Wages Sub-Committee.

DL/73

Tel No.
VALLEY FORGE 43

Labour Sub-Commission, HQ ACC, APO 394.
CO PBS (For attention Capt. H.J. REUPER).
RN FONAM (For attention Lieut.(S) P.R. GRINDLE, RNVR).
HQ MAAF (For attention Fl/Lieut. A.A. HARLEY).
ADL(Br) ROME Allied Area Command.

1. Attached are the minutes of the meeting of the Wages Sub-Committee held on 30 Oct 44.

31 Oct 44.
HRGH/WD

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

Copies to :- DDL No. 3 District.
FA (Br) AFHQ.
COO 557 BOD. (For attention Lieut. J. BLAIKIE)

2856

4611

THE SUB-COMMISSION ON THE LABOUR AND WAGES CONTROL COMMITTEE

MINUTES

1. A meeting of the aforesaid Sub-Committee was held at 0930hrs on 30 Oct 44 at HQ PBS WARELS.

2. Present: Lt. Col. H.S. FEARCE, A.D.L. (Civil), A.F.H.Q. Chairman.

Representatives of: ACC
PSS
RM
MMP
HOME AREA
Lt. David C. SACHS.
(Capt C.G. BUCKWILL.
Capt H.V. REUFER.
Paraseter Lieut F.R. GRIMMID, RMV.
Lt/Lieut ... HALLIDAY.
Lt. Col. W.J. BOSTOCK, ADL (RM).

In attendance: Lt. Col. J.U. BULL, A.D.L. (RM), JRG.
Major R.R. LAWLAND, D.M.L. HQ No. 3 District.
Lieut J. ELKINS, 557 BOD.

2. Minutes of the last meeting held on 10 Oct 44:

The following points arose from the minutes of the last meeting:

(a) Para 7. "Juveniles" and 1000 in hotels.

(X) 1
Cherry
Clerk

The recommendation that the grade of "Juveniles" with a maximum rate of 1500 lire per month should be added to the schedule of Hotel Grades was omitted from the minutes of the meeting of the Labour and Wages Control Committee held on 20 Oct 44. It was agreed that this point should be raised at the next meeting of the Labour and Wages Control Committee.

(b) Para 10. Subdivision of Labour into four categories.

The written comments of the Labour Sub-Commission on the proposed subdivision of labour into four categories were received and circulated to members of the Committee. It was decided that detailed discussion of the scheme should be postponed until the next meeting of the Sub-Committee, and that in the interim period the reaction of employing services to the plan should be sought together with their advice as to the exact classification of trades. The ACC representative also undertook to prepare a schedule of occupations which will list the qualifications necessary for entry into the various grades.

(c) Para 11(b). The PSS representative agreed to withhold his proposal for the creation of the grade of "Stage Hand" pending clarification by ACC of the rates applicable in the Theatre industry.

Sunder III.

(d) Para 12. "Payin Off" of Civilian Labour by Units changed Location.

The Chairman stated that a draft instruction had been submitted for publication in respect of British A.M. units setting out:

1273

2. Present:

Lt. Col. H.S. PARCE, A.D.L. (Chairman)

Representatives of: AOC

- Mr. David C. Sacks (Capt C.F. BUCKWILL)
- Capt S.D. REUFER
- Representative Lieut E.R. (PRINCE, RNR)
- Lt/Lieut ...
- Lt. Col. H.S. BOSWICK, A.D.L. (A.P.)

In attendance:

- Lt. Col. J.U. ...
- Major R.R. HAMMAD, D.M.L. HQ No. 3 District
- Lieut J. ...

2. Minutes of the last meeting held on 10 Oct 44.

The following points arose from the minutes of the last meeting:

(1) ~~X~~ *Chairman*

(2) *Chairman*

(a) Para 7. "Juveniles" ... in hotels. The recommendation that the grade of "Juveniles" with a maximum rate of 1500 lire per month should be added to the schedule of Hotel Grades was omitted from the minutes of the meeting of the Labour and Wages Control Committee held on 20 Oct 44. It was agreed that this point should be raised at the next meeting of the Labour and Wages Control Committee.

(b) Para 10. Subdivision of Labour into Four Categories. The written comments of the Labour Sub-Commission on the proposed subdivision of labour into four categories were received and circulated to members of the Committee. It was decided that detailed discussion of the scheme should be postponed until the next meeting of the Sub-Committee, and that in the interim period the reaction of employing services to the plan should be sought together with their advice as to the exact classification of trades. The AOC representative also undertook to prepare a schedule of occupations which will list the qualifications necessary for entry into the various grades.

(c) Para 11(b). The FES representative agreed to withhold his proposal for the creation of the grade of "Stage Hand" pending clarification by AOC of the rates applicable in the Theatre industry.

Sacks III.

(d) Para 12. "Payroll Off" of Civilian Labour by Units changing Location. The Chairman stated that a draft instruction had been submitted for publication in respect of British, RA, units setting out:

2855

- (i) the necessity for units to pay off their civilian labour prior to leaving a location;
- (ii) that Civilian Labour Officers would pay off civilian labour in an emergency.

The representatives of IES, III and RAJ undertook to examine this problem as relating to their respective Services, and at the request of the FES representative the Chairman agreed to forward a copy of the draft instruction referred to above to G.P. ... COMIZONE.

(d) Para 12.

(d) Para 15. Rates of Hire - Horse Drawn Transport.

The Committee agreed that the question of increasing the rates of hire for horse drawn transport is not to fall within their jurisdiction. The ACC representative, Mr. Hartock, is to refer this question again to the Transportation Sub-Committee HQ, CC, with a view to that Committee formulating revised rates in consultation with the...

3. Rates of Pay for Female Employees.

It was agreed and recommended that in the message EX 36496 dated 9 Oct 44, leaving a 15% reduction in male rates for female employees employed on similar work, is cancelled, the principle of "equal pay for equal work" in respect of males and females should be operative as from 1 Oct 44. If the differential between male and female employees is to be maintained, then the female classification should be deleted from the schedules of grades should be reintroduced as of 1 Oct 44.

Employees - Clothing and Manufacturing Plants.

It was agreed and recommended that:

- (a) the present designation of these grades be amended to read "Employees - Clothing, Foot and Shoe Manufacturing Plant";
- (b) the present note applicable to these grades should be amended to read: "These grades are restricted to plants engaged in fabricating new articles, or their component parts in repair, for the Allied Forces and working under their direct control";
- (c) the present grade of "Electric Machine Operator" should be redesignated: "Machine Operator - SS - 105 Ltr. per hr.";
- (d) the grades of "Foot Mechanic" and "Foot Machine Operator in Mechanical" should be transferred from their present grade in the schedules of grades, and included in their existing rates of pay in the grades whose employment is restricted to "Clothing, Foot and Shoe Manufacturing Plants". The instruction set out in sub-para (b) above should then be applicable to these two grades;
- (e) the grade of "Sewing Hand" should be included as its existing rate of pay in the schedule of non-restricted grades.

5. Driver, Port Mechanical Plant.

Arising out of a proposition by MIL N. 3 District that a supernumerary grade of "Driver, Port Mechanical Plant" should be created, it was agreed and recommended that the following revised schedule of pay should be adopted in respect of the unclassified grades:

Mr. Lino Kay - Ltr. 115 per day (no change)

①
②

③
④
⑤
⑥
⑦
⑧
⑨
⑩
⑪
⑫
⑬
⑭
⑮
⑯
⑰
⑱
⑲
⑳
㉑
㉒
㉓
㉔
㉕
㉖
㉗
㉘
㉙
㉚
㉛
㉜
㉝
㉞
㉟
㊱
㊲
㊳
㊴
㊵
㊶
㊷
㊸
㊹
㊺
㊻
㊼
㊽
㊾
㊿

It was agreed and recommended that in WFO message #X 3496 dated 9 Oct 49 laying down a 15% reduction on male rates for female employees employed on similar work, is cancelled, the principle of "equal pay for equal work" in respect of males and females should become effective as from 1 Oct 44. If the differential between male and female employees is to be maintained, then the female classification deleted from the schedules of grades should be reintroduced wef 1 Oct 44.

Employees - Clothing and Manufacturing Plants.

It was agreed and recommended that:

- (a) the present designation of these grades be amended to read "Employees - Clothing, Boot and Shoe Manufacturing Plant";
- (b) the present note applicable to these grades should be amended to read:

"These grades are restricted to plants engaged in fabricating new articles, or their component parts in repair, for the allied forces and working under their direct control";

(c) the present grade of "Clothing Machine Operator" should be redesignated:

"Machine Operator - 85 - 103 (w/o for 40)";

(d) the grades of "Foot Mechanic" and "Boot Machine Operator Mechanic" should be transferred from their present place in the schedules of grades, and included in their existing rates of pay in the grades whose employment is restricted to "Clothing, Boot and Shoe Manufacturing Plants". The instruction set out in sub-para (b) above should then be applicable to these two grades;

(e) the grade of "Sewing Hand" should be included at its existing rate of pay in the schedule of non-restricted grades.

5. Driver, Port Mechanical Plant.

Arising out of a proposition by WFL No. 3 District that a separate grade of "Driver, Port Mechanical Plant" should be created, it was agreed and recommended that the following revised rates of pay should be adopted in respect of the undemonstrated grades:

Driver, Truck	115 per day (no change)
" Crane or Winch	100
" Mechanical Plant	130
" E.S. Electric	"
" Steam Roller or IC Stationary	"

It was further decided that there was no justification for a separate grade of "Driver, Port Mechanical Plant". Employees of this classification should be employed in the grade of "Driver, Mechanical Plant".

6. Books Checkers,

Approved by Committee
 Proposed by: [Signature]
 - [Signature]
 - [Signature]
 - [Signature]
 - [Signature]
 - [Signature]
 - [Signature]

(50)

6. Dock Checkers, Inspectors - English Speaking.

The proposal submitted by DDL No. 3 District for the creation of the grade of Dock Checkers, Inspectors - English Speaking" was rejected on the grounds that employees of this category should be employed in the grade of "Interpreter, General".

7. Rates of Pay - GIOVINAZZO Steelworks and CASTELLUMARE Workshops.

The representative of DDL No. 3 District informed the meeting that employees of the GIOVINAZZO Steelworks and the CASTELLUMARE Workshops had threatened to strike unless an all round increase of 15% on the present rates of pay is granted. The basis of this protest is the recent upward revision of the "United Process Basic Wage Scale", from which these employees did not benefit. The Committee considered the output of these installations to be vital to the war effort, and it was agreed and recommended that:

- (a) on the advice of the IOC representative, the rates of pay (see Appendix "A"), which were provisionally approved at the meeting of the Labour and Wages Control Committee held on 16 Jun 44, should now be formally approved;
- (b) an immediate 15% increase should be granted on 1 Oct 44 on the rates shown at Appendix "A", with the proviso that in no case should a minimum rate of pay fall below the rate established for Unskilled Labour, i.e., 85 Lira per day;
- (c) the rates for the CASTELLUMARE Workshops should be requested on a daily basis computed on a 26 day working month;
- (d) DDL No. 3 District should enquire as to whether the 15% all round increase recommended in subpara (b) above requires notification and if necessary, should submit his recommendations, in the form of a revised schedule of rates of pay, to the next meeting of the Sub-Committee.

68 →

8. Rates of Pay - Mess and Club Employees.

The Committee considered a request from HQ AFSSO/AFCO for certain amendments and additions to rates of pay established for Mess and Club civilian employees. It was agreed and recommended that the following be added to the schedule of Mess and Club Employees:

	Min. Lira	Max. Lira
Housekeeper (female)	2400	3400 per month
Linen Roomer, Linen Hand (female)	2100	3400 "
Banquet	3500	4500 "
Laundry Hand (male)	2700	3500 "

Handwritten notes: (Dx) 2400, 2100, 3500, 2700. Already added?? Who did?

It was agreed that no action was necessary on the remaining proposals put forward by HQ AFSSO/AFCO, in view of the fact that previous consideration had been given to these points by the Sub-Committee and its recommendations adopted by the Labour and Wages Control Committee (para 23 of the minutes of the meeting of the Labour and Wages Control Committee held on 20 Oct 44 referred).

present rates of pay, and the Committee considered the recent upward revision of the "Unskilled Labor Basic Rate" which these employees did not benefit. The Committee considered the output of these installations to be vital to the war effort, and it was agreed and recommended that:

(a) on the advice of the JCC representative, the rates of pay (see appendix "A"), which were provisionally approved at the meeting of the Labour and Wages Control Committee held on 16 Jun 44, should now be formally approved;
(b) an immediate 15% increase should be granted w.e.f. 1 Oct 44 on the rates shown at appendix "A", with the proviso that in no case should a minimum rate of pay fall below the rate established for unskilled labour, i.e. 85 lire per day;

(c) the rates for the CUSTUMERS WORKSHOPS should be reviewed on a daily basis computed on a 26 day working month;
(d) DM. No. 3 District should enquire as to whether the 15% all round increase recommended in subpara (b) above requires justification and if necessary, should submit his recommendations, in the form of a revised schedule of rates of pay, at the next meeting of the Sub-Committee.

8. Rates of Pay - Mess and Club Employees

The Committee considered a request from HQ AFHQ for certain amendments and additions to rates of pay established for Mess and Club employees. It was agreed and recommended that the following be added to the schedule of Mess and Club Employees:

Housekeeper (female)	2400	3400	per month
Linen Keeper, Linen Hand (female)	2100	4500	" "
Burner	3500	3500	" "
Laundry Hand (male)	2700		" "

It was agreed that no action was necessary on the remaining proposals put forward by HQ AFHQ, in view of the fact that previous consideration had been given to these points by the Sub-Committee and its recommendations adopted by the Labour and Wages Control Committee of the minutes of the meeting of the Labour and Wages Control Committee held on 20 Oct 44 refers.

9. Rate of Pay - Yugoslav Female Secretaries

A proposal submitted by DM. No. 3 District for the creation of a grade of "Yugoslav Female Secretary" was considered. It was agreed and recommended that:

- (a) these employees should be employed in the grade of "Police Officer";
- (b) the present grade of "Police Officer" be amended to read "Police Officer (Male or Female) 85 - 120 lire per day".

2854

(6) →

X

Who had added??
Already added??
?

8 →

10. Rates of Pay - amendments to existing Grades
 arising out of a proposal submitted by FES representative it was agreed and recommended that the following amended rates be adopted:

- Foreman or Gangor (Unskilled Labour) (w/10) - 25 lire per day, more than the highest paid man under his supervision.
- Foreman or Gangor (Unskilled Labour) (w/10) - 20 lire per day more than the rate to unskilled labour. +
- Workers and Sorters (w/10) - 75 - 100 lire per day. ++

9x →

* to be subject to further amendment in the event of an upward revision of the "United Forces Basic Wage Scale".
 ++ if the 15% reduction is to be enforced in respect of female employees, the qualification "FEMILE" should be inserted after the Grade.

11. Rates of Pay - Dock Labourers

The representative of DML No. 3 District informed the meeting that the position regarding Dock Labourers was now satisfactory, and that no further action for the introduction of a separate classification and rate of pay for this type of labour was contemplated.

12. Rates of Remuneration - Professional Workers

The Committee considered a proposal submitted by FES representative for an increase in the remuneration payable to Professional Workers, with particular reference to Graduate Engineers and Physicians, because of their non-eligibility for Overtime Pay and the fact that they frequently work long hours in excess of normal. It was agreed that in cases where Professional Workers work chronic hours of overtime, consideration should be given towards awarding a two-shift system.

13. Rectification by ACO of Release of Supplies affecting Civilian Employees

On the proposition of the FES representative, it was agreed and recommended that HQ .33 should include Services on the distribution list of notifications that supplies, particularly food and clothing, are becoming available which might benefit civilian employees of the Allied Armed Forces.

14. Rates of Pay - Italian Auxiliaries Corps attached to the R.F.

The representative of HQ .317 informed the meeting that a request had been made in respect of civilian transport recruited in Rome Province and now employed with the Italian Auxiliary Corps in E. ITALY, for them to be paid at the higher rates established for ROME Province. It was agreed that disposal of this recommendation was a domestic matter, and that it should be referred to R.F.M.

15. Rates of Pay - subject to Unskilled Labour

(FES) also informed the meeting that some confusion existed as to the status of Unskilled Labour. To eliminate

Foramal or Canger (Unskilled Labour) (w/ 10) - 20 lire per day more than the rate to unskilled labour. +

Workers and Sorters - 75 - 100 lire per day. ++

Notes. * to be subject to further amendment in the event of any upward revision of the "Allied Forces Basic Wage Scale".

** If the 12% reduction is to be effected in respect of female employees, the qualification "FEMALE" should be inserted after the grade.

11. Rates of Pay - Dock Labourers.

The representative of DDL No. 3 District informed the meeting that the position regarding Dock Labourers was now satisfactory, and that no further action for the introduction of a separate classification and rate of pay for this type of labour was contemplated.

12. Rates of Remuneration - Professional Workers.

The Committee considered a proposal submitted by PBS representative for an increase in the remuneration payable to Professional Workers, with particular reference to Graduated Engineers and Physicians, because of their non-eligibility for Overtime Pay and the fact that they frequently work long hours in excess of normal. It was agreed that in cases where Professional Workers work excessive hours of overtime, consideration should be given towards adopting a two-shift system.

13. Rectification by HQ of Release of Supplies affecting Civilian Employees.

On the proposition of the PBS representative, it was agreed and recommended that HQ should include Services on the distribution list of notifications that supplies, particularly food and clothing, are becoming available which might benefit civilian employees of the Allied Forces.

14. Rates of Pay - Italian Auxiliary Corps attached to the RAF.

The representative of HQ RAF informed the meeting that a request had been made in respect of civilian tradesmen recruited in Rome Province and now employed with the Italian Auxiliary Corps in E. ITALY, for them to be paid at the higher rates established for Rome Province. It was agreed that disposal of this recommendation was a domestic matter, and that it should be referred to HQ RAF.

15. Rates of Pay - Juvenile Unskilled Labour.

The representative of HQ informed the meeting that some confusion existed as to the rate payable to Juvenile Unskilled Labour. To eliminate such confusion it was agreed that the present grade of "Boys up to 17" be amended to read:

Min. lire	Max. lire
?	45 per day.

(Unskilled Labour up to 17)

10 ->

16. Effective Dates of Recommendations....

Spent part - 11/11

"General's part" 17 - 4"

"Boys up to 17 - 4"

16. Effective Dates of Recommendations.

On the proposition of ADL(AM) HQ ROAD base, it was recommended that when new classifications and wage rates or revised wage rates are accepted by the Labor and Wages Control Committee, a definite effective date should be stated, and such date whether retrospective or not should generally be that of the commencement of a pay period, i. e. 1st or 15th of a calendar month.

① x →

17. Date of Next Meeting.

The next meeting of the Sub-Committee was arranged provisionally for THURSDAY, 30 Nov 44, to take place in the office of Capt RUMER, HQ EES MATLS, commencing at 0900hrs.

H.P.C. 10/26/44
(H.S. PARSON) Lt. Col.;
A.D.L. (Civil) ..P.H.Q.
(Chairman).

31 Oct 44.
HGH/RL

APPENDIX "A" to minutes of the meeting of the Wages Sub-Commission held on 30 Oct 44.

Rates of Pay of Steelworkers.

1. 80 ERM No. 1 Workshop, S.A.M.B.L.P.

	Monthly Rate.	
	Min.	Max.
Chief Roller	4680	5720
Furnaceman	3380	4420
Shearer	4160	5200
Rollers/Shearers Mate	3380	3900
Bonder	3640	4680
Frod. Gasman	2860	3640
Sorters.	2860	3380

2. Signers Martin Plant.

	Daily Rate 00.75.	
	Min.	Max.
Grade.		
Sample Passer	140	180
Furnaceman-Leading Hand	120	160
Furnaceman	100	135
Turner	110	140
Ladman	70	100
Pitman	90	125
" Hold		145
" Foreman		135
Fit Crane Driver	90	120
Coal Trimmer.	70	100
First producer man.	100	125
Second "	80	105
Clayman	65	90
Blacksmith	80	110
Charging Hand	80	110
" Foreman		120
Stacker	70	100
Stacker Foreman		110
Stone Crusher	70	100
Pit-bank Foreman	120	145
Foreman Bricklayer	140	180
Bricklayer Furnace	100	130
" " Mate	70	90

3. Rolling Mill Plant.

Rolling Mill Foreman	140	180
Furnaceman Leading Hand	110	130
First Furnaceman	90	120
Second "	80	110
Drag Out Man (Furnace)	80	110
Furnace Changer	80	110
" Cleaner	70	90
Lover Man.	80	110
Catcher roughing	90	120
" finishing	80	110
" leading hand	100	130

2852

1282

2852

4680
5380
4160
3980
3640
2860
2860

Daily Rate of Pay

Min. Max.
140 180
120 160
100 135
110 140
70 100
90 125
145 135
120 120
100 100
125 125
105 105
90 90
110 110
110 110
120 120
100 100
110 110
100 100
70 70
70 70
120 145
140 180
100 130
70 90

Chief Rellor
Furnaceman
Shearer
Rollers/Shearers Mate
Bender
Prod. Gorman
Sorters.

2. Stagers, Martin Plant.
Grade.

Saylo Passer
Furnaceman-Leader, Head
Furnaceman
Turner
Ladleman
Pitman
" Head
" Foreman
Fit Crane Driver
Coal Trimmer.
First producer man.
Second " "
Clayman
Blacksmith
Chargin' Head
" Foreman
Stacker
Stacker Foreman
Stone Crusher
Pit-pank Foreman
Foreman Bricklayer
Bricklayer Furnace
" " Mate

3. Rolling Mill Plant.

Rolling Mill Foreman
Furnaceman Loading Hand
First Furnaceman
Second "
Dry Out Man (Furnace)
Furnace Changer
" Cleaner
Lever man.
Catcher roughing
" Finishing
" Loading hand
Bed man
" " Loading hand
Loop boy
Bundler
" Loading hand
Second producer man
Coal Trimmer
Rolling Mill Turner
" " apprentice

140 180
110 130
90 120
80 110
80 110
80 110
70 90
80 110
90 120
80 110
100 130
75 105
65 115
70 100
60 110
90 120
80 105
70 100
100 130
50 80

1283

~~433~~
14611

Copy No 22

ALLIED FORCE LOCAL RESOURCES SECTION

Ref: IRS-217
Tel: Rome 66275
R.A.S.C.,
C.M.F.

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARD

LABOUR AND WAGES CONTROL COMMITTEE

Reference the Agenda for the twenty-third meeting of the Labour and Wages Control Committee circulated under reference IRS-217, attached hereto is copy of the Minutes of the Labour and Wages Sub-Committee meeting held on 10 OCT 44 to be discussed under item 7 of the above mentioned agenda.

14 Oct. 44.

[Signature]
S.J. LOHLEN,
Captain,
Secretary,

Allied Force Local Resources (Italian) Board.

AR/rjf

DISTRIBUTION

Copy No.		Copy No.
1	CaO, AFHQ	34/35
2	C-in-C Med.	36
3	*Chief Commissioner ACC.	37
4	G-4 (A) AFHQ	38
5	G-4 (B) AFHQ	39
6	G-5 AFHQ	40
7	Q (H) AFHQ	41/42
8/9	D.L.S., AFHQ	43/44
10	Fiscal Director, AFHQ	45/46
11	F.A.S., AFHQ	47/48
12	EFH, AFHQ	49
13	G-1 NATOUSA	50/54
14	G-2 SOS NATOUSA	55/56
15	G-4 SOS NATOUSA	57/58
16	G-5 SOS NATOUSA	59/60
17	CaO, HQ AFHQ	61
18/19	HQ AFHQ	62
20	DEL, HQ AFHQ	63
21	Vice President Economic Section, ACC.	64
22	Labour Sub-Commission HQ ACC.	65/66
23	Food Sub-Commission HQ ACC.	67/70
24	Army Sub-Commission, ACC.	71/74
25	Air Forces Sub-Commission, ACC.	75
26	Naval Sub-Commission, ACC.	76
27	Transportation Sub-Commission, ACC.	77
		78/100

RM (POWITE)
RM ROMA
RM ROMA (Rome)
SUSMO, ITALY
M.A.F. (am)
M.A.F. (Br)
HQ No 1 District.
HQ No 2 District.
HQ No 3 District
CO, FBS
EPs, FBS
R.A.C.
DGIR
A.A.F.S.C./ATO
HQ 214 Gr RAF
RA, RAF
CO, AFDG
VSA
M.A.T.B.
LRS, HQ AFHQ
A.F.L.S. NAPLES AREA
A.F.L.S. BARI AREA
A.F.L.S. SICILIAN AREA
A.F.L.R. (NORTH AFRICAN) Bd.
File
Spares

2851

LABOUR AND WAGES CONTROL COMMITTEE

Reference the agenda for the twenty-third meeting of the Labour and Wages Control Committee circulated under reference LRS-217, attached hereto is copy of the minutes of the Labour and Wages Sub-Committee meeting held on 10 OCT 44 to be discussed under item 7 of the above mentioned agenda.

14 Oct. 44.

AR/rgf

[Signature]
S. J. S. LORENZINI,
Captain,
Secretary,
Allied Force Local Resources (Italian) Board.

DISTRIBUTION

Copy No.	Description	Copy No.	Description
1	CAO, ARIQ	34/35	EM (FOWIT)
2	C-in-C Med.	36	RM FORALI
3	Chief Commissioner ACC.	37	RM FORALI (Rome)
4	G-4 (A) ARIQ	38	SUSSANO, ITALY
5	G-4 (B) ARIQ	39	RIAF (Gen)
6	G-5 ARIQ	40	RIAF (Br)
7	Q (B) ARIQ	41/42	HQ No 1 District.
8/9	D. S. ARIQ	43/44	HQ No 2 District.
10	Fiscal Director, ARIQ	45/46	HQ No 3 District
11	P. S. ARIQ	47/48	CO, PBS
12	ETI, ARIQ	49	BR., PBS
13	G-1 NATO/SA	50/54	R. S. C.
14	CS SCS NATO/SA	55/56	DCMR
15	G-1 SOS NATO/SA	57/58	RAFSC/ATO
16	CS SOS NATO/SA	59/60	HQ 214 Sq RIF
17	CAO, HQ ARI	61	R., RIF
18/19	HQ ARI	62	CO, ARDG
20	DOL, HQ ARI	63	WSL
21	Vice President Economic Section, ACC.	64	WVFB
22	Labour Sub-Commission HQ ACC.	65/66	LRS, HQ ARI
23	Food Sub-Commission HQ ACC.	67/70	APLES NAPLES AREA
24	Army Sub-Commission, ACC.	71/74	APLES BARI AREA
25	Air Forces Sub-Commission, ACC.	75	APLES SICILIAN AREA
26	Naval Sub-Commission, ACC	76	APLR (NORTH AFRICAN) Bd.
27.	Transportation Sub-Commission, ACC (Shipping attn. Mr. Bell).	77	File
28/30	Fifth Army	78/100	Spares
31	Fifth Army (Br. Iner).		
32/33	Eighth Army.		

2851



THE SUB-COMMITTEE OF THE LABOR AND WAGES CONTROL COMMISSIONMinutes

1. A meeting of the Labor Standards was held at 0930 hrs on 10 Sep 44 at HQ, PES, NAPLES.

2. Present

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

Representatives of

ACC - Mr David O. SACHS
PES - Capt H.J. REUFER
RN - Pa Master Lieut P.R. SPINDLE, RNVR
MAAF - Pl/Lieut A.A. HARMY

In attendance

W/Comdr A.K. GARLAND - Asst P.A. (R.A.F.)
Major E.E. WILGARD - DADM, HQ 3 District.

3. The chairman, on assuming the appointment, expressed his appreciation of the valuable work performed by the sub-committee during the past months and was sure that it would continue to function with the same loyalty and efficiency.

4. Paid Annual Leave

Arising out of a proposal by DEL, 3 District it was agreed and recommended that:

Annual leave with pay at the rate of one-half (1/2) per month may be accumulated by monthly-paid employees in clerical and administrative grades who have served satisfactorily the Armed Forces from six (6) months or more with the same employing Service, to accrue from date of employment. Annual leave with pay will be granted to employees whose service has been satisfactory and if the exigencies of the service permit. No extra expense to the military unit or installation for the employment of a substitute will be allowed. Under no circumstances will pay in lieu of leave be granted.

5. Rates of Pay for Mess and Club Employees

(a) It was agreed and recommended that a revision of certain rates of pay, applicable to Mess and Club Employees was necessary for the following reasons:-

(i) The rate of pay in issue to this type of employee should not be less than that granted to Unskilled Labor. No minimum therefore should fall below the following levels:

Males	-	2500 lire per month
Females	-	2100 lire per month

(ii) In certain cases, Mess Staff have very little "cash in hand" after a deduction of 900 lire per month has been made in respect

785021

1286

ACC - Mr David C. SACHS
 FDS - Capt H.J. REUFER
 RN - Pa master Lieut P.R. CHIDDLE, RNR
 MAAT - W/Lieut A.A. HARLEY

W/Oandry J.K. SHELTON - Asst J.A. (S..P.)
 Major R.R. THWARD - DAME, HQ J District.

In attendance

The chairman, on assuming the appointment, expressed his appreciation of the valuable work performed by the sub-committee during the past months and was sure that it would continue to function with the same loyalty and efficiency.

Paid annual Leave

Arising out of a proposal by DML, J District it was agreed and recommended that:

Annual leave with pay at the rate of one-half (1/2) day per month may be accumulated by monthly-paid employees in clerical and administrative grades who have served satisfactorily the Armed Forces for six (6) months or more with the same employing Service, to accrue from date of employment. Annual leave with pay will be granted to employees whose service has been satisfactory and if the employees of the service permit. No extra expense to the military unit or installation for the employment of a substitute will be allowed. Under no circumstances will pay in lieu of leave be granted.

Rates of Pay for Mess and Club Employees

(a) It was agreed and recommended that a revision of certain rates of pay applicable to Mess and Club Employees was necessary for the following reasons:-

(i) The rate of pay in issue to this type of employee should not be less than that granted to Unskilled Labour. No minimum therefore should fall below the following levels:

Males - 2500 Liro per month
 Females - 2100 Liro per month

2850

(ii) In certain cases, Mess Staff have very little "cash in hand" after a deduction of 500 Liro per month has been made in respect of rations provided.

(iii) No overtime pay is payable

(b) Based on these considerations, the following rates of pay are

recommended for employees in Messes and Clubs:

Grade	Rate of Pay	
	Min	Max
Assistant Cook	2500	2800
Assistant Waiter	2500	4000
Cook	2700	2800
Dish Washer	2500	2800
Handyman	2500	4500
Head Cook	2900	5000
Head Waiter	3000	5000
Orderly (Exhibition Mess)	2900	3700
Waiter	2700	3100
Waitress	2200	

Note: For families and where not specified 10% will be deducted from the min. rate in the same classification.

(c) Following a proposal by the IBS representative, it was recommended that the following grades be added to the schedule of Mess and Club employees:-

Grade	Rate of Pay	
	Min	Max
Manager	3900	6500
Asst Manager	3000	5000
Cashier	2000	3600

G. Rates of Pay for Hotel Grades

(a) In order to eliminate disparities in pay it was agreed that the new minima and maxima recommended in para 5(b) above should apply also to comparable Hotel grades. At Appendix "A" is a schedule of rates of pay recommended for adoption in respect of Hotel Grades.

(b) In the opinion of this sub-committee the revised monthly rates recommended for Hotel Grades in Appendix "A" represent reasonable rates which should be used as the basis of remuneration in all classes of Hotels. The scales for the various grades are sufficiently wide to allow for differentiation between different classes of Hotels without any separate percentage deduction. Should the grading of Hotels in any particular area be necessary for special local reasons, it should be arranged at the discretion of the local area Commander within the limits of remuneration laid down.

Rates of Pay for Juveniles employed in Hotels, Messes or Clubs

It was agreed and recommended that the following classification be added to the schedules of Hotel and Mess or Club employees:-

Grade	Rates of Pay	
	Min	Max

Dish Washer	2600
Handman	2500
Head Cook	2900
Head Waiter	3000
Ordnary (Kitchen Mess)	2500
Waiter	2700
Waitress	2200

Note: For similar rates where not specified LWS will be deducted from the rate in the same classification.

(c) Following a proposal by the FOS representative, it was recommended that the following grades be added to the schedule of Mess and Club employees:-

Grade	Rate of Pay Lira per Month
Min	1900
Max	3600
Manager	5000
Asst Manager	3000
Cashier	2000

6. Rates of Pay for Hotel Grades

(a) In order to eliminate disparities in pay it was agreed that the new minimum and maximum recommended in para 5(b) above should apply also to comparable Hotel grades. At Appendix "A" is a schedule of rates of pay recommended for adoption in respect of Hotel Grades.

(b) In the opinion of this sub-committee the revised monthly rates recommended for Hotel Grades in Appendix "A" represent reasonable rates which should be used as the basis of remuneration in all classes of Hotels. The scales for the various grades are sufficiently wide to allow for differentiation between different classes of Hotels without any separate percentage deduction. Should the grading of Hotels in any particular area be necessary for special local reasons, it should be arranged at the discretion of the local Area Commander within the limits of remuneration laid down.

7. Rates of Pay for Juveniles employed in Hotels, Messes or Clubs

It was agreed and recommended that the following classification be added to the schedules of Hotel and Mess or Club Employees:-

Grade	Rate of Pay Lira per Month
Juveniles (in 10 and 15 up to under 17 years) all grades	1,00

8. In the light of the recent increase in the Allied Forces Basic Wage Scale, it was recommended that the rates of pay approved at this meeting of the Labour and Welfare Control Committee held on 22 Sep 44 in respect of "Expert para. 5, 6, 7" and "Prisoner of War with Examination" be extended to read as follows:-

Expert para. 5, 6, 7 - 85 - 100 Lira per day
Prisoner of War with Examination - 3000 - 4000 Lira per month.

9. Regulations Governing the Employment of Civilians by the Allied Forces in ITALY

- (a) It was recommended that the draft regulations at Annex 'A' should be produced to lay down the conditions under which civilians may be employed by the Allied Forces in ITALY.
- (b) It was further agreed that the question of making these regulations applicable also to SICILY, SARDINIA and CORSICA should be considered by the Labour and Wage Control Committee.
- (c) No provisions regarding "SICK LEAVE" were included in the draft regulations as it was felt that the "Social Insurance Scheme" would cover this question.

10. Proposed Sub-Division of Labour into Four Categories

It was agreed that consideration of the scheme proposed in PRAISE for the sub-division of labour into four categories should be deferred pending an investigation by JCC into the possibility of such a scheme being adopted in ITALY.

11. New Grades and Rates of Pay

- (a) The following new grades and rates of pay were approved and recommended:-

Grade	Rate of Pay	
	Min	Max
Cashier	Lira 2000	Lira 3600 per month
Treasurer, Band	05	110 per day
Millin, Band (Flour Mill)	90	105 per day

- (b) Consideration of a new grade of "Stage Hand" proposed by representatives of EBS was deferred pending investigation by JCC of the rates applicable in the Theatre Industry.

12. Unpaid Wages

The representative of JCC raised the question of unpaid wages leaving areas without first paying off civilian labour. The

1290

Investment Banker - 35 - 100 Lire per day
Prisoner of War Mail Examiner - 3000 - 4000 Lire per month.

9. Regulations Governing the Employment of Civilians by the Allied Forces in Italy

- (a) It was recommended that the draft regulations to be issued "up" should be prepared to lay down the conditions under which civilians may be employed by the Allied Forces in Italy.
- (b) It was further agreed that the question of which these regulations should also be issued to SICILY, SARDINIA and CORSICA should be considered by the Labour and Wages Control Committee.
- (c) No provisions in relation to "SICK LEAVE" were included in the draft regulations as it was felt that the "Social Insurance Scheme" would cover this question.

10. Proposed Sub-Division of Labour into Four Categories

It was agreed to consider the question of the scheme operation in FRANCE for the sub-division of labour into four categories should be deferred pending an investigation by ACC into the possibility of such a scheme being adopted in ITALY.

11. New Grades and Rates of Pay

- (a) The following new grades and rates of pay were agreed and recommended:-

Grade	Rate of Pay
Libre	2000
Cashier	35
President, Hand Milling, Hand (Flour Mill)	50
Libre	1000 per month
	110 per day
	105 per day

- (b) Consideration of a new grade of "Stage Hand" proposed by representative of P&B was deferred pending investigation by ACC of the rates applicable in the Theatre Industry.

12. Unpaid Wages

The representative of ACC raised the question of calculating units leaving areas without first paying off civilian labour. The Chairman agreed to examine this problem with a view to corrective action being taken.

2813

13. Rates of Hire of Horse Drawn Transport

The representative of ACC informed the meeting that difficulty was being experienced in fixing charges for the hire of horse-drawn transport and agreed to refer this problem to the Transportation Sub-Committee.

ACC.

14. Date of Next Meeting.

The next meeting of the Sub-Committee was arranged provisionally for Monday, 30 Oct 44, to take place in the office of Capt. REUFAR, HQ, P-8, MILLS, commencing at 0930 hrs.

Approved
(S.S. FEARCE) Lt. Col.,
A.D.L. (Civil), P.H.Q.,
(Chairman).

11 Oct 44
HRH/JT

11 Oct 44

Appendix 11.1

SCHEDULE OF PROPOSED RATES FOR HOTEL GRADES

(CONTINUED RATES)

Grade	Present Allied Forces Basic Wage Scale.		New Proposed Allied Forces Basic Wage Scale.		Remarks.
	Min	Max	Min	Max	
Manager	3,300	7,100	3,900	7,100	No change.
Asst. Manager					No change.
Head Receptionist or Personnel Controller	3,500	5,000	3,500	5,000	Minimum increased
Chief Cashier	2,500	4,000	2,500	4,000	No change
Book-keeper	1,800	3,000	2,000	3,000	Minimum increased
Hall Porter	2,000	3,500	2,500	3,500	No change
Porter	2,400	3,500	2,700	3,500	No change
Hotel Watchman	2,700		2,100		No change
Telephone Operator (English speaking)	2,100	3,600			No change
Telephone Operator (non English speaking)	1,650	2,500	1,650	2,500	Min & Max increased
Elevator Operator	1,700	2,100	2,500	2,800	do "
Bell Boy (over 17)	1,800	2,100	2,500	2,800	No change
Bell Boy (under 17)		1,500		1,500	Min increased
Hand-car	1,500	2,500	2,500	3,500	No change
Head Waiter	2,400	4,000	3,400	4,400	No change
Waiter	2,700	4,000	2,700	4,000	Max increased
Waitress	2,200	2,800	2,200	3,100	Min & Max increased
Asst. Waiter	2,100	3,600	2,500	3,800	Min & Max increased
Burnish	3,500	4,500	3,500	4,500	No change
Head Cook or Chef	2,500	7,000	2,900	7,000	No change
Cook	2,700	4,000	2,700	4,400	Min & Max increased
Asst. Cook	1,800	2,600	2,500	3,000	Min & Max increased
Pot & Utensil Washer	2,000	3,000	2,500	3,500	Min increased
Dish Washer	1,800	3,000	2,500	3,500	Min & Max increased
Stewardess	2,400	4,000	2,500	3,600	Min increased
Furniture	1,500	2,500	2,500	3,000	Min increased
Still Room Head	2,400	3,500	2,500	3,500	No change in rate
Housekeeper	2,400	3,500	2,500	3,500	Grade band moved up one level
(Female)					

Min increase 28.18

1293

Manager	3,900	3,900	3,900	5,900	5,900	No change
Asst. Manager						No change
Head Receptionist or Personnel Controller	3,500	3,500	3,500	4,400	4,400	Minimum increased
Chief Cashier	2,500	2,500	2,500	4,000	4,000	No change
Book-keeper	1,500	1,500	1,500	3,500	3,500	Minimum increased
Hall Porter	2,000	2,000	2,000	3,500	3,500	No change
Porter	2,400	2,400	2,400	3,900	3,900	No change
Hotel Waiter	2,700	2,700	2,700	3,600	3,600	No change
Telephone Operator (English speaking)	2,100	2,100	2,100	2,500	2,500	Min & Max increased
Telephone Operator (non-English speaking)	1,650	1,650	1,650	2,500	2,500	do
Elevator Operator	1,700	2,500	2,500	2,800	2,800	Min increased
Bell Boy (over 17)	1,600	2,500	2,500	1,500	1,500	No change
Bell Boy (under 17)	1,500	2,500	2,500	1,500	1,500	Min increased
Handman	3,400	3,400	3,400	5,200	5,200	No change
Head Waiter	2,700	2,700	2,700	4,700	4,700	No change
Waiter	2,200	2,200	2,200	3,100	3,100	Max increased
Waitress	2,100	2,500	2,500	2,800	2,800	Min & Max increased
Asst Waiter	2,100	2,500	2,500	2,800	2,800	Min & Max increased
Barman	3,500	4,500	4,500	4,500	4,500	No change
Head Cook or Chef	2,900	2,900	2,900	7,000	7,000	No change
Cook	2,700	2,700	2,700	4,400	4,400	Min & Max increased
Asst Cook	1,800	2,500	2,500	3,500	3,500	Min increased
Pot & Steward	2,000	2,500	2,500	3,000	3,000	Min & Max increased
Washer	1,600	2,500	2,500	2,500	2,500	Min increased
Dish Washer						Min increased
Scrubber	2,400	2,500	2,500	3,600	3,600	Min increased
Furniture	2,400	2,500	2,500	3,000	3,000	Min increased
Still Room maid	2,500	2,500	2,500	3,400	3,400	No change in rate to GS-05 GS-01 method applied
Housekeeper (Female)	2,400	2,400	2,400	3,400	3,400	Min increased 28.18 study cost notes applied
Linon Room hand (Female)	1,500	2,100	2,100	3,400	3,400	No change
Career id	2,100	2,100	2,100	3,500	3,500	No change
Laundry hand (male)	2,700	2,700	2,700	3,500	3,500	No change
Laundry hand (female)	1,500	2,100	2,100	2,900	2,900	Min increased
Ironing Room						

APPENDIX "A" (continued)

Grade	Present Allied Forces Basic Wage Scale		New Proposed Allied Forces Basic Wage Scale		Remarks
	Min	Max	Min	Max	
Hotel Plumber	2,400	3,150	2,400	3,150	No change
Hotel Electrician	2,550	3,600	2,550	3,600	No change
Hotel Painter	2,550	3,150	2,550	3,150	No change
Hotel Boilerman	2,400	3,150	2,400	3,150	No change
Hotel Mason	2,400	3,300	2,400	3,300	No change
Hotel Carpenter	2,400	3,150	2,400	3,150	No change

Notes: + No increase on the new proposed Allied Forces Basic Wage Scale is authorized for RONE Province.

For female rates where not specified 15% will be deducted from the male rate in the same classification.

E R A F I

APPENDIX "B"

CONDITIONS OF EMPLOYMENT AND WAGE SCALES FOR CIVILIANS
EMPLOYED BY THE ALLIED FORCES IN ITALY.

1. APPLICATION OF THESE REGULATIONS.

- (a) These regulations apply to the direct employment of civilian labour and will be observed by all branches of the Allied Forces. The regulations are not applicable to civilian occupation such as a railway, public utility, etc., which may be taken over by the Allied Forces; in such a case, wages and other conditions of employment shall remain unchanged until positive notice.

(b) CONTRACTS PENDING.

These regulations supersede all previously issued regulations by AAF and AAF Liaison at any HQ or unit or command of the Allied Armies in Italy which are contrary thereto.

2. EXCEPTIONS.

(a) British Installations and Units.

Applications for employees will normally be made to the nearest Pioneer Corps Civil Labour Unit - "CLU". Should this not be possible, applications will be made to the nearest Civil Affairs Officer, AAF.

(b) American Installations and Units.

Applications for employees will be cleared through the nearest base section headquarters of such other Labour Office as may be set up in any particular locality from time to time. Wherever possible, all applications should be routed through the AAF/AFS Labour Office.

3. RATES OF PAY.

(a) Allied Forces Basic Wage Scale.

Employees throughout Italy will be paid within the rates set forth in the schedules attached as appendices "A", "B", "C", "D" and "E", which shall be designated the "Allied Forces Basic Wage Scale". This scale may be altered upwards or downwards by reason of:-

- (i) Difference in cost of living in a particular province
(ii) adjustment to the general level of wages prevailing in the province for similar work;

but under no circumstances will any departure from the Allied Forces Basic Wage Scale be authorized without the prior authority of AAFIO, (Local Resources (Italian) Board).

2817

- 1298
- (b) COMMITTEE RECOMMENDATIONS
- These regulations supersede all previously issued regulations by AAI and the AAI Commission on any other unit or contract of the Allied Forces in Italy which remain in force until notified otherwise.
2. APPLICABLE UNITS
- (a) British Installations and Units
- Applications for employees shall normally be made to the nearest Pioneer Corps Civil Labour Unit - "CPLU". Should this not be possible, applications will be made to the nearest Civil Labour Officer, AAI.
- (b) American Installations and Units
- Applications for employees will be cleared through the nearest base section that works or with other Labour Offices as may be set in in any particular locality from time to time. Wherever possible, all applications should be routed through the AAI/ASO Labour Offices.

3. RATES OF PAY
- (a) Allied Forces Radio Base Scale
- Employees throughout Italy will be paid within the rates set forth in the schedule attached as Appendix "A", "B", "C", "D" and "E", which shall be assigned the "Allied Forces Radio Base Scale". This scale may be altered upward or downward by reason of:
- (i) differences in cost of living in a particular province
- (ii) adjustment to the general level of wages prevailing in the service or similar work;
- but where no general rates will be reported from the Allied Forces Radio Base Scale be authorized without the prior authority of AAIQ, (Local Resources (Italian) Board).
- 2847

- (b) Procedure in Payment of New Grades
- Provisional rates for grades not listed will be established by appropriate Labour Offices in conjunction with AAI/ASO. They will conform to the AAI/ASO classification and rates of pay used. Applications will then be made to the AAIQ Local Resources (Italian) Board for approval.

Para. 3(c) /

(c) Pay on Discharge

(i) All labour will be engaged at or below the minimum rate of pay laid down in Appendices "A", "B", "C", "D" and "E" and will be paid at this rate for at least seven (7) days during this period they will be treated as if they were on a leave of absence and pay commensurate with their skills will be paid within the limits set out in Appendices "A", "B", "C", "D" and "E".

(ii) However, all labour which has been employed previously by the Allied Forces, or, at the discretion of the employing Service, be re-engaged at the same rate of pay on production of a certificate from the previous Employing Unit stating reasons for discharge and the latest rate of pay in force.

(d) Pay for Night Shifts

The daily base rate of all persons employed on night-shifts may be increased by 10%. This applies only to workers engaged on a night-shift, and not to those working through a day-shift into the night. Overtime for such night-workers will be paid at one and one-half times the increased base rate.

(e) Differential between Male and Female Employees

The scales and rates of pay for female employees shall be 15% less than the comparable rates and scales for male employees, except those referred to female classifications on lists.

(f) Reduction of Base Pay

There will be no deductions made from rates of pay established except in cases where:

- (i) specific authorization is given for the provision of food, clothing and accommodation on payment of regulated rates;
- (ii) the presence of the Allied Forces is lost or damaged, or where the employee is lost or absent from work without due cause.

(g) Advances

No advance of pay will be made under any circumstances.

4. HOURS OF WORK AND OVERTIME

(a) Hours of Work per day

All employees, whether paid on an hourly, daily or monthly basis, will be expected to work a minimum of eight (8) hours per day exclusive of meal times or time required to travel to and from the place of employment.

(ii) However, an employee who has been employed previously by the Allied Forces may, at the discretion of the employing Service, be re-employed at the same rate of pay on provision of 2 or 3 months leave from the previous employing unit pending reassignment or discharge and the latest rate of pay in force.

(a) Pay for Night Shifts

The daily basic rate of all persons employed on night-shifts may be increased by 15%. This applies only to workers engaged on a night-shift, and not to those working through a day-shift into the night. Overtime for such night workers will be paid at one and one-half times the increased basic rate.

(c) Discrepancies Between Male and Female Employees

The scales and rates of pay for female employees shall be 15% less than the comparable rates and scales for male employees, except where there are female classifications as listed.

(f) Reductions from Pay

There shall be no reductions made from rates of pay established except in cases where:

- (1) previous authorization is given for the provision of food, clothing and accessories for or repayment at regulated rates;
- (2) the penalty 1/2 the Allied Forces is lost or damaged, or where the employee is late or absent from work without due cause.

(g) Advances

No advances of pay will be made under any circumstances.

4. HOURS OF WORK AND OVERTIME

(a) Hours of Work per Day

All employees, whether paid on an hourly, daily or monthly basis, will be expected to work a minimum of eight (8) hours per day exclusive of meal times or time required to travel to and from the place of employment.

(b) Days of Work per Week

They will normally be expected to work a minimum of six (6) continuous days per week.

Para. 4(c) /

Overtime

Overtime will be paid for each completed hour in excess of eight (8) hours per day to all grades, except those specifically designated in the Annexes as being ineligible for overtime pay, at the rate of one and one-half times the hourly rate of pay. Overtime rates may also be paid in any locality for the seventh consecutive day of working whether Sunday or a week-day. For the purpose of calculating the hourly rate of pay, the following method should be adopted:

- 1/8 of daily rate of pay
 - 1/240th of monthly salary
- Employees paid by the day
- Employees paid by the month

However, overtime should be discouraged in the interests of efficiency and the employment of surplus labor.

SOCIAL INSURANCE

Social Insurance will be provided to all employees pursuant to instructions issued by AFHQ.

LEAVE

Annual Leave with Pay

Leave with pay at the rate of one-half (1/2) day per month may be accumulated by military-grade employees in clerical and administrative grades who have served satisfactorily the Armed Forces from six (6) months or more with the same Employing Service, to accrue to employees of employment. Annual leave with pay will be granted to employees whose service has been satisfactory and in the absence of the service permit. Annual leave with pay is not a basic right or cannot be allowed except under the above circumstances. No extra expense to the military unit or installation for the employment of a substitute will be allowed. Under no circumstances will pay in lieu of leave be given.

Leave without Pay

Leave without pay may be granted for any period under circumstances approved by the Commanding Officer of the military unit or establishment.

Public Holidays

Public holidays will not be recognized by any military unit or establishment and there will be no extra pay for work performed on least days or holidays.

STATUS OF EMPLOYEES

There will be no feeding of civilian employees except under circumstances prescribed by AFHQ.

Clothing and Accommodation

Clothing and accommodation will not be provided to civilian employees except under regulations promulgated by AFHQ.

2846

Employees paid by the month 1/24th of monthly salary

However, overtime should be discouraged in the interests of efficiency and the employment of surplus labor.

SOCIAL INSURANCE

5. Social Insurance will be provided to all employees pursuant to instructions issued by AFHQ.

LEAVE

(a) Annual Leave with Pay

Leave with pay at the rate of one-half (1/2) day per month may be accumulated by monthly-paid employees in clerical and administrative grades who have served satisfactorily the Armed Forces from six (6) months or more with the same Employing Service, to accrue from date of employment. Annual leave with pay will be granted to employees whose service has been satisfactory and in the exigencies of the service permit. Annual leave with pay is not a basic right and cannot be allowed except under the above circumstances. No extra expense to the military unit or installation for the employment of a substitute will be allowed. Under no circumstances will pay in lieu of leave be given.

(c) Leave without Pay

Leave without pay may be granted for any period under circumstances approved by the Commanding Officer of the military unit or establishment.

(e) Public Holidays

Public Holidays will not be recognized by any military unit or establishment and there will be no extra pay for work performed on feast days or holidays.

NUMBER OF EMPLOYEES

7. There will be no feeding of civilian employees except under **2846** and regulations prescribed by AFHQ.

Clothing and Accommodation

8. Clothing and accommodation will not be provided to civilian employees except under regulations promulgated by AFHQ.

Detachment

9. No employee will be permitted to change from one Allied Unit to another without the agreement of the respective Employing Officers.

RESTRICTED
ALLIE. CONTROL COMMISSION
INCOMING MESSAGE

4811
Labour

9840

TO: LABOUR SO HQ AC FOR 91TH FOR ACTION
SIGNAL MESSAGE CENTER No: 76/31
FROM: AFHQ SIGNED SACHED FROM DLAE + CLASSIFICATION:
REFERENCE No: F 46121 PRECEDENCE: ROUTINE
DATE AND TIME OF ORIGIN: OCT 31 1637A OFFICE OF ORIGIN:

** PERSONAL FROM PEARCE

RESTRICTED.

Meeting Special Sub-Committee referred to LNS/214D/28 dated 26 Oct 44 arranged for Thursday 2 Nov 44 to take place 3rd floor Conference Room Hq PBS NAPLES commencing 1000 hrs. All informed.

Dist

- Action - Labour (2)
- Info - A/CC
- Econ Sec
- File (2)
- Float

ACTION



RESTRICTED

DATE and Time of RECEIPT: OCT 31 1647A

Distribution:

2845

1302

File all this in

4611

for.

2811

1303

LABOR SUB-COMMISSION
A.C.C.
Routing Slip

From	To
Colonel BAIN	
Colonel SMITH	
Major BABCOCK	
Major ALBRIGHT	
Major SCICLUNA	
Capt. DORE	
Capt. TOPPIS	
Capt. TAMMARCO	
Capt. SOLENERGER	
Mr. CROSETTO	
Mr. SAGES	
Mr. DI FEDE	
Mr. CERITO	
Chief Clerk	

REMARKS:

HEADQUARTERS
MASTER FIXED LAUNDRY 3, Q-577
APO 782

28 October 1944

Adjustment of Wage Scale

1 10/28 O.I.C. Civ Per
Q-577 Off
QM-61
B Dep

1. It is requested that the wage scale for Markers and Sorters female, be revised. The present scale runs from 60 lire to 75 lire. It is suggested that a scale be adopted running from 75 lire to 100 lire.

2. In a fixed laundry the job of marking and sorting is one of great responsibility. If tickets are not checked in or out correctly a great deal of confusion results. The sorters not only check the clothes but also check on the quality of the work. This is an important function. The greatest care is taken in choosing personnel for Markers and Sorters.

3. The present scale for Ironers, female runs from 70 lire to 95 lire. The scale for a Washer, female, runs from 70 lire to 90 lire. In a laundry neither one of these classification are as important as a Marker or a Sorter. The wage scale for Markers and Sorters is out of line with the responsibility involved.

4. For the above reasons it is recommended that the wage scale for, Markers and Sorters, female, be changed to a 75 lire minimum and a 100 lire maximum.

PMC/DGG

2 28 Oct QM PBS BPA
1944 PBS

Forwarded.

GAI/Adm

2843

1305

COPY

Subject:- Rates of Pay for Steelworkers

3 District
Ext 50
Dis/356/L
27 Oct 44.

Labour Directorate,
AFHQ

1. Certain rates of pay for Steelworkers employed by SO HW SAEG, No. 1 Wksp, CASTELLAMARE, and for civilian workers employed at GIOVINAZZO Steelworkers, were provisionally approved by the Labour & Wages Control Committee on 26 Jun 44, pending investigation by ACC of the rates of pay for the Italian Steel Industry.
2. These rates are given at Appx B to the Minutes of the meeting of the Wages Sub-Committee held on 16 Jun 44.
3. These employees are now protesting that their rates of pay have not been increased the same as other grades. They are threatening to strike if an all round increase of 15% is not given.
4. It is felt that their grievance is justified, especially in view of the heavy nature of their work.
5. It is further pointed out that any stoppage of work at this unit would have serious repercussions on the output of essential military requirements.
6. May this matter please be considered by the Wages Sub-Committee at their next meeting.
7. It is suggested that the rates in respect of the Wksp at CASTELLAMARE should be quoted on a daily basis.

(Sgd) G.R.B. KNIGHT, Colonel,
DE.

KRM/crf

2842

C O P YHEADQUARTERS
8TH PORT OF EMBARKATION
APO 780

27 October 1944

SUBJECT: Wage scale for civilian employees

TO : Commanding Officer, Peninsular Base Section, APO 782
(Att: Base Purchasing Agent)

1. Revised wage scale for civilian employees, effective 1 October 1944, provided for increase in wages for almost all classifications of labor. However, the following instances of decreased payments for labor employed by the Port have arisen, with resulting dissatisfaction of the employees:

a. Capo-squadros of labor gangs, formerly classified as head stevedores, were earning 100 lire per 8 hour day. Since laborers under their supervision were not performing stevedore duties, the Capo-squadros were reclassified as of October 1st as Foremen of Common laborers, and as such receive 95 lire a day (10 lire more than rate paid to unskilled labor) resulting in a decrease of 5 lire per day in wages. They perform the same duty for which they formerly received 100 lire.

b. Graduate engineers and physicians employed by the 8th Port were earning up to 13,500 lire per month, with overtime pay, under the old schedule of wages. The maximum amount under the revised schedule, which precludes overtime for professional men, is 11,000 per month.

2. Since the overall application of the revised wage scale provided for general increases in wages rather than reduction, it is requested that consideration be given toward providing a means for restoring wages of the above mentioned types of Port labor to the previous level.

For the Commanding Officer:

PAUL V. TOOLIN
Major, *2842*
Adjutant General

1307

File

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APG 394

BCS/mae

AMB. 091.4611

26 October 1944

Even ref. 464

SUBJECT: Proposed Subdivision of Labor into Four Categories

TO : H. S. Pearce
Lt. Colonel
A.F.H.Q., Labour Directorate

1. The Labor Sub-Commission A.C.C. is in accord with the proposed division of the Armed Force Wage Scale into categories and the manner in which the plan is sought to be executed.

2. The following points are raised as subjects for further consideration:

- a. It is suggested that Group 4 be eliminated if possible. It does not appear to represent any recognized classification in the Italian labor picture. The few occupations now assigned to this group could be allocated to either Group 2 or to unskilled.
- b. It is felt that the premium of 10 lire a day for foreign is an inadequate differential in view of the present scale and possible future increase. It is suggested that 20 lire or some percentage be considered.
- c. It is recommended that the proposed difference in pay between Groups 2 and 3 (20%) be ²⁸⁴⁰ ~~some~~ what wider. In the Italian labor picture the Specializzati (corresponding roughly to Group 2) earn approximately 30% to 40% more than Qualificati (corresponding to Group 3). The difference between the classifications in our present scale now allocated to Group 3 and those assigned to Group 2 is from 20% to 45%.
- d. It is suggested that in the case of those classifications which are divided into 1st class, 2nd class, etc., (such as Bakers, Bricklayers, Carpenters) some definition be furnished for assistance in determining the appropriate class.

- 2 -

3. If it is felt desirable the Labor Sub-Commission is prepared to compile work descriptions for each classification to enable the labor offices to fill requests from the Armed Forces for additional personnel.

DAVID C. SACHS
Representative
Labor Sub-Commission

2839

COPY

Subject:- Rates of Pay

3 District
Ext 30
3Dis/356/1.
23 Oct 44

LABOUR Directorate
AFHQ

YUGOSLAV Female Searchers

1. May consideration please be given by the Wages Sub-Committee to the creation of the a/m grade with a suggested rate of pay of 120 - 140 lire per diem.
2. The employment of foreigners for this purpose has obvious advantages. Italian women have been employed in the past without success.
3. It is felt that the suggested rate is warranted in view of
 - (a) necessity for thorough work
 - (b) higher cost of living for foreigners.

(sgd) K.R. HAYWARD, Major,
for (C.R.B. KNIGHT) Colonel,
DDL.

KRH/ORP

2838

1310

COPY

RESTRICTED

(PE-ENB-51)

HEADQUARTERS
ARMY AIR FORCE SERVICE COMMAND
MEDITERRANEAN THEATER OF OPERATIONS
APO 526

18 October 1944

230.

SUBJECT: Increased Wage Scale for Mess and Club Civilian Employees.

TO : Allied Force Local Resources Section, RAAC, CMP, AFHQ Advance Administrative Echelon.

1. In accordance with reasons outlined below, it is requested that the attached recommended wage increases for Mess and Club employees be approved and incorporated into the Allied Forces Basic Wage Scale.
 - a. The class of employees serving in Messes and Clubs is very definitely equal to and on a par with Hotel employees, and are equally deserving an increase in wages.
 - b. All other classifications have received wage increases, and it is only fair that Mess and Club employees also be granted a suitable increase.
 - c. On the whole, Hotel employees provide service to transients, whereas, Mess and Club employees provide service to assigned or permanent personnel day after day, and the demand for exacting service is much greater from this class of personnel so employed.
 - d. Hotels cater, on the average, to one hundred twenty five (125) to one hundred fifty (150) people per day, whereas many of the larger messes and clubs cater to two hundred (200) and over assigned or permanent personnel.
2. Many messes and clubs have equipment quite on a par with hotels, and there is a very definite need for additional grades for civilian labor employed in caring for these duties. It is strongly recommended that the proposed new grades listed on the attached recommendation also be approved and incorporated into basic wage scale for Mess and Club employees.

For the Commanding General:

W.P. BROWNE,
Lt. Col., Air Corps.
Actg Adj General.

1 Incl - Recommended wage scale for civilian Mess and Club employees.

2837

COPY.RECOMMENDED WAGE SCALE FOR MESSERS AND CLINES

	Present Basic Rate		New Proposed Basic Rate		Approximate % Increase on maximum.
	Min. Lire	Max. Lire	Min. Lire	Max. Lire	
Assistant Cook	1,800	2,100	2,500	2,800	33 1/3 %
Assistant Waiter	2,100	2,600	2,800	2,800	0
Cook	2,700	3,600	2,700	4,400	22
Dish Washer	1,600	1,900	2,500	2,800	47
Handyman	1,900	2,400	2,500	3,300	37 1/2
Head Cook	2,700	4,400	2,900	6,500	48
Head Waiter	2,700	4,400	2,900	6,500	48
Orderly (British Mess)	2,400	3,000	2,500	3,500	16 2/3
Waiter	2,700	3,400	2,700	4,400	29
Waitress	2,200	2,800	2,200	3,100	11

PROPOSED NEW GRADES

Mess Manager	3,900	7,000	-
Assistant Mess Manager	3,500	5,500	-
House Keeper	2,400	3,400	-
Linen Keeper	2,200	3,400	-
Servant	3,500	4,500	-
Laundry Hand	2,500	3,500	-

NOTE: All rates subject to a deduction of 900 lire per month where meals are provided

2836

LABOR SUB-COMMISSION
A.C.C.
Routing Slip

	Initials	Date
Colonel BAIN		
Colonel SMITH		
Major BABCOCK		
Major ALBRIGHT		
Major SCICLUNA		
Capt. DORF		
Capt. TOPLISS		
Capt. GIAMMARCO		
Capt. SOLENBERGER		
Mr. CROSETTO		
Mr. SACHS		
Mr. DI FEDE		
Mr. CERRITO		
Chief Clerk		

2835

ALLIED FORCE HEADQUARTERS

LABOUR DIRECTORATE

Subject: Wages Sub-Committee.

DL/13.

CO FDS (For attention Capt. H.J. KUPFER,
Labour Sub-Committee, HQ ACC, APO 304)

Tel: Valley Forge 474.

(For attention Mr. David C. SACHS.)

RN FCWIT (For attention Paymaster Lt. Col. F.R. CRINDALL, RNVR).

HQ MAF (For attention T/Lt. A.A. HARRIS.)

ADL (Br) RCME Allied Area Command.

1. A meeting of the Wages Sub-Committee will be held in the office of Capt. H.J. KUPFER, HQ FDS, WALLEY, on Monday 30 Oct 44 at 0930 hrs.

2. AGENDA.

- (a) Minutes of the meeting held on 10 Oct 44.
- (b) To review and consider the applicability of the rates of pay approved for "Baley Co., Clothing Manufacturing Plant", see appendix "A" attached.
- (c) To consider an application for a new rate of pay in respect of "Driver, Part Mechanical Plant", see appendix "B" attached.
- (d) To consider an application submitted by IDL No. 3 District for the creation of a new "Docks Checkers, Inspectors - English Speaking" at a rate of 100 - 130 lire per diem, to be effective as from 1 Oct 44.
- (e) To receive any recommendations of A.C. on the proposed sub-division of labour into four categories; par. 10 of the minutes of the meeting held on 10 Oct 44 refers.
- (f) A. other business.

3. Representatives of IDL No. 3 District and COO 557 DOD should attend at 0930 hrs.

4. Oct 44.
HIGH/RL.

Copy to: FLRS, RCME Allied Area Command.

IDL, No. 3 District.

COO 557 DOD, C.F. (for attention Lieut J. BLAINE).

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

78387A

Appendix "A"

SUBJECT: Civilian Labour Rates of P.A.

3 District
Dist 30
Dis/556/L
19 Oct 44LABOUR Director's
File

557 BCD have suggested that the recently introduced rates of pay for "Daglo Ltd, Clothing Manufacturing Plant" are in need of review.

It is considered that the rate for Clothing Machine Operators should apply to all Machine Operators in Clothing Factories irrespective of whether they are engaged in repair or manufacture. It is felt that it would be undesirable if the employees in one factory could claim a higher rate than those in others, solely on the grounds that one is engaged on making new garments and the other on repairing garments.

With regard to the rate for Cutter, Fetterer (150 - 195 lire per diem) it is observed that this is the highest rate of any trade published. It is understood that this rate would only apply to one man in a factory. It is pointed out, that if the top man in the tailoring trade is to be paid at this rate, it should also be applicable to the top man in the lace and shoe trade in their manufacturing workshops. They state that pattern cutting in the shoe trade is as highly paid as pattern cutting in the tailoring trade. The same apparently applies to such trades as Engineers' pattern cutters, etc., etc.

In view of the above, my consideration please be given to amending either the rates of pay of these grades or the present conditions of employment.

In connection with these grades, it is pointed out that the three present grades:

Clothing Machine Operators
Sawmiller
Sewing Hand,

as approved by the Committee on 25 Aug 44, applied to females only. When it was later recommended that females should receive equal rates with men, this qualification was omitted, as unnecessary. Now, however, that female employees, unless separately listed, are to receive 15% less than males of the same grade, it is considered necessary that these grades should revert to their original designations of:

Clothing Machine Operator (Female)
Sawmiller
Sawmiller (Female)

(C. R. B. HEIGHT) Colonel,
RAF

2833

Rates of pay for "Emploees, Clothing Manufacturing Plant" are in need of review.

It is considered that the rate for Clothing Machine Operators shall apply to all Machine Operators in Clothing Factories irrespective of whether they are engaged in repair or manufacture. It is felt that it would be undesirable if the employees in one factory could claim a higher rate than those in others, solely on the grounds that one is engaged in making new products and the other on repairing garments.

With regard to the rate for Cutter, Pattern (150 - 195 line per dozen) it is observed that this is the highest rate of any trade published. It is understood that this rate would only apply to one man in a factory. It is pointed out, that if the top man in the tailoring trade is to be paid at this rate, it should also be applicable to the top man in the occupation seen trades in their manufacturing workshope. The rates for pattern cutting in the shoe trade is as high as paid as pattern cutting in the tailoring trade. The same apparently applies to such trades as Engineers' pattern cutters, etc., etc.

In view of the above a consideration please be given to amending either the rates of pay of these grades or the present conditions of employment.

In connection with these grades, it is pointed out that the three present grades:

Clothing Machine Operators
Embroiderer
Sewing Hand,

as approved by the Committee on 25 Aug 44, applied to females only. When it was later recommended that females should receive equal rates with men, this qualification was omitted, as unnecessary. Now, however, that female employees, unless separately listed, are to receive 15% less than males of the same grade, it is considered necessary that these grades should revert to their original designations of:

Clothing Machine Operator (Female)
Seamstress
Embroiderer (Female)

(C. R. B. KNIGHT) Colonel,
IDL.

334/cpf

2832

COPY

Appendix "B"

Subject: Rates of Pay

3 District
Ext 30
2015/356/L
11 Oct 44

LABOUR Directorate
AFHQ

Ref Minutes of meeting of Sub-Committee of Labour and Wages Control
Committee on 16 Aug 44.

Par 5(e) Driver, Port Mechanical Plant.

1. The appended letter of 1019 Port Maintenance Coy RE is forwarded,
giving fuller details of this proposed grade.

2. It is pointed out that as in the meantime the rate for Mechanics
(90 - 120) has been raised to 100 - 135, the new rate suggested in
the attached for the new grade should be raised accordingly.

3. In the light of para 4 of the appended, it is felt that there is
a case for a rate higher than that now quoted for Driver, Crane or
Winch or Mechanical Plant (95 - 115), and the rate of 100 - 135 is
recommended.

4. May this matter please be given further consideration by the Wages
Sub-Committee.

KRH/CRE.

(C.R.B. KNIGHT) Colonel,
DML.

Subject: Rates of Pay - Driver, Port Mechanical Plant. Ref. 1019/201.

To: D.A.D.L. (Civil),
2909 C.L.U.

2832

1. With reference to your letter 14/2909/74 dated 5 Oct 44. In the
early part of this year, we engaged a number of civilian drivers for Mobile
Cranes, Clark Fork Lift Trucks and Tractors in the Port.

2. .. long. proportion of these men were mechanics, and when the rate
for the letter class was increased to 90/120 lire per day, it was antici-
pated that difficulty would be experienced in retaining the drivers, as they
would wish to leave in order to obtain employment at the higher rate.

3. In order to prevent this, it was suggested that authority might be
given for the introduction of a new grade of DRIVER, PORT MECHANICAL PLANT,
and subsequently, provisional authority, was given for this grade at the rate
of 90/120 lire per day.

4. I consider that this higher rate is fully justified, as in the
driving of mobile cranes, for example, it is not only necessary to have
experience as a Driver L.T., but also to have the additional knowledge of
the working of the crane machinery. The driver has also the responsibility
of some knowledge of the safe working capacity

1317

1. The appended letter of 1019 Fort Maintenance Coy RE is forwarded, giving fuller details of this proposed grade.
2. It is pointed out that as in the meantime the rate for Mechanics (90 - 120) has been raised to 100 - 135, the new rate suggested in the attached for the new grade would be raised accordingly.
3. In the light of para 4 of the attached, it is felt that there is a case for a rate higher than that now quoted for Driver, Crane or Winch or Mechanical Plant (95 - 115), and the rate of 100 - 135 is recommended.
4. May this matter please be given further consideration by the Wages Sub-Committee.

(C. R. G. KNIGHT) Colonel,
DDE.

KRH/CHT.

Subject: Rates of Pay for Driver, Port Mechanical Plant. Ref. 1019/201.

To: D... D.L. (Civil),
2909 C.L.U.

2832

1. With reference to your letter 10/2909/74 dated 5 Oct 44. In the early part of this year, we engaged a number of civilian drivers for Mobile Cranes, Clark Fork Lift Trucks and Tractors in the Port.
2. A large proportion of these men were mechanics, and when the rate for the latter class was increased to 90/120 lire per day, it was anticipated that difficulty would be experienced in retaining the drivers, as they would wish to leave in order to obtain employment at the higher rate.
3. In order to prevent this, it was suggested that authority might be given for the introduction of a new rank of DRIVER, PORT MECHANICAL PLANT, and subsequently, provisional authority was given for this grade at the rate of 90/120 lire per day.
4. I consider that this higher rate is fully justified, as in the driving of mobile cranes, for example, it is not only necessary to have experience as a Driver M.T., but also to have the additional knowledge of the working of the crane machinery. The driver is also the responsible of taking the lifts and also have some knowledge of the safe working capacity of his crane. Furthermore, all these drivers are responsible for the routine maintenance of their plant.
5. I should be obliged, therefore, if you would re-submit this proposal to the Area Labour Sub-Committee.

???????? Major RE.

Grade, 1019 Fort Maintenance Coy RE.

CRH.

7 Oct 44.

Copy to: CC No. 5 Hooks Group, RE.

Labor-Wage Control Committee file

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

.4611

24 October 1944

MEMORANDUM

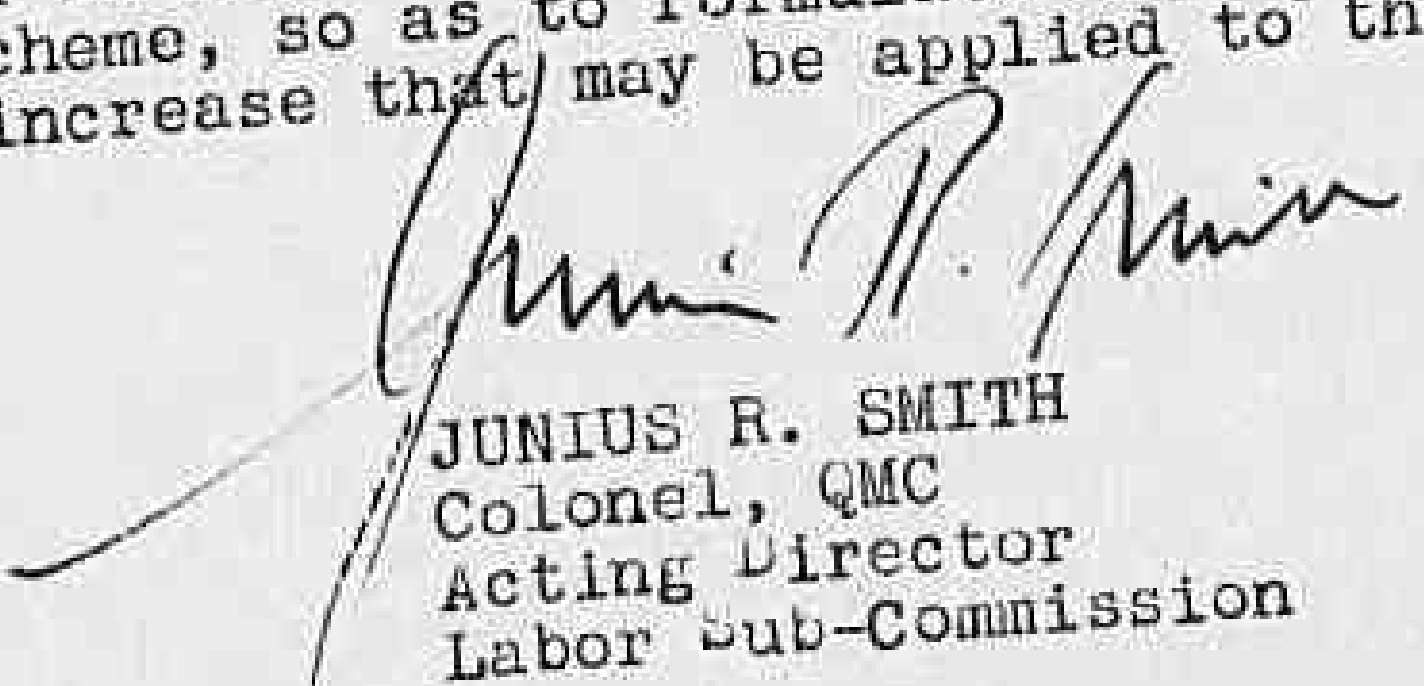
Brig. Curry called on me and together we arranged for the appointment of a Wage Scale Subcommittee, the purpose being to have ready for promulgation simultaneously with the final announcement of the Italian Government, an addition to the present Army wage scale which will restore the balance with private industry.

The proposed committee will be composed of Colonel Smith, Chairman, (I will have Major Babcock to assist), Brig. Prynne, Director of Labor (British), a top American representative from NATOUSA, Fiscal Director (American), and Fiscal Director (British).

It was agreed that any such new rate imposed would not be retroactive.

The general plan is to add about 55 Lire per day to the present common labor rate, and have a sliding scale downward as it applies to higher salaries progressively. Another point to consider is just what leveling out may occur on applying such an increase, as between the Rome rate and the Naples rate. If the Italian Government rate is a flat increase universally, it is a question whether we should not follow the same procedure exactly, maintaining the differential between Rome and the other areas.

A study should be made at once of the proposed Italian Government scheme, so as to formulate exact comparative figures of increase that may be applied to the various categories.


JUNIUS R. SMITH
Colonel, QMC
Acting Director
Labor Sub-Commission

2831

LABOR/52

ALLIED FORCE HEADQUARTERS

LABOUR DIRECTORATE

DL/13

Tel No.
VALLEY FORGE 43

SUBJECT: Wages Sub-Committee.

CO PBS (For attention Capt. H.J. REUFER).
Labour Sub-Committee, HQ ACC, APO 394.
RN FOWIT (For attention Paymaster Lieut. P.R. GRINDLE, RNVR).
HQ MAAP (For attention F/Lt. A.A. HARTLEY).
ADL (Br) ROME Allied Area Command.

1. A meeting of the Wages Sub-Committee will be held in the office of Capt. H.J. REUFER, HQ PBS, NAPLES on Tuesday 10 Oct 44 at 0930 hrs.
2. AGENDA
 - (a) To examine proposals submitted by DDL No 3 District in respect of Paid Annual Leave for civilian employees.
 - (b) To consider the proposal that overtime should be payable to entitled grades for all hours worked in excess of 48 per week.
 - (c) To discuss the draft regulations governing the employment of Italian civilians by the Armed Forces prepared by ACC and circulated as appendices to the ACC "ROME Wage Rate Study" - Lab 071, 4692 dated 28 Aug 44.
 - (d) As instructed by the Labour and Wages Control Committee, (para. 11 of the minutes of the meeting held on 29 Sep 44 refers), to consider the scheme at present in force in FRANCE for the sub-division of labour into four (4) categories, and to report on whether such a scheme can be adopted in this Theatre. The scheme in operation in FRANCE is reproduced at appendix "A" whilst at appendix "B" is a modified scheme designed for possible application in ITALY.
 - (e) To review the wages of Mess employees.
 - (f) To consider whether the rates of pay approved by the Labour and Wages Committee at its meeting on 29 Sep 44 in respect of:-
Expert Forage Stacker
Prisoner of War Mail Examiner
require further revision in the light of the recent general increase in the Allied Forces Basic Wage Scale.
 - (g) Any other business.

1320

HQ MAAP (For attention F/Lt. A.A. HARLEY),
ADL (Br) ROME Allied Area Command.

1. A meeting of the Wages Sub-Committee will be held in the office of Capt. H.J. REUFER, HQ PFS, NAPLES, on Tuesday 10 Oct 44 at 0930 hrs.

2. AGENDA

- (a) To examine proposals submitted by DDL No 3 District in respect of Paid Annual Leave for civilian employees.
- (b) To consider the proposal that overtime should be payable to entitled grades for all hours worked in excess of 48 per week.
- (c) To discuss the draft regulations governing the employment of Italian civilians by the Armed Forces prepared by ACC and circulated as appendices to the ACC "ROME Wage Rate Study" - Lab 097. 4612 dated 28 Aug 44.
- (d) As instructed by the Labour and Wages Control Committee, (para 11 of the minutes of the meeting held on 29 Sep 44 refers), to consider the scheme at present in force in FRANCE for the sub-division of labour into four (4) categories, and to report on whether such a scheme can be adopted in this Theatre. The scheme in operation in FRANCE is reproduced at Appendix "A" whilst at Appendix "B" is a modified scheme designed for possible application in Italy.

(e) To review the wages of Mess employees.

(f) To consider whether the rates of pay approved by the Labour and Wages Committee at its meeting on 29 Sep 44 in respect of :-

Expert Foreign Staffer

Prisoner of War Mail Examiner

require further revision in the light of the recent general increase in the Allied Forces Basic Wage Scale.

(g) any other business.

D.D.L. No. 3 District or his representative should attend at 0930 hrs.

3.



H.S. Pearce
H.S. PEARCE, Lt. Col.,
A.F.M.Q.
Chairman.

7 Oct 44
HRGH/ND/EG

Copy to: A.F.L.R.S., ROME Allied Area Command,
D.D.L., No. 3 District.

APPENDIX 'A'

SCHEDULE NO. 1.

CLASSIFIED APPISANTS AND GENERAL LABOR

1a. Rates of pay in francs, applicable to male workers (figures represent francs per hour).

Grade	Zone 1		Zone 2		Zone 3		Zone 4	
	min	max	min	max	min	max	min	max
1 very skilled	11	13	13	16	14	19	13	22
2 skilled	9	12	11	14	12	15	15	19
3 semi-skilled	8	10	10	13	11	13	13	15
4 unskilled	7	9	9	10	9	11	11	13

1b. Rates of pay - grading system for female workers (75% of pay for male workers).

Grade	Zone 1		Zone 2		Zone 3		Zone 4	
	min	max	min	max	min	max	min	max
1 very skilled	8	11	10	12	11	14	13	17
2 skilled	7	9	8	11	9	11	11	14
3 semi-skilled	6	8	7	9	8	10	10	12
4 unskilled	5	7	6	8	7	9	8	10

Women's rates in schedule are fixed by an agreement.

Notes: Explanatory notes on schedule:

- (a) Zone 1 - Communities of less than 20,000 persons.
- (b) Zone 2 - Towns and cities of more than 20,000 but less than 100,000 persons.
- (c) Zone 3 - All cities of 100,000 persons and over (except Paris).
- (d) Zone 4 - Metropolitan Paris area.

2828

CLASSIFICATION.

Grade From 50% to 90% of corresponding rate for adult worker.

Grade	From 50% to 90% of corresponding rate for adult worker.
1. apprentice	1
2. armature winder	1
3. armorer	1
4. asphalt or tar layer	2
5. baker	2
6. batter worker	2
7. boiler maker	2
8. boilerman	2
9. bricklayer	2
10. butcher	2
11. cabinet maker	2
12. carpenter, first class	3
13. carpenter, second class	3
14. cabinet worker (skilled)	3
15. checker, or tacker	3
16. chauffeur, passenger car	3
17. clothing worker (male - skilled or semi-skilled)	3
18. clothing worker (male - unskilled)	4

1324

1b. Rates of Pay - Grading system for female workers (75% of pay for male workers)

Grade	Zone 1		Zone 2		Zone 3		Zone 4	
	min	max	min	max	min	max	min	max
1 ver skilled	8	11	10	12	11	14	13	17
2 skilled	7	9	8	11	9	11	11	14
3 semi-skilled	6	8	7	9	8	10	10	12
4 unskilled	5	7	6	8	7	9	8	10

Worker's rates in schedule are indicated by an asterisk.

Note: Explanatory notes on schedules:

- (a) Zone 1 - Communities of less than 20,000 persons.
- (b) Zone 2 - Towns and cities of more than 20,000 but less than 100,000 persons.
- (c) Zone 3 - All cities of 100,000 persons and over (except Paris).
- (d) Zone 4 - Metropolitan Paris area.

2829

CLASSIFICATION.

Grade
From 50% to 90% of corresponding rate for adult worker.

- | | |
|---|---|
| 1. apprentice | 1 |
| 2. armature winder | 1 |
| 3. armorer | 2 |
| 4. asphalt or tar layer | 2 |
| 5. baker | 2 |
| 6. battery worker | 2 |
| 7. boiler maker | 2 |
| 8. boilermaker | 2 |
| 9. bricklayer | 2 |
| 10. butcher | 2 |
| 11. cabinet maker | 1 |
| 12. carpenter, first class | 2 |
| 13. carpenter, second class | 2 |
| 14. cement worker (skilled) | 3 |
| 15. checker, or timekeeper | 3 |
| 16. chauffeur, passenger car | 3 |
| 17. clothing worker (male - skilled or semi-skilled) | 4 |
| 18. clothing worker (male unskilled) | 4 |
| 19. clothing worker (female, skilled or semi-skilled) | 4 |
| 20. clothing worker (female unskilled) | 4 |
| 21. cobbler (shoe) | 2 |
| 22. compositor (printer) | 1 |
| 23. compositor's assistant | 1 |
| 24. compositor, chief | 2 |
| 25. cooper, chief, agricultural | 2 |

2828

26.	copper	2
27.	construction worker (semi-skilled)	2
28.	driver, first class (heavy truck/trailer)	2
29.	driver, second class (light or medium truck)	2
30.	electrician, first class	2
31.	electrician, second class	2
32.	engineer, stationary	2
33.	fireman	2
34.	foundryman	2
35.	glazier	2
36.	greaser	2
37.	grinder, precision	2
38.	hammerman (or striker)	2
39.	laboratory and dispenser, assistant (male)	2
40.	laboratory and (female) dispenser, assistant	2
41.	laundress (hand)	2
42.	laundry worker, male (skilled and semi-skilled)	2
43.	laundry worker (male - unskilled)	2
44.	laundry worker (female - skilled and semi-skilled)	2
45.	laundry worker (female - unskilled)	2
46.	lineman (wire layer)	2
47.	linotype operator	2
48.	lithographer	2
49.	lithographer's assistant	2
50.	mechanist (general)	2
51.	masons	2
52.	mechanic-automobile, instrument, or repairer, etc	2
53.	metal worker, and in iron industry (specialist)	2
54.	metal and engineering industry (skilled)	2
55.	metal worker, and engineering industry (semi-skilled)	2
56.	metal worker, and engineering industry (unskilled)	2
57.	moulder	2
58.	painter and varnisher	2
59.	pavement layer	2
60.	plumber	2
61.	plasterer	2
62.	printer (press man)	2
63.	quarry man	2
64.	rigger	2
65.	riveter	2
66.	riveter's helper	2
67.	roofer	2
68.	stevedore	2
69.	storeman (salesman)	2
70.	stone-cutter (skilled)	2
71.	tent tender	2
72.	tinsmith	2
73.	turner (lathie operator)	2
74.	vulcanizer (tire repair)	2
75.	warehouseman	2
76.	watchman	2
77.	welder or cutter (scrap iron or electric)	2
78.	wheelwright	2

UNCLASSIFIED GRADES
CLASSIFICATION

Grade
2 francs per hour
above pay of
highest paid
worker under
supervision.
4 francs per hour
above pay of
highest paid
worker under
supervision.
4
4+

- 1. Foreman or driver
- 2. Chief foreman or chief crew, or
- 3. Unskilled labor (male)
- 4. Unskilled labor (female)

MARINE GRADES
CLASSIFICATION

Grade
3
4
3
4
2
2
2 - Plus 40 francs
per hour under
water
2
2
2
2
1
3
2
2
2
2
2
2
2

- 1. Boat hand
- 2. Bos'n
- 3. Bargeman
- 4. Bargemaster
- 5. Caulker
- 6. Coxswain (helmsman)
- 7. Diver
- 8. Draughtsman (marine)
- 9. Operator, ship's crane
- 10. Operator, ships winch
- 11. Pilot (big or heavy boat)
- 12. Rope splicer
- 13. Seaman 1st class
- 14. Seaman 2nd class
- 15. Salvage hand
- 16. Salvage hand, master
- 17. Sailmaker
- 18. Sidewright
- 19. Stoker and fireman
- 20. Tugboat engineer
- 21. Tugboat master

785021

1323

Schedule No. 2.

CLERICAL AND SUPERVISORY GRADES.

	Zone 1	Zone 2	Zone 3	Zone 4
	min	max	min	max
1. Clerk, office (m)	1360	1840	1840	2320
2. Clerk, office (f)	1200	1680	1600	2080
3. Draughtsman	1600	2080	2160	2640
4. Interpreter - translator (m)	1600	2080	2160	2640
5. Interpreter - translator (f)	1440	1920	1920	2400
6. Interpreter, oral (m)	1440	1920	1920	2400
7. Interpreter, oral (f)	1280	1760	1760	2240
8. Office boy	960	1280	1280	1600
9. Porter, doorman.	1120	1440	1520	1840
10. Professional, (doctor, lawyer, engineer, etc)	1920	2720	2640	3760
11. Typist-steno (m)	1520	2000	2000	2480
12. Typist-steno (f)	1360	1840	1840	2320
13. Typist (m)	1200	1520	1600	1920
14. Typist (f)	1040	1360	1440	1760
15. Telephone operator (m)	1200	1520	1600	1920
16. Telephone operator (f)	1040	1360	1440	1760

Notes: (1) No reduce months, to hours, rates, divide by 208.
 (2) Office personnel who spend 20% of their time may be paid 10% above regular rate.

Explanator: Notes on Schedule:

- (a) Zone 1 - Communities of less than 20,000 persons.
- (b) Zone 2 - Towns and cities of more than 20,000 but less than 100,000 persons.
- (c) Zone 3 - All cities of 100,000 persons and over (except Paris).
- (d) Zone 4 - Metropolitan Paris area.
- (e) Abbreviations "(m), (f)" represent "Male and female" respectively.

2826

Schedule No. 3.

HOWLS, BESS, HOSPITAL EMPLOYEES.

	Zone 1	Zone 2	Zone 3	Zone 4
	min	max	min	max
1. Cook, head	1400	2000	2000	2400
2. Cook	1200	1600	1600	2000
3. Cook, assistant	1000	1400	1500	1800
4. Chambermaid	800	1100	1100	1400
5. Dishwasher	900	1100	1200	1500
6. Elevator operator	1000	1300	1400	1700
7. Medical orderly	1200	1600	1700	2000
8. Linen keeper	1100	1400	1500	1800
9. Laundress, head	1100	1400	1500	1800
10. Laundress	800	1000	1000	1200
11. Orderly or waiter (house)	1000	1400	1400	1800
12. Porter (hotel)	1000	1400	1400	1800
13. Waiter, head	1400	1700	2000	2500
14. Waitress	900	1200	1300	1600

Notes: (1) 3 meals per day are to be served to employees listed above, for which

1326

4. Interpreter - translator (a)	1760 2240	1620 2100	2240 2720
5. Interpreter, oral (a)	1440 1920	1320 2160	1760 2240
6. Interpreter, oral (f)	1280 1760	1510 2000	1600 2080
7. Office boy	960 1280	1120 1440	1920 2320
8. Porter, doorman	1120 1440	1280 1600	1340 1760
9. Professional, (doctor, lawyer, engineer, etc)	1920 2720	2240 3200	3200 4440
10. Typist-steno (m)	1920 2000	1760 2240	2400 3040
11. Typist-steno (f)	1360 1840	1600 2080	2320 2800
12. Typist (m)	1200 1520	1360 1600	2040 2400
13. Typist (f)	1040 1360	1200 1520	1760 2160
14. Telephone operator (m)	1200 1520	1360 1680	1920 2320
15. Telephone operator (f)	1040 1360	1200 1520	1760 2160

Notes:

- (1) To reduce monthly to yearly rates, divide by 202.
- (2) Office personnel who spend 20% of their time in the field to be paid 10% above regular rate.

Explanatory Notes on Schedule:

- Zone 1 - Communities of less than 20,000 persons.
- Zone 2 - Towns and cities of more than 20,000 but less than 100,000 persons.
- Zone 3 - All cities of 100,000 persons and over (except Paris).
- Zone 4 - Metropolitan Paris area.
- Abbreviations "m", (f) "respectively" male and female.

2826

Schedule No. 2
HOURS, MEALS, HOSPITAL BENEFITS.

	Zone 1	Zone 2	Zone 3	Zone 4
	min	max	min	max
1. Cook, head	1400 2000	1700 2300	2500 2600	2400 3000
2. Cook	1200 1600	1500 1900	1500 2200	2100 2500
3. Cook, assistant	1000 1300	1200 1500	1500 1800	1800 2200
4. Chambermaid	800 1100	900 1200	1100 1400	1450 1800
5. Dishwasher	900 1100	1000 1200	1200 1400	1500 1700
6. Elevator operator	1000 1300	1200 1500	1400 1700	1600 1900
7. Medical orderly	1200 1600	1400 1800	1700 2100	2000 2400
8. Linen keeper	1100 1400	1300 1600	1500 1800	1800 2100
9. Laundress, head	800 1000	1000 1200	1200 1400	1400 1600
10. Laundress	1000 1400	1200 1600	1400 1800	1700 2100
11. Orderly or waiter (mess)	1000 1400	1200 1600	1400 1800	1700 2100
12. Porter (hotel)	1400 1700	1700 2200	2400 2500	2400 2920
13. Waiter, head	900 1200	1100 1400	1300 1600	1600 1900
14. Waitress	800 1000	1000 1200	1200 1400	1400 1600

Notes:

- (1) 3 meals per day to be served to employees listed above; deduction has already been made from wages.
- (2) If meals are not served above, added to wages listed above.
- (3) No overtime will be paid to these classifications.
- (4) To reduce monthly to yearly rates, divide by 202.

Explanatory notes on Schedule as for schedule No. 2 above.

DRAFT PROPOSAL FOR THE SUBDIVISION OF ARTISANS AND SKILLED LABOURERS AND MISCELLANEOUS GRADES INTO FOUR CATEGORIES.

1. Rates of pay and grading system for male and female workers. (Figures represent lire per hour).

(a) Artisans and Skilled Labourers.

Group	min	max
1 (highly skilled artisans)	16	21
2 (artisans)	13	18
3 (skilled labourers)	12	15
4 (semi-skilled labourers)	9	12

(b) Miscellaneous Grades.

Group	min	max
Group 1	16	21
Group 2	13	18
Group 3	12	15
Group 4	9	12

NOTES: 1. The above rates are intended as the Allied Force Basic rate in ITALY.

2. 10% pay to added to the minima and maxima in respect of civilians employed in ROME Province.

3. The present rates in force for unskilled labourers and their allied grades (e.g. Anti-Malarial labourers, etc) will remain unchanged.

2. Explanatory Notes on Classification System.

(a) Artisans and Skilled Labourers.

Group 1 - Workers in highly skilled trades requiring exceptional technical qualifications.

Group 2 - Worker qualified or professional, who is thoroughly experienced and adept in his trade by reason of a long apprenticeship.

Group 3 - Worker capable of carrying out unsupervised work of a skilled nature or trade, but who is not required to possess the technical training of artisans in Groups 1 and 2, yet who is performing work superior to that of a semi-skilled worker.

Group 4 - Workers who are regarded as being in a grade superior to the ordinary unskilled casual labourer.

(b) Miscellaneous Grades.

The system of classification adopted has been based on the degree of skill required and the rates of remuneration payable by various grades of employees in civilian industries.

78272

1 (highly skilled artisans)	16	21
2 (artisans)	13	18
3 (skilled labourers)	12	15
4 (semi-skilled labourers)	9	12

	min	max
Group 1	16	21
Group 2	13	18
Group 3	12	15
Group 4	9	12

- NOTES:**
- The above rates are intended as the Allied Force Basic Rate in ITALY.
 - 10% may be added to the minima and maxima in respect of civilians employed in ROME Province.
 - The present rates in force for unskilled labourers and their allied grades (e.g. Anti-Malarial labourers, etc) will remain unchanged.

2. Explanatory Notes on Classification System.

(a) Artisans and Skilled Labourers.

- Group 1 - Workers in highly skilled trades requiring exceptional technical qualifications.
- Group 2 - Worker qualified or professional, who is thoroughly experienced and adept in the trade by reason of a long apprenticeship.
- Group 3 - Worker capable of carrying out unsupervised work of a skilled nature or trade, but who is not required to possess the theoretical training of artisans in Groups 1 and 2, yet who is performing work superior to that of a semi-skilled worker.
- Group 4 - Workers who are regarded as being in a grade superior to the ordinary unskilled manual labourer.

(b) Miscellaneous Grades.

The system of classification adopted has been based on the degree of skill required and the rates of remuneration payable by various grades of employees in civilian industries.

3. Attached are the following appendices:

- Appendix "A" - Proposed classification of existing grades of artisans and skilled labourers.

Appendix "B"/2

7825

- 2 -

- Appendix "B" - Proposed classification of existing grades of miscellaneous work.
- Appendix "C" - Comparative tables showing rates of remuneration comparable under the present and proposed systems.

(U.S. FRANCE) Lt. Col., A.D.L. (CIVIL),
A.F.M.S.

6 Oct 44
HGH/RL

AF INDEX "A"

Sheet 1

ARTISANS AND SKILLED LABOURERS
PAY SCHEDULE

GROUP I - ARTISANS

Armourer
Compositor Chief
Lithographer
Process Engraver
Armature Winder
Gear Cutting Specialist
Repairer, Watch & Precision Instruments

GROUP II - ARTISANS

Amunition Mechanic
Bookbinder
Boilermaker
Cabinet-Maker
Cooper
Compositor
Electrician - Class I
Elevator Repairer Mechanic
Foundryman
Grinder Precision
Joiner
Lithographer
Mason - Class I
Paper Cutter Operator
Painter - Signwriter & Varnisher - Class I
Plasterer (Fancy) - Class I
Plumber
Printer
Riveter
Saddler
Stereotypor
Shoemaker - Special Boot & Surgical work)
Tinsmith
Tyre Treader
Truck Master
Upholsterer
Wheolwright
Blacksmith
Bricklayer - Class I
Carpenter - Class I
Coachbuilder
Coppersmith
Fitter (Diesel eng. etc)
Forgeman (Heavy forgings)
Gunfitter
Linotype Operator
Machinist - Wood
Mechanics (Motor, sewing machines, wireless & typewriter).

Mechanic marine (RM)

Moulder
Parquet Layer
Pattern Maker
Plater (Printing)
Printing Machine Minder
Rigger
Sheet Metal Worker
Stone Hand Cutter
Tile Setter
Turner
Toolmaker
Welder - Class I

7822A

APPRENTICES - 30 - 80% of minimum rate for the trade.

IMPROVERS - May be paid at the minimum for his trade after having served six (6) months as improver.

GROUP III - SKILLED LABOURERS

Assembler (M/T Assembly Plant)
Bookbinder's Assistant
Baler (Clothing)
Boot Machinist
Bricklayer - Class II
Caulker
Concretors
Compositor's Assistant
Asphalt Layer
Battery Worker
Boilerman
Boot Machine Operator
Carpenter - Class III
Charcoal Maker
Closer (Boot repairing)
Cobbler
Drivers, Crane, Winch, MR

7824

Instruments

ARTISANS

GROUP II

Ammunition Mechanic
 Bookbinder
 Boilermaker
 Cabinet-Maker
 Cooper
 Compositor
 Electrician - Class I
 Elevator Repairer Mechanic
 Foundryman
 Grinder Precision
 Joiner
 Lithographer
 Mason - Class I
 Paper Cutter Operator
 Painter - Signwriter & Varnisher - Class I
 Plasterer (Fancy) - Class I
 Plumber
 Printer
 Riveter
 Solder
 Stereotypist
 Shoemaker - Special (Boot & Surgical work)
 Tinsmith
 Tyre Treader
 Truck Master
 Upholsterer
 Wheelwright

Blacksmith
 Bricklayer - Class I
 Carpenter - Class I
 Coachbuilder
 Copper Smith
 Fitter (Dissal eng. etc)
 Forgeman (Heavy forgings)
 Gunfitter
 Linotype Operator
Machinist - Wood
Mechanics (Motor, sewing machines,
 wireless & typewriter).
 Mechanic marine (RM)
 Moulder
 Parquet Layer
 Pattern Maker
 Plater (Printing)
 Printing Machine Minder
 Rigger
 Sheet Metal Worker
 Stone Hand Cutter
 Tile Setter
 Turner
 Toolmaker
 Welder - Class I

APPRENTICES - 50 - 80% of minimum rate for the trade.

LEARNERS - May be paid at the minimum for his trade after having served six (6) months as improver.

GROUP III - SKILLED LABOURERS

Assembler (M/T Assembly Plant)
 Bookbinder's Assistant
 Baler (Clothing)
 Boot Machinist
 Bricklayer - Class II
 Caulker
 Concrete
 Compositor's Assistant
 Coremaker, Foundry
 Electrician - Class II
 Farriers
 Greaser
 Harrowman (Steam)

Asphalt Layer
 Battery Worker
 Boilerman
 Boot Machine Operator
 Carpenter - Class II
 Charcoal Maker
 Closer (Boot repairing)
 Cobbler
 Drivers, Crane, Winch, MR
 Electric I.C. Stationary,
 Steam Roller, Mach Plant.
 Glazier
Lithographer's Assistant
 Machine Minder
 Mechanic's Assistant

...../Sheet 2

APPENDIX "A"

Sheet 2

GROUP III - SKILLED LABOURERS (Cont)

- | | |
|--|---|
| Linstman
Mason - Class II
Painter & Varnisher - Class II
Plasterer - Class II
Plate Layer (Perway)
Quarryman
Rivet Holder-up
Saw Repairer & Sharpener
Slater
Tile Layer
Tinner - coal
Vulcaniser
Wireman
Lumber Workers (except Lumber Handler) | Pavement Layer
Presser, Machine, Hoffmans
Steam Press
Printing Machine Minder's Mate
Recordak Operator
Rivet Reater
Sawyer
Stationary Plant Attendant
Smelter
Tinsmith
Tinsmith
Truck Master's Assistant
Welder - Class II
x Skilled Labourer (Unclassified) |
|--|---|

Note - ∅ When providing own small additional 2 1/2 lire per hour is payable.

* When providing own machine pay to paid 2 1/2 lire per hour extra.

x Skilled Labourers (Unclassified) should be employed only on work of a skilled nature not provided for in schedule.

GROUP IV - SEMI-SKILLED LABOURERS

- | | |
|--|---|
| Carpenter - rough
Painter Brush-hand
Semi-skilled Labourers (Unclassified) K | Machine Minder's Assistant
Road Worker
Lumber Handler |
|--|---|

Note - M Semi-skilled Labourers (Unclassified) should be employed on work which is regarded as a grade above manual labouring but yet unskilled, e.g. an Artisan's tasks, etc.

APPENDIX "B"

MISCELLANEOUS GRADES

GROUP I EMPLOYEES

ALL

GROUP II EMPLOYEES

- Baker - Class I
- Caretaker - cemetery
- Dental Mechanic
- Driver, truck and trailer
- Laboratory and Dispensing Assistant
- Motion Picture Operator
- Pier Supervisor
- Permanent Way Inspector
- Tailor - Class I =
- Timekeeper

- Chauffeur - mechanics
- Cutter - Clothing Machine ∅
- Driver - mechanic, truck
- Driver, engine loco
- Lighthouse Keeper
- Road Supervisor
- Stevordore Head
- Warehouseman or Storekeeper

Note: ∅ This grade is restricted to plants engaged in fabricating new garments for the Allied Forces and working under their direct control.
 = When providing own machine may be paid 2½ lire per hour extra.

GROUP III EMPLOYEES

- Baker - Class II
- Blacksmith
- Chainman
- Chauffeur Driver
- Checker - Railway Goods Yard
- Driver - Tractor
- Drier H/C and Repairer
- Fireman, Oil, Fuel, Coal or Steam Loco
- Lifesaver
- Nurses (Hospital)
- Photo Developer (single or machine)
- Pointsmen (Railroad)
- Police Officer
- Tailor - Class II =
- Track Walker (Railroad)
- Tractor Machine

- Barber
- Butcher
- Checker
- Cutter (tailoring)
- Clothing Machine Operator ∅
- Embroiderer ∅
- Packer
- Occupational Therapist
- Shunter
- Storeman or Storewoman
- Stevordore +

2823

Note: + Stevordore (Coaling Ore) may be paid 1 lire per hour extra.
 = When providing own machine may be paid 2½ lire per hour extra.
 ∅ These grades are restricted to plants engaged in fabricating new garments for the Allied Forces and working under their direct control.

GROUP IV EMPLOYEES

- Clothing Classifiers
- Cutting Assistant
- Sewing Hand ∅
- Cardener

Driver, engine loco
 Lighthouse Keeper
 Road Supervisor
 Storehouse Head
 Warehouseman or Storekeeper

Note: ∅ This grade is restricted to plants engaged in fabricating new garments for the Allied Forces and working under their direct control.
 = When providing own machine may be paid 2½ lire per hour extra.

GROUP III RELIEVES

Baker - Class II
 Bookman
 Chainman
 Chauffeur Driver
 Choctaw - Railway Goods Yard
 Driver - Truck
 Driver W/C and Repeater
 Fireman, Oil Fuel, Coal or Steam Loco
 Lifesaver
 Nurses (Hospital)
 Photo Developer (single or machine)
 Pointman (Railroad)
 Police Officer
 Tailor - Class II =
 Track Walker (Railroad)
 Washer Machine

Barber
 Butcher
 Choctaw
 Cutter (tailoring) ∅
 Clothing Machine Operator
 Embroiderer ∅
 Pastry
 Occupational Therapist
 Slaughter
 Storeman or Storewoman
 Storekeeper +

2823

Note: + Stevedores (Sawing Ore) may be paid 1 lire per hour extra.
 = When providing own machine may be paid 2½ lire per hour extra.
 ∅ These grades are restricted to plants engaged in fabricating new garments for the Allied Forces and working under their direct control.

GROUP IV EMPLOYEES

Clothing Classifiers
 Cutters Assistant ∅
 Examiner of Bodies
 Markers and Sorters
 Washer hand
 Watchman
 Messengers - English speaking +
 Sewing Hand ∅
 Gardener
 Grooms and Stablemen

NOTE: + If under 17 years of age may receive up to 90% of minimum adult rate.
 ∅ This grade is restricted to plants engaged in fabricating new garments for the Allied Forces and working under their direct control.

APPENDIX "C"

COMPARATIVE TABLE OF REMUNERATION EARNABLE UNDER PRESENT AND PROPOSED SYSTEMS.

Grade	Present Rate	Proposed Classification	New Daily rate	New Hourly Rate
Ammunition Mechanic	50 - 135	2	104 - 144	13 - 18
Armature Winder	100 - 165	1	128 - 168	16 - 21
Armourer	100 - 145	1	128 - 168	16 - 21
Asphalt Layer	90 - 120	3	96 - 120	12 - 15
Baker (1st class)	new grade	2	104 - 144	13 - 18
Baker (2nd class)	90 - 120	3	96 - 120	12 - 15
Baler (clothing etc)	85 - 105	3	96 - 120	12 - 15
Barber	85 - 115	3	96 - 120	12 - 15
Battery worker	90 - 135	3	96 - 120	12 - 15
Boilermaker	90 - 125	2	104 - 144	13 - 18
Boilerman	90 - 120	2	96 - 120	12 - 15
Blacksmith	90 - 125	2	104 - 144	13 - 18
Bookbinder	105 - 125	2	104 - 144	13 - 18
Bookbinder's Assistant	85 - 100	3	96 - 120	12 - 15
Boot Machinist	90 - 120	3	96 - 120	12 - 15
Boot Machine Operator	100 - 125	3	96 - 120	12 - 15
Brakeman	90 - 120	2	104 - 144	13 - 18
Bricklayer (1st class)	new grade	2	104 - 144	13 - 18
Bricklayer (2nd class)	90 - 120	3	96 - 120	12 - 15
Butcher	85 - 110	3	96 - 120	12 - 15
Caretaker (cemetery)	90 - 130	2	104 - 144	13 - 18
Carpenter (1st class)	new grade	2	104 - 144	13 - 18
Carpenter (2nd class)	90 - 120	3	96 - 120	12 - 15
Carpenter (rough work)	new grade	3	96 - 120	12 - 15
Caulker	90 - 120	3	96 - 120	12 - 15
Charcoal maker	90 - 120	3	96 - 120	12 - 15
Chauffeur - mechanic	90 - 125	2	104 - 144	13 - 18
Chauffeur or driver	85 - 105	3	96 - 120	12 - 15
Chainman	90 - 115	3	96 - 120	12 - 15
Checker	85 - 95	3	96 - 120	12 - 15
Checker - Railway goods yard	90 - 115	3	96 - 120	12 - 15
Closers (boot repairing)	85 - 100	3	96 - 120	12 - 15
Clothing classifiers	65 - 85	4	72 - 96	9 - 12
Coacbuilder	90 - 120	2	104 - 144	13 - 18
Cobbler	90 - 125	2	96 - 120	12 - 15
Compositor	105 - 125	2	104 - 144	13 - 18
Compositor's assistant	90 - 100	3	96 - 120	12 - 15
Compositor, chief	120 - 135	1	128 - 168	16 - 21
Concretar.	85 - 120	3	96 - 120	12 - 15
Cooper	90 - 150	2	104 - 144	13 - 18
Coppersmith	90 - 135	2	104 - 144	13 - 18
Coremaker (foundry)	90 - 120	3	96 - 120	12 - 15
Gutters	85 - 125	3	96 - 120	12 - 15
Dental Mechanics	100 - 125	2	104 - 144	13 - 18
Drier M/c and repairer	85 - 105	3	96 - 120	12 - 15
Driver, truck				
" crane or winch				
" mechanical plant				
" MR electric				

785021

95 - 115 3 96 - 120 12 - 15

2922

Asphalt Layer	90 - 120	2	96 - 120	12 - 15
Baker (1st class)	new grade	2	104 - 144	13 - 16
Baker (2nd class)	90 - 120	2	96 - 120	12 - 15
Baler (clothing etc)	85 - 105	3	96 - 120	12 - 15
Barber	85 - 115	3	96 - 120	12 - 15
Battery worker	90 - 135	2	96 - 120	12 - 15
Boilermaker	90 - 125	2	104 - 144	13 - 18
Boilermen	90 - 120	2	96 - 120	12 - 15
Blacksmith	90 - 125	2	104 - 144	13 - 18
Bookbinder	105 - 125	2	104 - 144	13 - 18
Bookbinder's Assistant	85 - 100	3	96 - 120	12 - 15
Boot Machinist	90 - 120	3	96 - 120	12 - 15
Boot Machine Operator	100 - 125	3	96 - 120	12 - 15
Brakeman	90 - 120	3	96 - 120	12 - 15
Bricklayer (1st class)	new grade	2	104 - 144	13 - 18
Bricklayer (2nd class)	90 - 120	3	96 - 120	12 - 15
Butcher	85 - 110	3	96 - 120	12 - 15
Carttaker (cemetery)	90 - 130	2	104 - 144	13 - 18
Carpenter (1st class)	new grade	2	104 - 144	13 - 18
Carpenter (2nd class)	90 - 120	3	96 - 120	12 - 15
Carpenter (rough work)	new grade	3	96 - 120	12 - 15
Caulker	90 - 120	4	72 - 96	9 - 12
Charcoal maker	90 - 120	3	96 - 120	12 - 15
Chauffeur - mechanic	90 - 120	3	96 - 120	12 - 15
Chauffeur or driver	90 - 125	2	104 - 144	13 - 18
Chainman	85 - 105	3	96 - 120	12 - 15
Checker	90 - 115	3	96 - 120	12 - 15
Checker - Railway goods yard	85 - 100	3	96 - 120	12 - 15
Closers (boot repairing)	65 - 85	4	72 - 96	9 - 12
Clothing classifiers	90 - 120	2	104 - 144	13 - 18
Coachbuilder	90 - 125	3	96 - 120	12 - 15
Cobbler	105 - 125	2	104 - 144	13 - 18
Compositor	90 - 100	3	96 - 120	12 - 15
Compositor's assistant	120 - 135	1	128 - 168	16 - 21
Compositor, chief	85 - 120	3	96 - 120	12 - 15
Concrete	90 - 150	2	104 - 144	13 - 18
Cooper	90 - 135	2	104 - 144	13 - 18
Coppersmith	90 - 120	3	96 - 120	12 - 15
Coremaker (foundry)	85 - 125	3	96 - 120	12 - 15
Cutters	100 - 125	2	104 - 144	13 - 18
Dental Mechanics	85 - 105	3	96 - 120	12 - 15
Drier M/c and repairer				
Driver, truck				
" crane or winch				
" mechanical plant				
" MR electric				
" steam roller				
" I.C. stationary				
Driver- mechanic, truck	95 - 115	3	96 - 120	12 - 15
Driver, truck and trailer	95 - 125	2	104 - 144	13 - 18
Driver, engine loco	100 - 130	2	104 - 144	13 - 18
Electrician (1st class)	100 - 130	2	104 - 144	13 - 18
Electrician (2nd class)	new grade	2	104 - 144	13 - 18
Elevator repairer mechanic	95 - 135	2	96 - 120	12 - 15
	95 - 135	2	104 - 144	13 - 18

Grade	Present Rate	Proposed Classification	New Daily Rate	New Hourly Rate
Employees Clothing & Manufacturing Rates.				
+ Cutter machine	100 - 135	2	104 - 144	13 - 18
+ Clothing machine operator	85 - 105	3	96 - 120	12 - 15
+ Cutters, pattern	150 - 195	Special	160 - 200	20 - 25
+ Cutter's assistant	85 - 95	4	72 - 96	9 - 12
+ Embroiderers	90 - 115	3	96 - 120	12 - 15
+ Sewing hand	60 - 85	4	72 - 96	9 - 12
+ these grades are restricted to plants engaged in fabricating new garments for the Allied Forces and working under their direct control.				
Exhumer of Bodies	95	4	72 - 96	9 - 12
Ferrrier (when providing own anvil an additional 2¢ line per hour is payable)	90 - 115	3	96 - 120	12 - 15
Fireman, oil fuel, coal, or steam loco)	90 - 120	3	96 - 120	12 - 15
Pitter or mechanic, automobile or MT.	100 - 135	2	104 - 144	13 - 18
Pitter or mechanic, auto, radial Diesel	110 - 145	2	104 - 144	13 - 18
Foundryman	85 - 115	2	104 - 144	13 - 18
Gardener	85 - 95	4	72 - 96	9 - 12
Gear cutting specialist	165	1	128 - 168	16 - 21
Glazier	85 - 115	3	96 - 120	12 - 15
Greasor	85 - 105	3	96 - 120	12 - 15
Grinders, precision	100 - 135	2	104 - 144	13 - 18
Grooms or Stablemen	85 - 95	4	72 - 96	9 - 12
Gunfitters	90 - 135	2	104 - 144	13 - 18
Hammerman or striker	90 - 105	3	96 - 120	12 - 15
Joiner	95 - 125	2	104 - 144	13 - 18
Laboratory & dispensing asst	100 - 125	2	104 - 144	13 - 18
Lifesavers	85 - 105	3	96 - 120	12 - 15
Lighthouse keeper	95 - 100	2	104 - 144	13 - 18
Linesman	100 - 135	3	96 - 120	12 - 15
Linotype operator	100 - 145	2	104 - 144	13 - 18
Litho engraver	130 - 165	1	128 - 168	16 - 21
Lithographer	100 - 145	2	104 - 144	13 - 18
assistant	90 - 105	3	96 - 120	12 - 15
Lumber Workers.				
Choker setter	85 - 115	}	96 - 120	12 - 15
Dogger	90 - 115			
Edgerman	90 - 125			
Faller	90 - 115			
Log turner	85 - 105			
Lumber handler	85 - 95	4	92 - 96	9 - 12
Machine minders	85 - 105	3	96 - 120	12 - 15
Machine minder's assistant	70 - 90	4	72 - 96	9 - 12
Mechanists	90 - 135	2	104 - 144	13 - 18
Markers & sorters	70 - 90	4	72 - 96	9 - 12
Masons (1st class)	new grade	2	104 - 144	13 - 18
Masons (2nd class)	90 - 125	3	96 - 120	12 - 15

+ Cutter machine	100 - 135	2	96 - 120	12 - 15
+ Clothing machine operator	85 - 105	3	160 - 160	20 - 25
+ Cutters, pattern	150 - 195	Special	72 - 96	9 - 12
+ Cutter's assistant	85 - 95	4	96 - 120	12 - 15
+ Embroiderers	90 - 115	3	72 - 96	9 - 12
+ Sewing hand	60 - 85	4	96 - 120	12 - 15
+ those grades are restricted to plants engaged in fabricating new garments for the Allied Forces and working under their direct control.	95	4	72 - 96	9 - 12
Exhumer of Bodies				
Farrier (when providing own anvil an additional 2 1/2 hrs per hour is payable)	90 - 115	3	96 - 120	12 - 15
Fireman, oil fuel, coal, or steam loco)	90 - 120	3	96 - 120	12 - 15
Fitter or mechanic, automobile or MT.	100 - 135	2	104 - 144	13 - 18
Fitter or mechanic, aero, radial Diesel	110 - 145	2	104 - 144	13 - 18
Foundryman	85 - 115	2	104 - 144	13 - 18
Gardener	85 - 95	4	72 - 96	9 - 12
Gear cutting specialist	165	1	128 - 168	16 - 21
Glazier	85 - 115	3	96 - 120	12 - 15
Greaser	85 - 105	3	96 - 120	12 - 15
Grinders, precision	100 - 135	2	104 - 144	13 - 18
Grooms or Stablemen	85 - 95	4	72 - 96	9 - 12
Gunfitters	90 - 135	2	104 - 144	13 - 18
Hammerman or striker	90 - 105	3	96 - 120	12 - 15
Joiner	95 - 125	2	104 - 144	13 - 18
Laboratory & dispensing asst	100 - 125	2	104 - 144	13 - 18
Lifesavers	85 - 105	3	96 - 120	12 - 15
Lighthouse keeper	95 - 100	2	104 - 144	13 - 18
Linsman	100 - 135	3	96 - 120	12 - 15
Linotype operator	100 - 145	2	104 - 144	13 - 18
Litho engraver	130 - 165	1	128 - 168	16 - 21
Lithographer	100 - 145	2	104 - 144	13 - 18
assistant	90 - 105	3	96 - 120	12 - 15

<u>Lumber Workers.</u>				
Choker setter	85 - 115	3	96 - 120	12 - 15
Dogger	90 - 115	4	92 - 96	9 - 12
Edgeman	90 - 125	3	96 - 120	12 - 15
Faller	90 - 115	4	72 - 96	9 - 12
Log turner	85 - 105	2	104 - 144	13 - 18
Lumber handler	85 - 95	4	72 - 96	9 - 12
Machine minders	85 - 105	3	96 - 120	12 - 15
Machine minder's assistant	70 - 90	4	72 - 96	9 - 12
Mechanics	90 - 135	2	104 - 144	13 - 18
Markers & sorters	70 - 90	4	72 - 96	9 - 12
Masons (1st class)	new grade	2	104 - 144	13 - 18
Masons (2nd class)	90 - 125	3	96 - 120	12 - 15
Messengers, English-speaking (if under 17 yrs of age may receive up to 90% of minimum adult rate)	70 - 90	4	72 - 96	9 - 12
Mechanics, sewing machine	100 - 135	2	104 - 144	13 - 18
Mechanics, typewriters	135	2	104 - 144	13 - 18
Mechanics, wireless	90 - 105	3	96 - 120	12 - 15
Mechanics, marine, eng (RM)				
Mechanics assistant				

Grade	Present Rate.	Proposed Classification	New Daily Rate	New Hourly Rate
Motion picture operator	90 - 135	2	104 - 144	13 - 18
Moulders	90 - 135	2	104 - 144	13 - 18
Packers	85 - 95	3	96 - 120	12 - 15
Painters, varnishers & sign-writers (1st class)	new grade	2	104 - 144	13 - 18
Painters, varnishers & sign-writers (2nd class)	95 - 120	3	96 - 120	12 - 15
Painter, brush hand	new grade	4	72 - 96	9 - 12
Paper cutter operator	105 - 125	2	104 - 144	13 - 18
Parquet layer	90 - 115	2	104 - 144	13 - 18
Pattern maker	90 - 125	2	104 - 144	13 - 18
Pavement layer	90 - 115	3	96 - 120	12 - 15
Permanent way inspector	85 - 110	2	104 - 144	13 - 18
Pier supervisor	105 - 140	2	104 - 144	13 - 18
Plasterer (fancy) Class I	new grade	2	104 - 144	13 - 18
Plasterer Class II	95 - 120	3	96 - 120	12 - 15
Platclayer (railroad)	85 - 105	3	96 - 120	12 - 15
Plater, printing	100 - 125	2	104 - 144	13 - 18
Plumber	90 - 120	2	104 - 144	13 - 18
Pointsmen (railroad)	85 - 95	3	96 - 120	12 - 15
Pressers, machine (Hoffman's Steam Press)	90 - 125	3	96 - 120	12 - 15
Printer	100 - 135	2	104 - 144	13 - 18
Process engravers	130 - 165	1	128 - 168	16 - 21
Photo developer (single or machine)	100 - 120	3	96 - 120	12 - 15
Printing machine minder	90 - 135	2	104 - 144	13 - 18
Printing machine minder's mate	85 - 105	3	96 - 120	12 - 15
Quartermaster	90 - 115	3	96 - 120	12 - 15
Recordak operator	90 - 110	3	96 - 120	12 - 15
Repairers, Watch & precision instrument	120 - 165	1	128 - 168	16 - 21
Rigger	95 - 120	2	104 - 144	13 - 18
Rivet heater	85 - 105	3	96 - 120	12 - 15
Rivetter	95 - 120	2	104 - 144	13 - 18
Rivetter holder up	85 - 105	3	96 - 120	12 - 15
Road Supervisors	90 - 125	2	104 - 144	13 - 18
Road Worker	85 - 95	4	72 - 96	9 - 12
Saddler	85 - 115	2	104 - 144	13 - 18
Saw Repairer & sharpener	90 - 115	3	96 - 120	12 - 15
Sawyer	90 - 115	3	96 - 120	12 - 15
Sheet metal worker	100 - 135	2	104 - 144	13 - 18
Shoemaker (special boot & surgical work)	100 - 135	2	104 - 144	13 - 18
Shunter or Brakeman	85 - 105	3	96 - 120	12 - 15
Slater	85 - 105	3	96 - 120	12 - 15
Smelter (ore smelting)	90 - 120	3	96 - 120	12 - 15
Stevadors	90 - 110	3	96 - 120	12 - 15
(Stevadores (coaling, ore) may be paid 1 lire per hour extra)				
Stevadors, head	100 - 125	2	104 - 144	13 - 18
Stereotyper	100 - 135	2	104 - 144	13 - 18
Stone hand cutter	95 - 120	2	104 - 144	13 - 18
Storeroom or Storewoman	85 - 100	3	96 - 120	12 - 15
Storeroom (1st class)	new grade	2	104 - 144	13 - 18

12821

writers (2nd class)	95 - 120	3	96 - 120	12 - 15
Painter, brush hand	new grade	4	72 - 96	9 - 12
Paper cutter operator	105 - 125	2	104 - 144	13 - 18
Parquet layer	90 - 115	2	104 - 144	13 - 18
Pattern maker	90 - 125	2	104 - 144	13 - 18
Pavement layer	90 - 115	3	96 - 120	12 - 15
Permanent way inspector	85 - 110	2	104 - 144	13 - 18
Pier supervisor	105 - 140	2	104 - 144	13 - 18
Plasterer (fancy) Class I	new grade	2	104 - 144	13 - 18
Plasterer Class II	95 - 120	3	96 - 120	12 - 15
Platelay (railroad)	85 - 105	3	96 - 120	12 - 15
Plater, printing	100 - 125	2	104 - 144	13 - 18
Plumber	90 - 120	2	104 - 144	13 - 18
Pointman (railroad)	85 - 95	3	96 - 120	12 - 15
Pressers, machine (Hoffman's Steam Press)	90 - 125	3	96 - 120	12 - 15
Printer	100 - 135	2	104 - 144	13 - 18
Process engravers	150 - 165	1	128 - 168	16 - 21
Photo developer (single or machine)	100 - 120	3	96 - 120	12 - 15
Printing machine minder	90 - 135	2	104 - 144	13 - 18
Printing machine minder's mate	85 - 105	3	96 - 120	12 - 15
Quarryman	90 - 115	3	96 - 120	12 - 15
Recorder operator	90 - 110	3	96 - 120	12 - 15
Repairers, Watch & Precision instrument	120 - 155	1	128 - 168	16 - 21
Rigger	95 - 120	2	104 - 144	13 - 18
Rivet heater	85 - 105	2	96 - 120	12 - 15
Rivetter	95 - 120	2	104 - 144	13 - 18
Rivetter holder up	85 - 105	3	96 - 120	12 - 15
Road Supervisors	90 - 125	2	104 - 144	13 - 18
Road Worker	85 - 95	4	72 - 96	9 - 12
Saddler	85 - 115	2	104 - 144	13 - 18
Saw Repairer & sharpener	90 - 115	3	96 - 120	12 - 15
Sawyer	90 - 115	3	96 - 120	12 - 15
Sheet metal worker	100 - 135	2	104 - 144	13 - 18
Shoemaker (special boot & Surgical work)	100 - 135	2	104 - 144	13 - 18
Shunter or Brakeman	85 - 105	3	96 - 120	12 - 15
Slater	85 - 105	3	96 - 120	12 - 15
Smelter (ore smelting)	90 - 120	3	96 - 120	12 - 15
Stevadors	90 - 110	3	96 - 120	12 - 15
(Stevadors (coaling, ore) may be paid 1 lire per hour extra)				
Stevadors, head	100 - 125	2	104 - 144	13 - 18
Streotypes	100 - 135	2	104 - 144	13 - 18
Stone hand cutter	95 - 120	2	104 - 144	13 - 18
Storeroom or Storeman	85 - 100	3	96 - 120	12 - 15
+ Tailors (1st class)	new grade	2	104 - 144	13 - 18
+ " (2nd class)	85 - 105	3	96 - 120	12 - 15
+ Tentmakers	85 - 105	3	96 - 120	12 - 15
+ Tailors and Tentmakers providing own machines may be paid 2 1/2 lire per hour extra.				
Tentmender	85 - 105	3	96 - 120	12 - 15

1288

Grade.	Present Rate	Proposed Classification	New Daily Rate	New Hourly Rate
Tile-layer	90 - 115	3	96 - 120	12 - 15
Tinkerman	90 - 135	2	104 - 144	13 - 18
Tinsmith	90 - 120	2	104 - 144	13 - 18
Toolmaker	90 - 125	2	104 - 144	13 - 18
Track walker (railroad)	85 - 105	3	96 - 120	12 - 15
Trimmers, coal	85 - 105	3	96 - 120	12 - 15
Turner	90 - 135	2	104 - 144	13 - 18
Truckmaster	110 - 135	2	104 - 144	13 - 18
Truckmaster assistant	100 - 125	3	96 - 120	12 - 15
Tyre treader	90 - 135	2	104 - 144	13 - 18
Unholsters	90 - 120	2	104 - 144	13 - 18
Vulcanizers	90 - 120	3	96 - 120	12 - 15
Warehouseman or storeroom	90 - 135	2	104 - 144	13 - 18
Washer, hand	85 - 95	4	72 - 96	9 - 12
Washer, machine	85 - 105	3	96 - 120	12 - 15
Watchmen	70 - 90	4	72 - 96	9 - 12
Welder (1st class)	new grade	2	104 - 144	13 - 18
Welder (2nd class)	95 - 135	3	96 - 120	12 - 15
Wheelwright	90 - 115	2	104 - 144	13 - 18

Apprentices (juveniles) from 50% to 80% of the minimum rate applicable to the grade.

Foremen or Gangors (artisans and skilled grades) to receive 1 1/2 line per hour more than the highest paid men under his supervision.

HEADQUARTERS
ALLIED CONTROL COMMISSION
ECONOMIC SECTION
APO 394

C. W. Atkins

4611
CWA/rb
1341

4 October 1944

ES/4

SUBJECT: A.F.L.R. (I) Board.

TO : Labour Sub-Commission
Public Works & Utilities Sub-Commission.

1. Herewith copy Agenda for the meeting of the above Board on Saturday 7 Oct. 44.

2. Minutes of the Electric Power Committee meeting are attached for P.W. & U. Sub-Commission, and minutes of the Labour and Wages Control Committee are attached for Labour Sub-Commission.

3. The Acting Head of Economic Section wishes to be fully informed on any matters likely to arise at the meeting out of these items. If necessary, therefore, please arrange to see Mr. Antolini on Friday 6 Oct.

C. W. Atkins
C.W. ATKINS. LT.RA.
Staff Lieut.,
Economic Section.

2820

Encl.:
As per Para 1 & 2

ALLIED FORCE LOCAL RESOURCES SECTION

COPY

REF:- LRS-213

R.A.A.
C.M.F.

27 SEP 44

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARDAGENDA

The seventeenth meeting of the Board will be held at 1100 hours SATURDAY 7 OCT. 44 in the Main Conference Room, HQ ACC, Via Vittorio Veneto, ROME to consider the following Agenda:-

1. Minutes of the sixteenth meeting held on 14 SEP. 44.
2. To reconsider the question of the supply of fresh fruit and vegetables to the Allied Armed Forces and in this connection to receive para III of AFHQ Adm. Memo No. 42 (Appendix 'A' attached)
3. To receive reports and recommendations from the Chairman of the
 - (a) Engineering Materials Committee (meeting of 5 SEP and 3 OCT 44)
 - (b) Electric Power Committee (meeting of 28 SEP 44)
 - (c) Miscellaneous Purposes Committee (meeting of 3 SEP 44)
 - (d) Food Supply Committee (meeting of 10 SEP 44)
 - (e) Labour and Wages Control Committee (meetings of 25 AUG & 29 SEP 44)
4. To consider the desirability of establishing an Industrial Coordination Committee.
5. To receive a proposal from HQ, ACC regarding the handling of controlled materials in AMG territory, north of the Army Rear Boundary (Appendix 'B' attached).
6. Any other business.
7. To confirm the date of the next meeting as 4 NOV 44.

THOS. R. GIBSON, A.A. CURRY,
Lt. Col., Brigadier,
Chief of Section (A), Chief of Section (Br),
Allied Force Local Resources (Italian) Board.

La.../c

1344

The seventeenth meeting of the board will be held at 1100 hours
SATURDAY 7 OCT. 44 in the main Conference Room, HQ ACC, Via Vittorio
Veneto, Rome to consider the following Agenda:-

1. Minutes of the sixteenth meeting held on 14 SEP. 44.
2. To reconsider the question of the supply of fresh fruit and vegetables to the Allied Armed Forces and in this connection to receive para III of AFHQ adm. Memo No. 42 (Appendix 'A' attached)
3. To receive reports and recommendations from the Chairman of the
 - (a) Engineering Materials Committee (meeting of 5 SEP and 3 OCT 44)
 - (b) Electric Power Committee (meeting of 28 SEP 44)
 - (c) Miscellaneous Purposes Committee (meeting of 8 SEP 44)
 - (d) Food Supply Committee (meeting of 10 SEP 44)
 - (e) Labour and Wages Control Committee (meetings of 25 AUG & 29 SEP 44)
4. To consider the desirability of establishing an Industry ²⁸¹³⁰⁻ ordination Committee.
5. To receive a proposal from HQ, ACC regarding the handling of controlled materials in AMG territory, north of the Army Rear boundary (Appendix 'B' attached).
6. Any other business.
7. To confirm the date of the next meeting as 4 NOV 44.

THOS. R. GIBSON, A.A. CURRY,
Lt. Col., Brigadier,
Chief of Section (A), Chief of Section (Br),
Allied Force Local Resources (Italian) Board.

DISTRIBUTION

See P. 2

AR.

27

LOCAL RESOURCES SECTIONHQ AAI
CAF

25 AUG 44

REF:- 5/2/LR

ALLIED FORCE LOCAL RESOURCES (ITALIAN) BOARDLABOUR & WAGES CONTROL COMMITTEE - MINUTES

1. The twenty first meeting of the Labour & Wages Control Committee was held at 14.30 hours, 25 AUG 44, in the Local Resources Section Conference Room, HQ AAI.

Present:- Colonel Douglas M. Lawley, G-4 - Chairman

Representatives of:-

Fifth Army
HQ (POWIT)
NO. 1 DISTRICT
NO. 2 DISTRICT
NO. 3 DISTRICT
PSS
RAAC
AAFSC/ATO
MRAF
DWAR
ACC
DDL (BR), AAI

In Attendance:- Vice-Chairman (Am) Allied Force Local Resources (Italian) Board.
" " (Br)
AFA (Br), AAI

2. The minutes of the twentieth meeting held on 25 July were approved.
3. No matters arose for discussion from the meeting of the Board held on 24 AUGUST 44.
4. The minutes of the meeting of the Wages Sub-Committee held at 0900 hours on 16 AUG 44 at HQ, PSS, NAPLES, were considered and the following recommendations were made to the Board:-
- (a) That Os.C. units be authorized to make at their discretion an allowance of fifty lire per diem for R/T drivers, artisans, etc. who, for operational, accidental or other unforeseeable reasons are required to remain on duty beyond the normal work period necessitating subsistence away from their normal accommodation.
- (b) That a per diem allowance for civilians employed by the Allied Armed Forces be made for Clerical and Supervising grades, as follows:-

(i)	Employees in receipt of 9,600 lire and more per month	-	250 lire per diem
"	"	"	6,000 to 9,599 lire per month
"	"	"	225 lire per diem
"	"	"	4,500 to 5,999 lire per month
"	"	"	175 lire per diem
"	"	"	3,500 to 4,499 lire per month
"	"	"	150 lire per diem
"	"	"	less than 3,500 lire - 125 lire per diem

2818

Present:-- Colonel Douglas M. Lawley, G-4 - Chairman

Representatives of:--

Fifth Army
HQ (POWIT)
NO. 1 DISTRICT
NO. 2 DISTRICT
NO. 3 DISTRICT
FBS
RAAC
AARCO/ATO
MAAF
IDNR
AOC
IDL (BR), IAI

In Attendance:-- Vice-Chairman (Am) Allied Force Local
" " (Br) Resources (Italian) Board,
AFA (Br), IAI

2. The minutes of the twentieth meeting held on 25 JULY were approved.
3. No matters arose for discussion from the meeting of the Board held on 21 AUGUST 44.
4. The minutes of the meeting of the Wages Sub-Committee held at 0900 hours on 16 AUG 44 at HQ, FBS, NAPLES, were considered and the following recommendations were made to the Board:--

(a) That O.S.C. units be authorised to make at their discretion an allowance of fifty lire per diem for M/T drivers, artisans, etc. who, for operational, accidental or other unforeseeable reasons are required to remain on duty beyond the normal work period necessitating subsistence away from their normal accommodation.

(b) That a per diem allowance for civilians employed by the Allied Armed Forces be made for Clerical and Supervising grades, as follows:--

(1)	Employees in receipt of 9,600 lire and more per month
"	" " " 250 lire per diem
"	" " " 6,000 to 9,599 lire per month
"	" " " 225 lire per diem
"	" " " 4,500 to 5,999 lire per month
"	" " " 175 lire per diem
"	" " " 3,500 to 4,499 lire per month
"	" " " 150 lire per diem
"	" " " less than 3,500 lire - 125 lire per diem

2818

-2-

(11) Rules

- (a) The above rates will be payable for every 24 hours of absence from place of residence on official business. If the time of absence in hours exceed 24 and is not divisible exactly by 24, the final period, if in excess of 12 hours, shall be counted as 24; if under 12 hours, nothing shall be paid in respect of it.
- (b) These allowances will be paid in full if no rations or accommodation are provided for the use of the employee making the journey. If rations, but not accommodation, are provided, one-third of the allowance will be paid. If accommodation, but not rations, is provided, two-thirds will be paid.
- (c) Claims in support of these allowances will be submitted.
- (e) That the scheme for Social Insurance Coverage for Civilians employed directly by the Allied Armed Forces as presented by AGC be adopted (appendix 'A' refers).

5. The following new and revised rates of pay were approved:-

	<u>Min.</u>	<u>Max.</u>
Baler, Clothing & Soft Goods	75	90 lire per day
Stereotyper	90	110 "
Tailor (with own machine)	90	110 "
Tailor (without machine)	70	90 "
Tailoress (with own machine)	75	90 "
Tailoress (without machine)	55	70 "
Paper Cutter Operator	90	110 "
Printing Machine Minder	90	120 "
" Mate	70	90 "
Shipwright	80	120 "
Storewomen	60	80 "
Charge Hand	65	102 "
Turner	80	120 "
Repairer, Watch & Precision Instrument	120	150 "
Chief Foreman of Unclassified Grades (minimum of 100 men)	3000	4500 lire per month
<u>Lumber Workers</u>		
Choker Setter	70	100 lire per day
Edgerman	80	110 lire per day
Log Turner	70	90 "
Dogger	80	100 "
Lumber Handler	65	80 "
Faller	80	100 "
<u>Employees Clothing Manufacturing Plants</u>		
	<u>Min.</u>	<u>Max.</u>
Cutter, Pattern (Male)	150	180 per day
Cutter, Machine (Male)	100	120 "
Cutter, Assistant, (Male)	70	80 "
Clothing Machine Operator (Female)	60	90 "
Seamstress	50	60 "
Embroider Female	70	100 "

- (c) Claims in support of these allowances for Civilians employed directly by the Allied Armed Forces as presented by ACC be adopted (Appendix 'A' refers).

5. The following new and revised rates of pay were approved:-

	Min.	Max.
Baler, Clothing & Soft Goods	75	90 per day
Stereotypist	90	110 "
Tailor (with own machine)	90	110 "
Tailor (without machine)	70	90 "
Tailorless (with own machine)	75	90 "
Tailorless (without machine)	55	70 "
Tailorless (without machine)	90	110 "
Tailorless (without machine)	90	120 "
Paper Cutter Operator	70	90 "
Printing Machine Minder	80	120 "
" Mate	60	80 "
Shipwright	63	102 "
Storewoman	80	120 "
Charge Hand	120	150 "
Turner	3000	4500 lire per month
Repairer, Watch & Precision Instrument		
Chief Foreman of Unclassified Grades (minimum of 100 men)		
<u>Lumber Workers</u>		
Choker Setter	70	100 lire per day
Edgerman	80	110 lire per day
Log Turner	70	90 "
Dogger	80	100 "
Lumber Handler	65	80 "
Faller	80	100 "
+ <u>Employees Clothing Manufacturing Plants</u>		
Cutter, Pattern (Male)	Min. 150	Max. 100 per day
Cutter, Machine (Male)	100	120 "
Cutter, Assistant, (Male)	70	80 "
Clothing Machine Operator (Female)	60	90 "
Seamstress	50	60 "
Embroider Female	70	100 "

+ These grades are restricted to plants engaged in fabricating new garments for the Allied Forces and working under their direct control.

-3-

The following rates of pay previously approved were cancelled:-

Mechanics, Marine Instrument, RM.	Min.	Max.
	-	120 per day.

Chief Foreman or Chief Ganger. (Unclassified Grades)	10 lire per day more than rate paid to Ganger or Foreman.
---	---

6. The proposal of 2 DISTRICT for a wage classification of Dock Labourer at 65/83 lire per diem was referred back to the Wage Sub-Committee at the request of 2 DISTRICT for further consideration in respect to its possible application to the entire Mainland of Italy.

7. A scheme presented by ACC for the establishment of Soup Kitchens for Italian Impiegati (including clerical workers) employed by the Allied Armed Forces in Rome Area was not favourably considered. ACC reported that this scheme was, in fact, already being operated by ACC in Rome. It was pointed out that, if such were the case, it was in direct contravention of the terms of AFHQ Adv. Acm. 20h. Administrative Instruction No. 24 governing the conditions of employment of civilian labour by the Allied Armed Forces and AAI Admin. Instr. No. 39 dated 5 JUL 44, relating to Supply of Food to Italian Civilians.

8. The next meeting of the Committee will be held at 1430 hrs. 3 OCT 44, in the Local Resources Section Conference Room, HQ, AAI.

J.T. WHITTAKER Captain Joint Secretary (Asst) Allied Force Local Resources (Italian) Board.	S.J.B. LOUDEN Captain Joint Secretary (Sr) Allied Force Local Resources (Italian) Board.
--	---

Copy No.	Copy No.	DISPOSITION
1	39	Chairman, L.R. Board.
2	40	Vice-Chairman (Asst).
3	41	Vice-Chairman (Sr).
4	42	D/CAO
5/7	43	HQ, Fifth Army.
8/9	44	HQ, Eighth Army.
10/13	45	Flag Officer, Western Italy.
14	46	Flag Officer, Taranto.
15	47	SUSNO, Italy.
16	48	HQ, 5 Corps.
17/18	49	HQ, No. 1 District.
19/20	50	HQ, No. 2 District.
21/22	51	HQ, No. 3 District.
23/24	52	CG, FES.
25/26	53	AAFSC/ATO.
29	54	IO, AAFSC/ATO, AAI.
30/31	55	2nd Co

2817

6. The proposal of 2 DISTRIC for a wage classification of Dock Labourer at \$5/80 lire per diem was referred back to the Wage Sub-Committee at the request of 2 DISTRIC for further consideration in respect to its possible application to the entire Mainland of Italy.

7. A scheme presented by ACC for the establishment of Soup Kitchens for Italian Impiegati (including clerical workers) employed by the Allied Armed Forces in Rome Area was not favourably considered. ACC reported that this scheme was, in fact, already being operated by ACC in Rome. It was pointed out that, if such were the case, it was in direct contravention of the terms of AFHQ Adv. Com. No. Administrative Instruction No. 24 governing the conditions of employment of civilian labour by the Allied Armed Forces and AAI Admin. Instr. No. 39 dated 5 JUL 44, relating to Supply of Food to Italian Civilians.

8. The next meeting of the Committee will be held at 1430 hrs. 3 OCT 44, in the Local Resources Section Conference Room. HQ, AAI.

J.T. WHITMAN
Captain

S.J.B. LOUDEN
Captain

Joint Secretary (AAI) Joint Secretary (FR)
Allied Force Local Resources (Italian) Board.

DISTRIBUTION

Copy No.		Copy No.	
1	Chairman, L.R. Board.	39	DCAR
2	Vice-Chairman (AAI).	40	G-4
3	Vice-Chairman (FR).	41	"A"
4	D/GAO	42	Q-1
5/7	HQ, Fifth Army.	43	Q-2
8/9	HQ, Eighth Army.	44/50	HQ, AFHQ, AFHQ.
10/13	Flag Officer, Western Italy.	51	EA (BR. ARMY).
14	Flag Officer, Teramo.	52	FA (RAF)
15	USCNO, Italy.	53	DEL (Ar)
16	HQ, 5 Corps.	54	CO, AFDG.
17/18	HQ, No. 1 District.	55/64	Local Res. Section.
19/20	HQ, No. 2 District.	67/66	AFHQ (Sicilian) Board.
21/22	HQ, No. 3 District.	67	AFHQ (Sardinian) Board.
23/24	CG, FDS.	68	AFHQ (North African) Board.
25/28	AAFSC/ATO.	69	Filo.
29	LO, AAFSC/ATO, AAI.	70/95	Spares.
30/31	214 GP. RIF.		
32	HQ, MAAF.		
33/34	HQ, PASC.		
35/37	ACC.		
38	DCAG.		

2817

APPENDIX "A"

ADVANCE HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOUR SUB-COMMISSION
AFG 594

16 AUG 44

LAB 091.454

MEMORANDUM

SUBJECT: Social Insurance Coverage for Civilians employed directly by the Allied Armed Forces.

TO: Chairman, Labour & Wages Control Committee.

1. At its meeting of 15 May 1944, the Local Resources (Italian) Board approved the extension of the Italian social insurance provisions to direct employees of the Allied Armed Forces and requested the Allied Control Commission to develop a plan, acceptable to Headquarters AAI for such extension.
2. The plan embodied in this memorandum is submitted to the Labour & Wages Control Committee for consideration. The Plan is recommended by the Labour Sub-Commission, ACC, on the basis of extensive study of the problems involved and alternative possibilities of solution. The guiding objective has been to:-

- (a) determine the minimum information required to assure social insurance benefits to workers and enable the setting up of Italian State funds for the purpose; and
 - (b) devise a method whereby the Armed Forces may supply the information with a minimum of clerical work and record keeping.
3. The Italian Government has agreed to pay for and to provide social insurance benefits covering:-
- (a) Accidental injury or death (as at present).
 - (b) Illness of worker or of member of his family.
 - (c) Unemployment.
 - (d) Invalidity and old age.
 - (e) Tuberculosis.
 - (f) Marriage and births.

4. The minimum information required consists of data sufficient to identify the worker, his classification and pay rate, and the dates of his employment, which it is proposed to record and furnish to the worker by means of a "Worker's Social Insurance Card" (copy attached).

5. The following is proposed as the responsibility to be assumed by the Armed Forces:-

- (a) the paying officer or his delegate will be responsible for preparation of a "Worker's Social Insurance Card", Form SI-1, for each worker employed. The cards will be maintained in an appropriate file during the period of employment.

(b) the file will be initially constituted to include cards

2816

extension of the plan, acceptable to Headquarters AAI for such extension.

2. The plan embodied in this memorandum is submitted to the Labour & Wages Control Committee for consideration. The Plan is recommended by the Labour Sub-Commission, ACC, on the basis of extensive study of the problems involved and alternative possibilities of solution. The guiding objective has been to:-

- (a) determine the minimum information required to assure social insurance benefits to workers and enable the setting up of Italian State funds for the purpose; and
- (b) devise a method whereby the Armed Forces may supply the information with a minimum of clerical work and record keeping.

3. The Italian Government has agreed to pay for and to provide social insurance benefits covering:-

- (a) Accidental injury or death (as at present).
- (b) Illness of worker or of member of his family.
- (c) Unemployment.
- (d) Invalidity and old age.
- (e) Tuberculosis.
- (f) Marriage and births.

4. The minimum information required consists of data sufficient to identify the worker, his classification and pay rate, and the dates of his employment, which it is proposed to record and furnish to the worker by means of a "Worker's Social Insurance Card" (copy attached).

5. The following is proposed as the responsibility to be assumed by the Armed Forces:-

- (a) the paying officer or his delegate will be responsible for preparation of a "Worker's Social Insurance Card", Form SI-1, for each worker employed. The cards will be maintained in an appropriate file during the period of employment.
- (b) The file will be initially constituted to include cards for all workers paid the first pay-period after the effective date of the plan. The date of commencing work, from the standpoint of social insurance coverage, will be considered as being the same as the effective date of the plan and will be so entered on the worker's card, except in the case of such employing units as are able/

2816

- 2 -

able and wish to provide retroactive coverage for their employees by supplying the actual commencing date, where it is verifiable.

- (c) When employment terminated or is interrupted by illness or other compensable contingency, the card will be completed, certified by the paying officer or his delegate, and will be given to the worker to enable him to establish his social insurance rights. A new card will be prepared, to cover any succeeding period of employment, should he again return to work.
- (d) When a worker, during his period of employment, wishes to apply for medical care for a member of his family or for a marriage or birth allowance (i.e. a benefit not contingent on his own separation from work), a certification that he is currently employed by the Armed Forces will be given him, at his request, on the "Worker's Employment Status Report", Form SI-2 (copy attached), based on information already contained on the basic social insurance card.

6. A suggested file maintenance procedure is also attached hereto.

JAMES O. LEECOCK
Major, Spec-Res.
Labour Sub-Commission

ACC Representative - Labour & Wages Control Committee

Name _____

of _____

2. Commune. _____

3. Province _____

4. Employment recorded on this card began _____ (date)

5. Job Classification _____

6. Above-named worked at least part of each _____ pay period
 Weekly Bi-weekly
 Monthly semi-monthly

except pay periods ending: _____

7. Tally of pay periods worked (circle no. for each pay):-

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18
 19:20: 24 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38

8. Employment recorded on this card ended _____ with total of
 pay periods worked. day month

9. Final pay rate L. per month

10. Reason for ending employment: _____

WORKER'S SOCIAL INSURANCE CARD
 ALLIED ARMED FORCES IN ITALY
 Form SI-1 8/44

Certified :- _____

(Signature & stamp)

WORKER'S EMPLOYMENT STATUS REPORT
 FOR SOCIAL INSURANCE BENEFITS

Name _____

of _____

Commune _____

Province _____

The above-named is currently employed by the Allied Armed Forces and has been so employed for _____ pay periods.

ALLIED ARMED FORCES
 IN ITALY

Form S-2 8/44

Certified _____

(Signature and stamp)

Date _____

1818

SUGGESTED FILE MAINTENANCE PROCEDURE
 "WORKER'S SOCIAL INSURANCE CARDS"
 FORM SI-1

1. The first four lines of card (items 1 to 5) will be filled out when or before worker draws first pay. The length of the pay period (weekly, monthly, bi-weekly or semi-monthly) will be indicated.

except pay periods ending:

7. Tally of pay periods worked (circle no. for each pay):-

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18
19:20 24 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38

8. Employment recorded on this card ended with total of
pay periods worked.

9. Final pay rate L. per day 10. Reason for ending employment:
month

WORKER'S SOCIAL INSURANCE CARD
ALLIED ARMED FORCES IN ITALY
Form SI-1 8/44

Certified :- _____
(Signature & stamp)

WORKER'S EMPLOYMENT STATUS REPORT
FOR SOCIAL INSURANCE BENEFITS

Name _____ Of _____
Commune _____ Province _____

The above-named is currently employed by the Allied Armed
Forces and has been so employed for _____ pay
periods.

ALLIED ARMED FORCES
IN ITALY

1812
Certified _____
(Signature and stamp)

Form S-2 8/44

Date _____

SUGGESTED FILE MAINTENANCE PROCEDURE
"WORKER'S SOCIAL INSURANCE CARDS"
FORM SI-1

1. The first four lines of card (items 1 to 5) will be filled out when or before worker draws first pay. The length of the pay period (weekly, monthly, bi-weekly or semi-monthly) will be indicated by circling the appropriate word in item 5 or by rubber stamp. The card then goes into active file.
2. Each pay day, cards in the active file will be pulled as workers are paid and a tally will be made on the card by circling the number of the pay period in item 7. If the worker is leaving and is being paid off, the card will be completed and given to him. Otherwise it will be returned to the active file. Cards not pulled will represent/

-2-

represent workers who walked out on the job or who have otherwise absented themselves since last pay period. These will be date-stamped in space provided in item 6 and will be placed in dead file. If worker later reports and returns to work, card will be replaced in active file. If not, cards whose "Failed to work" date stamp is four weeks old will be destroyed and insurance rights forfeited.

5. Whenever a worker's employment terminates, without some definite understanding as to resumption (such as in case of a temporary shut-down or suspension), or is interrupted by illness or other compensable contingency, his card will be completed and given to him. If he is subsequently re-employed, a new card will be made out.

NOTE:- Both items 6 and 7 are simply tally items to simplify maintenance of the file. They may be used in whatever manner and with whatever variations the unit supervisor finds desirable.

---c0c---

19 AUG 44WCHM

Labn ⁵³⁶
~~4338~~
4611

ALLIED FORCE HEADQUARTERS

LABOUR DIRECTORATE

SUBJECT :- Wages Sub-Committee.

11/12.

Ref: Valley Forge 15

Labour Sub-Committee, HQ. A.C.C. APO 391,

(For attention Mr. David C. SACHS),

HQ. P.S. (For attention Capt H.J. KEMPER).

ICM P.O. (For attention Paymaster - Lieut P.R. CRITCHE, RNVR).

HQ. RAAF. (For attention P/Lt. A.A. HARGREY).

RAF (RAF) HQ. RAAF. (For attention W/Commr. J.R. GARLAND)

REF. No. 1 DIRECTORATE.

Attached are the Minutes of the Meeting of the Wages Sub-Committee held at WAFINS on 10 Oct 44.

11/ Oct 44.
1102/11

H. Pearce
(H.S. PHARKE),
A.D.L. (Civil), A.F.H.Q.
(Chairman).

HEADQUARTERS
1 OCT 1944
A. C. C.

281A

THE SUB-COMMITTEE OF THE LABOUR AND WAGES CONTROL COMMISSION

Minutes

1. A meeting of the Labour Sub-Committee was held at 0930 hrs on 10 ~~Dec~~ ^{Dec} 44 at HQ, FES, NAPLES.

2. Present: Lt.-Col. S.S. FEARCE, S.D.L. (Civil), A.F.H.Q. Chairman.

Representatives of:
ACC - Mr David C. SIMMS
FES - Capt A.J. REUER
RM - Paymaster Lieut P.R. CRIDDLE, RNVR
MAAF - Lt/Lieut A.A. HALEY

In attendance: W/Comdr J.K. HARLAND - Asst M.A. (R.A.F.)
Major W.R. HAYLAND - DADM, HQ 3 District.

3. The chairman, on assuming the appointment, expressed his appreciation of the valuable work performed by the sub-committee during the past months and was sure that it would continue to function with the same loyalty and efficiency.

4. Paid Annual Leave

arising out of a proposal by DEL, 3 District it was agreed and recommended that:

Annual leave with pay at the rate of one-half (1/2) day per month may be accumulated by monthly-paid employees in clerical and administrative grades who have served satisfactorily the Armed Forces from six (6) months or more with the same employing Service, to accrue from date of employment. Annual leave with pay will be granted to employees thus serving has been satisfactory and if the employees of the service permit. No extra expense to the military unit or installation for the employment of substitutes will be allowed. Under no circumstances will pay in lieu of leave be granted.

1

2813

Rates of Pay for Mess and Club Employees

(a) It was agreed and recommended that a revision of certain rates of pay applicable to Mess and Club Employees was necessary for the following reasons:-

(i) The rate of pay in issue to this type of employee should not be less than that granted to Unskilled Labour. No minimum therefore should fall below the following levels:

- Mess - 2500 lire per month
- Clubs - 2100 lire per month

2

(ii) In certain cases, Mess Staff have very little "cash in hand" and a deduction of 900 lire per month has been made in respect of rations provided.

Approved for General
Lt Col F.S. Pearce

Representatives of

ACC - Mr David G. Smith

- FES - Capt H.J. KESPER
- EM - Pa master Lieut P.S. BRIDDLE, RNR
- HMAT - Lt/Lieut A.A. SARKIS

V/Comdr J.A. WILKINSON - Asst P.A. (S.P.)
 Major R.S. HILDARD - DADD, HQ 3 District.

In Attendance

3. The chairman, on assuming the appointment, expressed his appreciation of the valuable work performed by the sub-committee during the past months and was sure that it would continue to function with the same loyalty and efficiency.

4. Paid Annual Leave

arising out of a proposal by DUL, 3 District it was agreed and recommended that:

Annual leave with pay at the rate of one-half (1/2) day per month may be accumulated by monthly-paid employees in clerical and administrative grades who have served satisfactorily the Armed Forces from six (6) months or more with the sea: employing Service, to accrue from date of employment. Annual leave with pay will be granted to employees when service has been satisfactory and if the exigencies of the service permit. No extra expense to the military unit or installation for the employment of a substitute will be allowed. Under no circumstances will pay in lieu of leave be granted.

①
 28137

Rates of Pay for Mess and Club Employees

(a) It was agreed and recommended that a revision of certain rates of pay applicable to Mess and Club Employees was necessary for the following reasons:-

(i) The rate of pay in issue to this type of employee should not be less than that granted to Unskilled Labour. No minimum therefore should fall below the following levels:

- Males - 2500 lire per month
- Females - 2100 lire per month

②

(ii) In certain cases, Mess Staff have very little "cash in hand" after a deduction of 900 lire per month has been made in respect of rations provided.

(iii) No overtime pay is payable

(b) Based on these considerations, the following rates of pay are

Handwritten notes:
 1. 28137
 2. 28137
 3. 28137
 4. 28137
 5. 28137

recommended for employees in Messes and Clubs:

Grade	Rate of pay	
	Min	Max
Assistant Cook	2500	2800
Assistant Waiter	2500	2800
Cook	2700	4000
Dish Washer	2500	2800
Handman	2500	2800
Head Cook	2900	5500
Head Waiter	3000	5000
Orderly (British Mess)	2200	3000
Waiter	2700	3700
Waitress	2200	3100

Note:- For female rates where not specified 15% will be deducted from the male rate in the same classification.

(e) Following a proposal by the FES representative, it was recommended that the following grades be added to the schedule of Mess and Club employees:-

Grade	Rate of Pay	
	Min	Max
Manager	3900	6500
Asst Manager	3000	5000
Cashier	2000	3600

6. Rates of Pay for Hotel Grades

(a) In order to eliminate disparities in pay it was agreed that the new minima and maxima recommended in para 5(b) above should apply also to comparable Hotel grades. It Appendix "A" is a schedule of rates of pay recommended for adoption in respect of Hotel Grades.

(b) In the opinion of this sub-committee the revised monthly rates recommended for Hotel Grades in Appendix "A" represent reasonable rates which should be used as the basis of remuneration in all classes of Hotels. The scales for the various grades are sufficiently wide to allow for differentiation between different classes of Hotels without any separate percentage deduction. Should the grading of Hotels in any particular area be necessary for special local reasons, it should be arranged at the discretion of the local Area Commander within the limits of remuneration laid down.

7. Rates of Pay for Auxiliaries employed in Hotels, Messes or Clubs

It was agreed and recommended that the following classification be added to the schedules of Hotel and Mess or Club Employees:-

Grade	Rate of Pay
	Min per Month

Cook	2700	4000
Dish Washer	2500	2500
Handyman	2500	2800
Head Cook	2900	3500
Head Waiter	3000	5000
Orderly (British Mess)	2400	3000
Waiter	2700	3700
Waitress	2200	3100

Note:- For female rates where not specified 15% will be deducted from the male rate in the same classification.

(c) Following a proposal by the FBS representative, it was recommended that the following grades be added to the schedule of Mess and Club employees:-

Grade	Rate of Pay	Rate of Pay
	Min	Max
Manager	3900	6500
Asst. Manager	3000	5000
Cashier	2000	3600

6. Rates of Pay for Hotel Grades

(a) In order to eliminate disparities in pay it was agreed that the new minimum and maxima recommended in para 5(b) above should apply also to comparable hotel grades. At Appendix "A" is a schedule of rates of pay recommended for adoption in respect of Hotel Grades.

(b) In the opinion of this sub-committee the revised monthly rates recommended for Hotel Grades in Appendix "A" represent reasonable rates which should be used as the basis of remuneration in all classes of Hotels. The scales for the various grades are sufficiently wide to allow for differentiation between different classes of Hotels without any separate percentage deduction. Should the grading of Hotels in any particular area be necessary for special local reasons, it should be arranged at the discretion of the local Area Commander within the limits of remuneration laid down.

7. Rates of Pay for Juveniles employed in Hotels, Messes or Clubs

It was agreed and recommended that the following classification be added to the schedules of Hotel and Mess or Club Employees:-

Grade	Rate of Pay	
	Min	Max
Juveniles (male and female under 17 years) all grades	---	1500

Should be listed also -

3. In the light of the recent increase in the Allied Forces Basic Wage Scale, it was recommended that the rates of pay approved at the meeting of the Labour Union as Central Committee held on 22.8.44 in respect of "Expert Forestry Stocker" and "Prisoner of War Mail Examiner" be amended to read as follows:-

Expert Forestry Stocker - 85 - 100 Lira per day
 Prisoner of War Mail Examiner - 3000 - 4000 Lira per month.

126

4. Regulations governing the Employment of Civilians by the Allied Forces in ITALY

13

- (a) It was recommended that the draft regulations at Annex A which should be promulgated to lay down the conditions under which civilians may be employed by the Allied Forces in ITALY.
- (b) It was further agreed that the question of making these regulations applicable also to SICILY, SARDINIA and CORSICA should be considered by the Labour and Welfare Control Committee.
- (c) No provisions regarding "STOCK LI-VI" were included in the draft regulations as it was felt that the "Social Insurance Scheme" would cover this question.

10. Proposed Sub-Division of Labour into Four Categories

14

It was agreed that consideration of the scheme operating in FRANCE for the sub-division of labour into four categories should be deferred pending an investigation by JCC into the possibility of such a scheme being adopted in ITALY.

11. New Grades and Rates of Pay

(a) The following new grades and rates of pay were agreed and recommended:-

Grade	Rate of Pay	Max Life
Casual	2000	5000 per month
Presser, Hand	35	110 per day
Millin, Hand (Flour Mill)	90	105 per day

17

(b) Consideration of a new grade of "Stave Hand" proposed by representative of F&S was deferred pending investigation by JCC of the wages applicable in the Timber Industry.

12. Unpaid Wages

15

The representative of JCC raised the question of employing units leaving areas without first paying off civilian labour. The Chairman agreed to examine this problem with a view to corrective action being taken.

126

9. Regulations Governing the Employment of Civilians by the Allied Forces in Italy

126

- (a) It was recommended that the draft regulations be amended to bring down the conditions under which civilians may be employed by the Allied Forces in Italy.
- (b) It was further agreed that the question of including these regulations applicable also to SICILY, SARDINIA and CORSICA should be considered by the Labour and Wages Control Committee.
- (c) No provisions regarding "SICK LEAVE" were included in the draft regulations as it was felt that the "Social Insurance Scheme" would cover this question.

10. Proposed Sub-Division of Labour into Four Categories

It was agreed that consideration of the scheme opportunity in FRANCE for the sub-division of labour into four categories should be deferred pending an investigation by ACC into the possibility of such a scheme being adopted in ITALY.

11. New Grades and Rates of Pay

- (a) The following new grades and rates of pay were proposed and recommended:-

Chief Clerk	2000	Chief Clerk	1600 per month
Cashier	155	Cashier	110 per day
Presser, Band Millin, and (Low Mill)	90	Presser, Band Millin, and (Low Mill)	105 per day

- (b) Consideration of a new grade of "Stage Hand" proposed by representative of IAB was deferred pending investigation by ACC of the rates applicable in the Theatre Industry.

12. Unpaid Wages

The representative of ACC raised the question of unpaid wages leaving work without first paying off civilian labour. The Chairman agreed to examine this problem with a view to constructive action being taken.

13. Rates of Hire of Horse Drawn Transport

The representative of ACC informed the meeting that difficulty was being experienced in fixing charges for the hire of horse-drawn transport and agreed to refer this matter to the Transportation Sub-Committee ACC.

126

14. Date of Next Meeting.

The next meeting of the Sub-Committee was arranged provisionally for Monday 30 Oct 44, to take place in the office of Capt. EUWER, HQ, FBS, NALLES, commencing at 0930 hrs.

11 Oct 44
HUGH/JL

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

SCHEDULE OF PROPOSED RATES FOR HOTEL GRADES

(CONTAINS RATES)

Grade	Present Allied Forces Basic Wages Scale		New Proposed Allied Forces Basic Wage Scale		Remarks
	Min	Max	Min	Max	
Manager	3,500	7,400	3,900	7,400	No change
Asst. Manager					No change
Head Receptionist or Personnel Controller	3,500	5,900	3,500	5,900	No change
Chief Cashier	2,500	4,500	2,500	4,500	Minimum increased
Book-keeper	1,800	4,000	2,000	4,000	No change
Hall Porter	2,000	3,500	2,000	3,500	Minimum increased
Porter	2,400	3,500	2,500	3,500	No change
Hotel Watchman	2,700	3,900	2,700	3,900	No change
Telephone Operator (English speaking)	2,100	3,600	2,100	3,600	No change
Telephone Operator (non English speaking)	1,650	2,500	1,650	2,500	No change
Elevator Operator	1,700	2,100	2,500	2,800	Min & Max increased
Bell Boy (over 17)	1,800	2,100	2,500	2,800	No change
Bell Boy (under 17)		1,500	1,500	1,500	Min increased
Hand man	3,500	6,500	3,500	6,500	No change
Head Butler	2,400	4,400	2,400	4,400	No change
Waiter	2,700	4,400	2,700	4,400	Max increased
Waitress	2,200	2,800	2,200	2,800	Min & max increased
Asst. Waiter	2,100	2,600	2,500	2,800	No change
Barman	3,500	4,500	3,500	4,500	No change
Head Cook or Chef	2,500	7,000	2,900	7,000	Min & max increased
Cook	2,700	4,400	2,700	4,400	No change
Asst. Cook	1,800	2,600	2,500	3,500	Min & max increased
Pot & Utensil Washer	2,000	3,500	2,500	3,500	Min increased
Dish Washer	1,600	3,500	2,500	3,500	Min & max increased
Sterilizer					Min increased
Porter	2,400	3,100	2,500	3,000	Min increased
Still Room Hand	1,500	3,100	2,500	3,000	No change in rate (rate data noted "as is")
Housekeeper (Public)	2,400	3,500	2,400	3,400	No change
Linens, Linen hand (Public)	1,500	3,400	2,100	3,400	Min increased, Grade designated "Handlery" No change

7811

1368

78112

Manager	Min	Max	Min	Max	Min	Max	Min	Max	Change
Asst. Manager	3,500	7,500	3,500	7,500	3,500	7,500	3,500	7,500	No change
Head Receptionist or Personnel	3,500	5,900	3,500	5,900	3,500	5,900	3,500	5,900	No change
Controller	2,000	4,400	2,000	4,400	2,000	4,400	2,000	4,400	No change
Chief Cashier	1,800	4,000	1,800	4,000	1,800	4,000	1,800	4,000	Minimum increased
Back-keeper	2,000	5,900	2,000	5,900	2,000	5,900	2,000	5,900	No change
Hall Porter	2,400	3,500	2,400	3,500	2,400	3,500	2,400	3,500	Minimum increased
Porter	2,700	3,900	2,700	3,900	2,700	3,900	2,700	3,900	No change
Hotel Nightman	2,100	2,600	2,100	2,600	2,100	2,600	2,100	2,600	No change
Telephone Operator (In Lish speaking)	1,650	2,500	1,650	2,500	1,650	2,500	1,650	2,500	No change
Telephone Operator (non English speaking)	1,650	2,500	1,650	2,500	1,650	2,500	1,650	2,500	Min & Max increased
Elevator Operator	1,700	2,500	1,700	2,500	1,700	2,500	1,700	2,500	- do -
Bell Boy (over 17)	1,800	2,600	1,800	2,600	1,800	2,600	1,800	2,600	No change
Bell Boy (under 17)	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	Min increased
Headman	3,500	6,500	3,500	6,500	3,500	6,500	3,500	6,500	No change
Head Waiter	2,400	4,400	2,400	4,400	2,400	4,400	2,400	4,400	No change
Waiter	2,700	3,100	2,700	3,100	2,700	3,100	2,700	3,100	Max increased
Waitress	2,200	2,800	2,200	2,800	2,200	2,800	2,200	2,800	Min & max increased
Asst Waiter	2,100	2,800	2,100	2,800	2,100	2,800	2,100	2,800	No change
Barman	2,500	4,500	2,500	4,500	2,500	4,500	2,500	4,500	No change
Head Cook or Chef	2,500	7,000	2,500	7,000	2,500	7,000	2,500	7,000	Min & max increased
Cook	2,700	4,400	2,700	4,400	2,700	4,400	2,700	4,400	No change
Asst Cook	1,600	2,500	1,600	2,500	1,600	2,500	1,600	2,500	Min & max increased
Pot & Utensil Washer	2,000	2,500	2,000	2,500	2,000	2,500	2,000	2,500	Min increased
Dish Washer	1,600	2,500	1,600	2,500	1,600	2,500	1,600	2,500	Min & max increased
Storeroom	2,400	3,600	2,400	3,600	2,400	3,600	2,400	3,600	Min increased
Furniture	2,400	3,600	2,400	3,600	2,400	3,600	2,400	3,600	Min increased
Still Room Hand	1,900	2,000	1,900	2,000	1,900	2,000	1,900	2,000	Min increased
Housekeeper (Funic)	2,400	3,400	2,400	3,400	2,400	3,400	2,400	3,400	No change in pay grade sent noted "grade 10"
Linen Keeper, Linen Hand (Funic)	1,500	2,100	1,500	2,100	1,500	2,100	1,500	2,100	Min increased. Grade designated "7, 10, 15"
Chambermaid	2,100	2,100	2,100	2,100	2,100	2,100	2,100	2,100	No change
Laundry Hand (male)	2,700	3,500	2,700	3,500	2,700	3,500	2,700	3,500	No change
Laundry Hand (Female) or Ironing Room	1,500	2,100	1,500	2,100	1,500	2,100	1,500	2,100	Min increased

APPENDIX "A" (continued)

Grade	Present Allied Forces Basic Wage Scale		New Proposed Allied Forces Basic Wage Scale +		Remarks
	Min Lire	Max Lire	Min Lire	Max Lire	
Hotel Plumber	2,400	3,150	2,400	3,150	No change
Hotel Electrician	2,550	3,600	2,550	3,600	No change
Hotel Painter	2,250	3,150	2,250	3,150	No change
Hotel Boilerman	2,400	3,150	2,400	3,150	No change
Hotel Mason	2,400	3,300	2,400	3,300	No change
Hotel Carpenter	2,400	3,150	2,400	3,150	No change

Notes: + No increase on the new proposed Allied Forces Basic Wage Scale is authorized for RCM Province.

For female rates where not specified 15% will be deducted from the male rate in the same classification.

1368
TABLE

APPENDIX "B"

CONDITIONS OF EMPLOYMENT AND WAGE SCALES FOR CIVILIANS
EMPLOYED BY THE ALLIED FORCES IN ITALY.

1. APPLICATIONS OF THESE REGULATIONS.
 - (a) These regulations apply to the direct employment of civilian labour and will be observed by all branches of the Allied Forces. Those regulations are not applicable to a civilian organization such as a railway, public utility, etc., which may be taken over by the Allied Forces; in such a case, wages and other conditions of employment shall remain unchanged until positive notice.
 - (b) COMBINED INSTALLATIONS A749
These regulations supersede all previously issued regulations by any Arm/Section or any other unit of command of the Allied Armies in ITALY which are contrary thereto.
2. RECRUITMENT
 - (a) British Installations and Units.
Applications for employment will normally be made to the nearest Pioneer Corps Civil Labour Unit - "CLU". Should this not be possible, applications will be made to the nearest Civil Affairs Officer, AAG, in any particular locality at the time so time. Wherever possible, all applications should be routed through the AAG/AGC Labour Offices.
 - (b) American Installations and Units.
Applications for employment will be cleared through the nearest base section headquarters or such other Labour Office as may be set up in any particular locality at the time so time. Wherever possible, all applications should be routed through the AAG/AGC Labour Offices.
3. WAGE SCALE A710
 - (a) Allied Forces Basic Wage Scale.
The wages to be paid shall be paid within the rates set forth in the schedule attached at Appendix "A", "B", "C", "D" and "E", which shall be designated the "Allied Forces Basic Wage Scale".
Wage scale may be altered upward or downward by reason of :-
 - (i) differences in cost of living in a particular province
 - (ii) adjustment to the general level of wages prevailing in the province for similar work; *wages above the max.*
 but where no circumstances will any be stated then the Allied Forces Basic Wage Scale be authorized without the prior authority of AAG, (Local Resources (Italian) Board).
 - (b) Procedure in Payment of War Grades.

notifications of change of address, which may be taken over by the railroad, utility, etc., in such case, wages and other conditions of employment for such cases, wages and other conditions of employment shall remain unchanged until positive notice.

A749

(b) CONTRACT EMPLOYEES
These regulations supersede all previously issued regulations by the Army, Navy, War Relocation Authority and other agencies in Italy which are contrary hereto.

2. PROVISIONS

(a) British Installations and Units
Applications for employees shall normally be made to the nearest Pioneer Corps Civil Labour Unit - "CCLU". Should this not be possible, applications will be made to the nearest Civil Labour Officer, APO.

(b) American Installations and Units
Applications for employees will be cleared through the nearest base section headquarters or such other Labour Office as may be set up in any particular locality at any time. Wherever possible, all applications should be routed through the APO/ACC Labour Office.

7810

3. RATES OF PAY

(a) Allied Forces Basic Wage Scale

Employees throughout Italy will be paid within the rates set forth in the schedule attached to Appendixes "A", "B", "C", "D" and "E", which shall be designated the "Allied Forces Basic Wage Scale". This scale may be altered upward or downward by reason of:-

- (i) change in cost of living in a particular province
 - (ii) adjustment to the general level of wages prevailing in the province for similar work
- but such circumstances will only apply from the Allied Forces Basic Wage Scale be authorized without the prior authority of AFHQ, (Local Resources (Italian) Board).

increase above the max.

(b) Procedure in Payment of Men Grades

Provisional rates for grades not listed will be established by appropriate Labour Officers in conjunction with APO/ACC. They will confirm, in writing, to the APO/ACC the classification and rate of pay fixed. Application will then be made to the AFHQ Local Resources (Italian) Board for approval.

Part 3(c)/.....

1370

(c) Pay on Discharge

- (i) All labour shall be covered at or below the minimum rate of pay laid down in Appendices "A", "B", "C", "D", "E" and "F" and shall be paid at this rate for at least seven (7) days during this period they will be made tested and they may receive a rate of pay commensurate with their skill and ability within the limits set out in Appendices "A", "B", "C", "D", "E" and "F" *or pay - no, or any other authorized rate*
- (ii) *on para - no, or any other authorized rate*
However, all labour which has been employed previously by the United Forces pay, at the discretion of the employing Service, be re-engaged at the same rate of pay on production of a certificate from the previous employing unit stating reasons for discharge and the latest rate of pay in disband.

(d) Pay for Night Shifts

The daily base rate of all persons employed on night-shifts may be increased by 10%. This applies only to workers engaged on a night-shift, and not to those working through a day-shift into the night. Overtime for such night workers shall be paid at one and one-half times the increased base rate.

(e) Pay Differential Between Male and Female Employees

The scales and rates of pay for female employees shall be 15% less than the comparable rates and scales for male employees, except where separate female classifications are listed.

(f) Deductions from Pay

There shall be no deductions from rates of pay established except in cases where:

- (i) ~~Provisional authorisation is given for the provision of food, clothing and accommodation on repayment at regulated rates;~~
- (ii) ~~The property of the United Forces is lost or damaged, or where the employee is late or absent from work without due cause.~~

(g) Advances

No advances of pay will be made under any circumstances.

4. HOURS OF NIGHT AND OVERTIME

(a) Hours of Work per day

All employees, whether paid on an hourly, daily or monthly basis, will be expected to work a minimum of eight (8) hours per day exclusive of meal times or time required to travel to and from the place of employment.

1371

and will depend on this rate for at least 10 days.
During this 10 day they will be made based on their
after receive a rate of pay commensurate with their skill
and ability within the limits set by the agencies "as set
"B", "C", "D" and "E", or such other authorized rate
or piece - no ~~rate~~ ^{in his}

(11) However, all labor which has been employed previously
by the Armed Forces pay, at the discretion of the employ-
ing Service, be re-engaged at the same rate of pay on
re-employment at a rate identical to the previous employing
unit stating reasons for discharge and the latest rate
of pay in basic.

(c) Pay for Night Shifts

The daily base rate of all persons employed on night-shifts may be
increased by 10%. This applies only to workers engaged on a
night-shift, and not to those working through a day-shift into the
night. Overtime for such night workers will be paid at one and
one-half times the increased base rate.

(c) Discrimination Between Male and Female Employees

The scales and rates of pay for female employees shall be 15% less
than the comparable rates and scales for male employees, except
where applicable female classifications are listed.

(2) Reductions in Pay

There will be no reductions from rates of pay established
except in cases where:

- (1) Specific authorization is given for the provision of food,
clothing and accommodation on payment as regulated rates;
- (2) The property of the Armed Forces is lost or damaged, or
where the employee is late or absent from work without due
cause.

(5) Advances

No advances of pay will be made under any circumstances.

4. HOURS OF WORK AND OVERTIME

(a) Hours of Work per Day

All employees, whether paid on an hourly, daily or monthly basis,
will be expected to work a minimum of eight (8) hours per day
exclusive of meal times or time required to travel to and from
the place of employment.

(b) Days of Work per Week

They will normally be expected to work a minimum of six (6) con-
tinuous days per week.

Para. 4(c) /

- 3 -

Overtime

(c) Overtime will be paid for each completed hour in excess of eight (8) hours per day to all grades, except those specifically designated in the Appendices as being ineligible for overtime pay, at the rate of one and one-half times the hourly rate of pay. Overtime rates may also be paid in any locality for the seventh consecutive day of working whether Sunday or a week-day. For the purpose of calculating the hourly rate of pay, the following method should be adopted:

Employees paid by the day - $\frac{1}{7}$ of daily rate of pay

Employees paid by the month - $\frac{1}{240th}$ of monthly salary

However, overtime should be discouraged in the interests of efficiency and the employment of surplus labour.

SOCIAL INSURANCE

5. Social Insurance will be provided to all employees pursuant to instructions issued by AFHQ.

LEAVE(a) Annual Leave with Pay

Leave with pay at the rate of one-half (1/2) day per month may be accumulated by monthly-paid employees in clerical and administrative grades who have served satisfactorily the Armed Forces from six (6) months or more with the same Employing Service, to accrue from date of employment. Annual leave with pay will be granted to employees whose service has been satisfactory and if the exigencies of the service permit. Annual leave with pay is not a basic right and cannot be allowed except under the above circumstances. No extra expense to the military unit or installation for the employment of a substitute will be allowed. Under no circumstances shall pay in lieu of leave be given.

(b) Leave without Pay

Leave without pay may be granted for any period under circumstances approved by the Commanding Officer of the military unit or establishment.

(c) Public Holidays

Public holidays will not be recognized by any military unit or establishment and there will be no extra pay for work performed on feast days or holidays.

REPAIR OF IMPLIES

7. There will be no feeding of civilian employees except under rules and regulations prescribed by AFHQ.

clothing and accommodation

8. Clothing and accommodation provided to civilian employ-

Employees paid by the day - $\frac{1}{3}$ of daily rate of pay
 Employees paid by the month - $\frac{1}{24}$ th of monthly salary

However, overtime should be discouraged in the interests of efficiency and the employment of surplus labour.

SOCIAL INSURANCE

Social insurance will be provided to all employees pursuant to instructions issued by AFHQ.

6. LEAVE

(a) Annual Leave with Pay

Leave with pay at the rate of one-half (1/2) day per month may be accumulated by non-duty-paid employees in clerical and administrative grades who have served satisfactorily the Armed Forces from six (6) months on next with the same employing Service, to accrue from date of employment. Annual leave with pay will be granted to employees whose service has been satisfactory and if the exigencies of the service permit. Annual leave with pay is not a basic right and cannot be allowed except under the above circumstances. No extra expense to the military unit or installation for the employment of a substitute will be allowed. Under no circumstances will pay in lieu of leave be given.

(b) Leave without Pay

Leave without pay may be granted for any period under circumstances approved by the Commanding Officer of the military unit or establishment.

(c) Public Holidays

Public holidays will not be recognized by any military unit or establishment and there will be no extra pay for work performed on least days or holidays.

7. STATUS OF CIVILIANS

There will be no hiring of civilian employees except under rules and regulations prescribed by AFHQ.

8. Clothing and Accommodation

Clothing and accommodation will not be provided to civilian employees except under regulations promulgated by AFHQ.

9. Intercourse

No employee will be permitted to change from one Allied Unit to another without the agreement of the respective Employing Officers.

1374

LABOR SUB-COMMISSION
A.C.C.
Routing Slip

From	To
✓ Colonel BAIN	
Colonel SMITH	
Major BABCOCK	19/9/64
Major ALBRIGHT	
Major SCICLUNA	
Capt. DORF	
Capt. TOPLISS	
Capt. GAMMARCO	
Capt. SOLENBERGER	
Mr. CROSETTO	
Mr. SACHS	
Mr. DI FEDE	
Mr. CERRITO	
Chief Clerk	

REMARKS:

↓ Bell 2808

1375

LABOR 5/0 8849

4011

SUBJECT :- Wages Sub-Committee.

HQ ALLIED ARMIES IN ITALY

Tel:- PILFOT 203

LAB/203

15 Sep 44

HQ. P.B.S. (2) (For attention Maj. F.W. STAIRWALT and
 Capt. H.J. REIFER).

HQ. M.A.A.F. (For attention P/Lt. A.A. HARLEY).

RM. POINT. (For attention Paymaster/Lt. P.R. GRIBBLE, INVR).

Labour Sub-Commission, HQ. ACC. APO 394 (For attention
 Maj. J.O. BABCOCK).

Copy to :- Labour Directorate, APHQ.

1. Attached are the Minutes of the meeting of the Wages Sub-Committee held on 2/3 September, 1944.

2807

/ACC

W. R. Lyde
 Lieut.-Colonel,
 AMF (Civil), HQ. AAI.,
 Chairman.

THE SUB-COMMITTEE OF THE LABOUR & WAGES CONTROL COMMITTEE

MINUTES

1. An emergency meeting of the above Sub-Committee was held at 1000 hrs on 2 Sep 44 and 0300 hrs on 3 Sep 44 at HQ, AAI, Rome.

4611

2. Present: Lt.-Col. W.E. LYDE, ADL (Civil) HQ AAI

Chairman

Representatives of:	ACC	-	(Col. J.R. SMITH. Maj. J.O. BISCOCK.
	PBS	-	Capt. H.J. REUFEL.
	RN	-	Paymaster-Lieut. P.R. GEMBLE, RVR.
	RAF	-	F/L. A.A. HALEY.

In attendance: Lt.-Col. W.J. BOSCOCK - ADL., Rome Allied Area Command.

3. Revision of Armed Force Wage Scale.

The proposals of ACC regarding an upward adjustment of the wage rates payable by the Allied Armies in Italy to Italian Civilian employees, were considered, and the following recommendations made:

- A. (i) That the NAPLES Basic Rates be adjusted;
- (ii) That the rates for ROEE Province be raised to a level above the adjusted NAPLES Basic Rates;
- (iii) That in view of the adoption of the revised rates, it is necessary to establish immediately a number of controls to ensure that the new schedules are effective, i.e.:
 - (a) Prices for all commodities must be held down and rolled back by the authorities charged with the responsibility of price control. Wage control will continue to be ineffective without such price control.
 - (b) There must be strict control of all contracts let by the Armed Forces, and they should be so drawn as to keep profits to a minimum.
 - (c) There must be wage control enforcement by the proper inspecting agencies.

2806

B. That the revised NAPLES Basic Rates, (Appendices "A" & "B" attached), relating to administrative, clerical, artisan, skilled and unskilled grades should be authorised as applicable to the whole of ITALY, with the exception of ROEE Province, for which area special provision should be made (see note 1 at foot of revised scales).

C. (1) Overtime should not be paid to professional workers, senior administrative assistants, sub-professional workers, executives (business analysts, exporters, etc.)

Appendices "A" and "B" should

Representatives of: ACC

(Col. J.D. SMITH,
 Maj. J.O. BABCOCK,
 Capt. H.J. REUFEL,
 Paymaster-Lieut. P.R. GIMBLE, RNR,
 F/L. A.A. HARTLEY.

In attendance: Lt.-Col. W.J. BOSNICK - ADL., Rome Allied Area Command.

3. Revision of Armed Force Wage Scale.

The proposals of ACC regarding an upward adjustment of the wage rates payable by the Allied Armies in Italy to Italian Civilian employees, were considered, and the following recommendations made:

- A. (i) That the MAPLES Basic Rates be adjusted;
- (ii) That the rates for ROE Province be raised to a level above the adjusted MAPLES Basic Rates;
- (iii) That in view of the adoption of the revised rates, it is necessary to establish immediately a number of controls to ensure that the new schedules are effective, i.e.:
- (a) Prices for all commodities must be held down and rolled back by the authorities charged with the responsibility of price control. Wage control will continue to be ineffective without such price control.
- (b) There must be strict control of all contracts let by the Armed Forces, and they should be so drawn as to keep profits to a minimum.
- (c) There must be wage control enforcement by the proper inspecting agencies.
- B. That the revised MAPLES Basic Rates, (Appendices "A" & "B" attached), relating to administrative, clerical, artisan, skilled and unskilled grades should be authorized as applicable to the whole of ITALY, with the exception of ROE Province, for which area special provision should be made (see note 1 at foot of revised scales).
- C. (i) Overtime should not be paid to professional workers, senior administrative assistants, sub-professional workers, executives (business analysts, exporters, etc.)
- (ii) All other grades shown in Appendices "A" and "B" should receive overtime at the rate of $1\frac{1}{2}$ times the hourly rate of pay.
- D. (1) That the proposed Rules and Regulations regarding Italian Civilian Labour, as proposed by ACC, be deferred to the next meeting of the Labour & Wages Sub-Committee.
- (11) That Financial Advisors, both British and American be invited to attend, to give such guidance as is considered necessary.

...../4. A.

-2-

4. A. (i) Consideration was given to the proposals submitted by ILMAC for a revision of the labour classifications, conditions of employment and rates of pay applicable to the Hotel Grades in ROE Province;
- (ii) It was agreed and recommended that:
- (a) Hotels should be graded into three classifications, De-luxe, 1st Class and 2nd Class, and it is the responsibility of the occupying authority that the grades of the hotels be established;
- (b) The revised MAFES Basic Rates for Hotel Grades (Appendix "C" attached) should be authorised to apply to the whole of ILLI. Here, however, in Southern ILLI the application of these rates would mean reducing existing rates, (due to the grading of Hotels outlined in paragraph (a) not having been put into effect up to this date), the former MAFES Basic Rates will apply, regardless of the grade of the Hotel;
- (c) In ROE Province only the revised MAFES Basic Rates for Hotel Grades should be applicable with effect from 1 August 1944;
- B. The proposal regarding the payment of overtime for all hours worked in excess of 12 hours per day was rejected with the proviso that the representative of ILMAC should be given the opportunity of explaining to the next meeting of the Labour and Wages Control Committee the reasons which prompted this proposal.
- C. It was agreed and recommended that the present rates and grades for Messes and Clubs (Appendix "D" attached), should remain unaltered for the following reasons:-
- (a) The class of servant in Messes was generally greatly inferior to Hotel employees;
- (b) That as civilians employed in Messes were supplied with food, there was no case for an increase on the "cost of living" plea.
5. On the proposition of the FN representative it was agreed and recommended that the revised MAFES Basic Rates for Marine Grades (Appendix "E" attached) should be adopted.
6. Audit.
It was agreed that an audit of all rates of pay be carried out to ensure:-
- (i) The embodiment of all occupations;
- (ii) The accuracy of all computations.
7. Dock Labour in 2 District.

1379

- (b) The revised NAPLES Basic Rates for Hotel Grades (Appendix "C" attached) should be authorised to apply to the whole of ITALY. Here, however, in Southern ITALY the application of these rates would mean reducing existing rates, (due to the grading of Hotels outlined in paragraph (a) not having been put into effect up to this date), the former NAPLES Basic Rates will apply, regardless of the grade of the Hotel;
- (c) In ECCE Province only the revised NAPLES Basic Rates for Hotel Grades should be applicable with effect from 1 August 1944;
- B. The proposal regarding the payment of overtime for all hours worked in excess of 12 hours per day was rejected with the proviso that the representative of IAMC should be given the opportunity of explaining to the next meeting of the Labour and Wages Control Committee the reasons which prompted this proposal.
- C. It was agreed and recommended that the present rates and grades for Messes and Clubs (Appendix "D" attached), should remain unaltered for the following reasons:-
- (a) The class of servant in Messes was generally greatly inferior to Hotel employees;
- (b) That as civilians employed in Messes were supplied with food, there was no case for an increase on the "cost of living" plea.
5. On the proposition of the FN representative it was agreed and recommended that the revised NAPLES Basic Rates for Marine Grades (Appendix "E" attached) should be adopted.
6. Audit.
- It was agreed that an audit of all rates of pay be carried out to ensure:-
- (i) The embodiment of all occupations;
- (ii) The accuracy of all computations.
7. Dock Labour in 2 District.
- As instructed by the Labour and Wages Control Committee, (para 6 of the minutes of the 21st meeting held on 25 Aug 44, refers), the committee considered the proposal submitted by 2 District for a wage classification of Dock Labourer at 65/80 lire per day, with particular reference to its possible application in the entire Mainland of ITALY.
- The proposal was rejected for the following reasons:-
- (a) It was felt that work on the docks is no more arduous than work in depots, and that there is no justification for the introduction of a higher rate for dock work at Bari or elsewhere;

...../7 (b)

1380

-3-

(b) The main argument in support of the proposal would appear to be the fact that in certain docks, due to overtime not being worked, the wage earnable is restricted. It is suggested that in such cases the working hours might be revised to permit labourers to earn overtime pay as is done in other ports.

W. E. Lytle

Ident. - Colonel,
A.D.J. (Civil) H.L., SAI.
Chairman.

280A

10 Sep 14.

APPENDIX "A"

Salary Schedule for the Employment of Administrative, Office and Clerical Italian Civilian Employees of the Allied Armed Forces in Italy paid on a monthly basis.

ITALY'S BASIC RATES

Grade	Present Naples Basic Rate.		New Proposed Naples Basic Rate.		Approx. % increase on max
	Min. lire	Max. lire	Min. lire	Max. lire	
Accountant	4,100	4,500	2,200	5,400	20%
Assistant Purchasing Agent	3,000	5,500	3,000	6,300	15%
Band Leader	2,000	5,000	3,000	5,500	10%
Book-keeper	2,000	4,000	2,000	5,000	25%
Cashier Chief	2,500	5,500	2,500	4,400	25%
Cinema Manager	2,500	3,120	2,100	3,900	25%
Clerk: Office	1,800	2,660	2,000	3,600	30%
Draughtsman	2,000	4,000	2,000	3,000	25%
Draughtsman Chief	2,500	4,500	2,500	5,400	20%
Executives (business analysts, reporters, etc)	2,000	5,600	5,000	11,000	14%
Interpreter, General	1,800	3,120	2,000	3,900	25%
-do- Technical	2,600	3,900	2,600	4,900	25%
Junior adm. assistants, clerk supervisors	2,100	4,500	2,200	5,400	20%
Professional worker (electrical engineer, doctor, lawyer, dentist, construction, civil mechanical engineer.)	4,000	9,600	4,000	11,000	14%
Senior Administrative Assistant, Sub-Professional worker	2,600	6,000	3,600	6,600	14%
Shop Superintendent	3,000	7,000	3,000	5,800	16%
Supervisor of Labour	6,000	9,000	9,000	10,000	11%
Deputy " "	6,500	7,500	7,500	8,500	13%
Assistant Deputy Supervisor of Labour, Teacher, language, whole-time	5,000	6,000	5,500	6,800	15%
Telephone Operator, English-speaking	2,600	3,900	2,600	4,900	25%
Telephone Operator, non-English speaking	1,000	2,660	2,000	3,600	30%
Typist	1,400	1,950	2,000	2,500	30%
Typist shorthand, English-speaking	1,200	2,660	2,000	3,600	25%
Warehouse Superintendent	2,000	3,120	2,100	3,900	25%
Wireless Operator (Sender & Receiver)	4,500	4,000	2,500	5,000	25%
	5,000	4,500	3,000	5,400	20%

78021

NOTES:

1. For Rome Province: For Rome Province 10% should be added to the Naples Basic Rates, calculated

2803

Assistant Purchasing Agent	5,400	4,500	2,200	5,400	20%
Band Leader	3,000	5,500	5,000	6,300	15%
Book-keeper	3,000	5,000	3,000	5,500	10%
Cashier Chief	3,000	4,000	2,000	5,000	25%
Cinema Director	4,000	5,500	3,500	4,400	25%
Clerk Office	1,000	3,120	2,100	3,900	25%
Draughtsman	1,000	2,000	2,000	2,600	30%
Draughtsman Chief	2,000	4,000	2,000	2,000	25%
Executives (business analysts, exporters, etc)	3,000	9,600	2,000	14,000	14%
Interpreter, General	1,000	3,120	2,000	3,900	25%
Technical	2,600	3,900	2,500	4,900	25%
Junior adm. assistant, clerk supervisors	2,100	4,500	2,200	5,400	20%
Professional worker (electrical engineer, doctor, lawyer, dentist, construction, civil mechanical engineer.)	4,000	9,600	4,000	11,000	14%
Senior Administrative Assistant, Sub-Professional worker	3,500	6,000	3,600	6,000	14%
Shop Superintendent	3,000	7,000	3,000	5,000	16%
Supervisor of Labour	3,000	5,000	3,000	10,000	11%
Deputy " "	3,500	7,500	7,500	8,500	15%
Assistant Deputy Supervisor of Labour, Teacher, language, Whole-time	5,000	5,000	3,500	6,000	15%
Telephone Operator, English-speaking	2,600	3,900	2,500	4,900	25%
Telephone Operator, non-English speaking	1,000	2,060	2,000	3,600	30%
Typist	1,400	1,950	2,000	2,500	30%
Typist shorthand, English-speaking	1,000	2,660	2,000	3,600	30%
Warehouse Superintendent	2,000	3,120	2,100	3,900	25%
Wireless Operator (Sender & Receiver)	2,500	4,000	2,500	5,000	25%
	5,000	4,500	3,000	5,400	20%

NOTES:

1. ROSE PROVINCE : For Rose Province 10% should be added to the Nigerian Basic Rates, calculated to the nearest five (5) lire.
2. Except where female classifications are listed, the above rates of pay apply equally to male or female employees.

APPENDIX "B"

Salary Schedule for the
Employment of Classified Artisan, Skilled and Unskilled Grade Employees
of the Allied Armed Forces in Italy and on a Daily Basis.

UNITED STATES ARMY

- Foreman or Gangor : (Artisan and Skilled Labour) 10 lire per day more than highest paid man under his supervision.
- Foreman or Gangor : (Unskilled Labour) 10 lire per day more than rate paid to first man.
- Chief Foreman : (Artisan and Skilled Labour supervising three (3) or more foremen or gangors) 4000 - 6000 lire per month.
- Chief Foreman : (Unskilled Labour supervising three (3) or more foremen or gangors) 5000 - 5400 lire per month.

Grade	Proposed Maximum Basic Rate		New Proposed Maximum Basic Rate		Approx. % Increase on Max. line
	Min. line	Max. line	Min. line	Max. line	
Armament Mechanic	80	120	90	135	12%
Anti-infantry Labourer	70	70	90	90	20%
Apprentices, all grades	30	60	40	90	50%
Artisan's mate (helper)	70	50	85	105	17%
Armature Winder	90	150	100	165	10%
Armourer	90	130	100	145	12%
Asphalt Layer	60	105	90	120	15%
Baker	80	105	90	120	15%
Baler, clothing and soft goods	75	90	85	105	17%
Barber	70	100	85	115	15%
Battery worker	60	120	90	135	12%
Blacksmith	80	110	90	125	14%
Boilermaker	80	110	90	125	14%
Boilerman	80	105	90	120	15%
Bookbinder	35	110	105	125	14%
Bookbinder's Assistant	70	85	85	100	19%
Boot Machinist	30	105	90	120	15%
Foot Machine Operator	90	110	100	125	14%
Mechanic	80	105	90	120	15%
Brakeman	60	105	90	120	15%
Bricklayer	60	105	90	120	16%
Butcher	70	35	85	110	16%
Caretaker (Cemetery)	60	120	90	130	8%
Carpenter	80	105	90	120	15%
Caulker	50	105	90	120	15%
Charcoal maker	80	105	90	120	15%
Chauffeur Mechanic	80	110	90	125	14%
Chauffeur or Driver	70	90	85	105	17%
Chainman	60	100	90	115	15%
Checker	65	80	85	95	20%

200

Chief Foreman : (Unskilled labour supervision charge (5) or more per month or (unskilled) 5000 - 5400 lire per month.

Grade	Proposed Monthly Salary	Proposed Monthly Basic Rate	Proposed Monthly Max. Rate	Approx. Inor- ease on max.
Ammunition Mechanic	80	90	155	12%
Anti-Malarial Labourer	70	70	90	20%
Apprentices, all grades	50	40	90	50%
Artisan's wife (helper)	70	35	105	17%
Armature Worker	90	100	165	10%
Armourer	90	100	145	12%
Asphalt Layer	80	90	120	15%
Baker	80	90	120	15%
Baler, clothing and soft goods	75	85	105	17%
Barber	70	85	115	15%
Battery boiler	80	90	135	12%
Blacksmith	80	90	125	14%
Boilermaker	80	90	125	14%
Boilerman	80	90	120	15%
Bookbinder	85	105	125	14%
Bookbinder's Assistant	70	85	100	17%
Boot Machinist	80	90	120	15%
Foot Machine Operator	90	100	125	14%
Mechanic	80	90	120	15%
Brakeman	80	90	120	15%
Bricklayer	80	90	120	15%
Butcher	70	85	110	16%
Caretaker (Cemetery)	80	90	130	8%
Carpenter	90	90	120	15%
Caulker	80	90	120	15%
Charcoal fiker	80	90	120	15%
Chauffeur Mechanic	80	90	125	14%
Chauffeur or Driver	70	85	105	17%
Chainman	80	90	115	15%
Checker	85	95	95	20%
Checker, Railways	80	90	115	15%
Goods Yard	60	85	100	17%
Closers (Boot repairing)	55	65	85	30%
Clothing Classifier	80	90	120	15%
Coach Builder	80	90	125	14%
Cobbler	90	105	125	14%
Compositor	80	90	100	11%
Compositor's Assistant	80	90	100	11%
Compositor Chief	100	120	135	12%

200

Grade	Present Payles Basis		New Proposed Payles Basis		Approx. % Increase on present pay.
	Line	Rate	Line	Rate	
Concrete	70	105	35	120	15%
Cooper	80	105	90	120	15%
Coppersmith	80	120	90	155	12%
Coreroller (Foundry)	80	105	90	120	15%
Cutworm	75	110	85	125	14%
Diesel Mechanic	90	115	100	125	14%
Driver, W/c Preparation	70	90	85	105	17%
Driver, Truck					
" Crane or Winch					
" Mechanical Plant					
" H.P. Electric					
" Steam Foller or IC Servituary	80	100	95	115	15%
Driver, Mechanic, Truck	85	105	95	125	20%
Driver, Truck and Trailer	85	120	100	150	8%
Driver, Engine Loco	80	110	100	150	10%
Electricians	85	120	95	135	12%
Elevator Repairer mechanic	85	120	95	135	12%
Employees, Clothing and Manufacturing Plant	100	120	100	155	12%
Cutter, Machine	80	90	85	105	17%
Clothing Machine Operator	150	180	150	195	0%
Cutter, Pattern	70	80	85	95	20%
Cutter, Assistant	70	100	90	115	15%
Dabroider	90	60	60	85	42%
Seeding hand					
Examiner of Boilers					
Farrier	80	80	-	95	280%
Father with own anvil	80	100	90	115	15%
Fireman, Oil Fuel, Coal or Steam Loco	100	120	110	135	12%
Driver or Mechanic, Automobile or IR	80	105	90	120	15%
Fitter or Mechanic, Aero, Naval Naval	90	120	100	135	12%
Foundryman	160	150	110	145	12%
Gasoliner	70	100	85	115	15%
Gear cutting mechanical	70	80	85	95	20%
Glazier	70	80	85	105	15%
Greener	90	120	100	135	15%
Grinder, precision	65	75	80	95	25%
Grooms or Stablemen	80	120	90	135	15%
Gulfitter					
Harbormen or Suriler	70	90	90	105	17%

280%

90	110	100	125	14%
70	90	85	105	17%
80	100	95	115	15%
85	105	95	125	20%
85	120	100	130	8%
80	110	100	130	18%
85	120	95	135	12%
85	120	95	135	12%
100	120	100	135	12%
60	90	85	105	17%
100	100	150	195	8%
70	80	85	95	20%
70	100	90	115	15%
50	60	60	65	42%
..	80	-	95	108%
80	100	90	115	15%
100	120	110	135	12%
80	105	90	120	15%
90	120	100	135	12%
100	130	110	145	12%
70	100	85	115	15%
75	80	85	95	20%
New	Grade	-	165	-
75	100	85	115	15%
70	90	85	105	17%
90	120	100	135	15%
65	75	85	95	25%
80	120	90	135	15%
70	90	90	105	17%
85	110	55	125	14%

* These grades are restricted to plants engaged in fabricating new armament for the Allied Forces and working under their direct control.

-3-

Grade	Present Rates Basic Rate		New Proposed Rates Basic Rate		Approx % Increase on Max.
	Min.	Max.	Min.	Max.	
Laboratory & dispensary assistant.	90	110	100	125	14%
Life Savers	85	90	85	105	17%
Lighthouse Keeper	80	80	85	100	25%
Lineran	90	120	100	135	12%
Linotype Operator	90	130	100	145	12%
Litho Engravers	120	150	130	165	10%
Lithographer	90	150	100	145	12%
Lithographer's Assistant	80	90	90	105	17%
Lumber Workers					
Checker Setter	70	100	65	115	15%
Dozer	80	100	90	115	15%
Edgeman	80	110	90	125	14%
Roller	80	100	90	115	15%
Log Turner	70	90	85	105	17%
Lumber Handler	65	80	85	95	20%
Machine Binder	70	90	85	105	17%
Machine Binder's Assistant	50	70	70	90	28%
Machinist	80	120	90	135	12%
Markers & Sorters	55	70	70	90	20%
Masons	80	110	90	125	14%
Mechanics, sewing machine					
" typewriter	90	120	100	135	12%
" wireless	80	120	90	135	12%
Mechanics, Marine Eng (MM)	80	90	90	105	17%
Mechanics Assistant	80	90	90	105	17%
Messenger					
English speaking (under 17)	60	80	65	85	30%
" (over 17)	80	100	90	115	20%
Motion Picture Operator	80	120	90	135	12%
Molders	80	120	90	135	12%
Nurses (Hospital)	80	100	90	115	15%
Occupational Therapist	80	100	90	115	15%
Packer	65	70	85	95	15%
Painter, varnisher, sign writer	65	105	95	120	15%
Paper Cutter Operator	80	110	105	125	14%
Parquet Layer	80	100	90	115	15%
Pattern Maker	80	110	90	125	14%
Pavement Layer	80	100	90	115	15%
Permanent Way Inspector	75	95	85	110	16%
Pier Supervisor	95	125	105	140	12%
Plasterer	85	105	95	120	15%
Platelayor (Railroads)	70	90	85	105	17%
Plator (Printing)	90	110	100	125	14%
Plumber	80	105	90	120	15%
Pointman (Railroads)	60	80	85	95	20%
Police Officer					
Pressers, Machine (Hoffman)					

15%

New Grade

Engraving Assistant	80	90	90	105	17%
Lumber Workers	70	100	100	115	15%
Cacker Setter	80	100	100	115	15%
Dogger	80	110	100	125	14%
Engineman	80	100	90	115	15%
Roller	70	90	85	105	17%
Log Turner	65	80	85	95	20%
Lumber Handler	70	90	90	105	17%
Machine Minder	50	70	70	90	20%
Machine Minder's Assistant	50	120	120	135	12%
Machinist	55	70	70	90	28%
Markers & Sorters	80	110	110	125	14%
Masons	50	70	70	90	14%
Mechanics, sewing machine	80	120	120	135	12%
" typewriter	80	90	90	105	17%
" wireless	80	70	70	90	20%
Mechanics, Marine Engr (HW)	60	120	120	135	12%
Mechanics Assistant	80	120	120	135	12%
Messenger	80	100	100	115	15%
English Speaking (under 17)	60	70	70	90	20%
" (over 17)	60	120	120	135	12%
Motion Picture Operator	80	120	120	135	12%
Molders	80	100	100	115	15%
Nurses (Hospital)	80	100	100	115	15%
Occupational Therapist	65	70	85	95	15%
Packer	65	70	85	95	15%
Painter, varnisher,	65	70	85	95	15%
sign writer.	65	70	85	95	15%
Paper Cutter Operator	80	105	105	120	15%
Parquet Layer	80	100	100	115	14%
Pattern Maker	80	110	110	125	15%
Pavement Layer	80	100	100	115	14%
Permanent Way Inspector	75	95	85	110	15%
Pier Supervisor	95	120	105	140	16%
Plasterer	80	105	105	120	12%
Platelayer (Railroads)	70	90	95	120	15%
Plumber (Printing)	90	110	105	105	17%
Plumber	90	110	100	125	14%
Pointman (Railroads)	80	105	90	120	15%
Police Officer	60	80	85	95	20%
Pressers, Machine (Hoffman)	New Grade	New Grade	85	120	.
Steam Press)	80	110	90	125	14%
Printer	90	120	100	135	12%
Process Engravers	120	150	130	165	10%
Photo developer,	90	120	130	165	10%
Printing Machine Minder	70	90	130	165	10%
" Mats	70	90	130	165	10%

15%

-4-

6622799

Grade	Present Payroll Rate		New Proposed Payroll Rate		Payroll Increase %
	Min. Rate	Max. Rate	Min. Rate	Max. Rate	
MAN MAN					
Recorder Operator	80	100	90	115	15%
Refrigerator, torch and welder instrument	85	105	95	120	15%
Rigger	70	90	85	105	17%
River tender	85	105	95	120	15%
Trivetter	70	90	85	105	17%
Director Helicopter	80	110	90	125	14%
Road Supervisor	60	70	65	95	14%
Road Worker	75	100	85	115	35%
Sawyer	80	100	90	115	15%
Sawyer	80	100	90	115	15%
Shoe maker (Special Boot & Surgical shoe)	90	120	100	135	12%
Shoemaker or Breaker	70	90	85	105	17%
Slater	70	90	85	105	17%
Smelterman (ore melting)	80	105	90	120	15%
Stevenson	80	105	90	120	30%
Stevenson	90	110	100	115	21%
Stevenson, coaling ore	90	100	100	125	25%
Stevenson hand	90	110	100	145	32%
Stevenson	85	105	95	120	15%
Storekeeper or Storeman	80	100	85	100	25%
Tailors (with own machine)	90	110	105	125	14%
Tailors (without own machine)	70	90	85	105	17%
Turner (with own machine)	90	110	105	125	14%
Turner (without own machine)	70	90	85	105	17%
Tent tender	70	90	85	105	17%
Tile layer	80	100	90	115	15%
Tire-keeper	70	120	90	135	12%
Trimmer	80	105	90	120	15%
Tool maker	80	110	90	125	14%
Track walker, railroad	70	90	85	105	17%
Trimmer Coal	70	90	85	105	17%
Turner	80	120	90	135	12%
Truck master	100	120	110	135	12%
Truck master's assistant	90	110	100	125	14%
Truck tender	80	120	90	135	12%
Upholsterer	80	105	90	120	15%
Vulcanizer	80	105	90	120	15%
Warehouseman or Store- keeper	80	120	90	135	12%
Wagon, Hand	50	60	55	95	50%
Wagon, machine	70	90	85	105	17%
Welder	60	70	70	90	28%
Welder	85	120	95	135	12%
Welding	80	100	90	115	15%

66279

Lead Supervisor	110	90	125	14%
Lead Worker	70	65	95	5%
Smelter	100	55	115	15%
Saw Repairer & Sharpener	100	90	115	15%
Smelter	100	90	115	15%
Basic Metal Worker	120	100	135	12%
Shoe Lather (Special Foot & Surgical Work)	120	100	135	12%
Shoemaker or Bootmaker	90	85	105	17%
Slayer	90	85	105	17%
Smelter (ore melting)	105	90	120	15%
Stevordore	85	80	110	30%
Stevordore, coaling ore	95	100	115	21%
Stevordore hand	100	100	125	25%
Stevordore	110	100	145	32%
Stone hand/cutter	105	95	120	15%
Stoveman or Stoveowner	80	65	100	25%
Tailors (with own machine)	110	105	125	14%
Tailors (without own m/c)	90	85	105	17%
Wentwiler (with own m/c)	110	105	125	14%
Wentwiler (without own m/c)	80	85	105	17%
Ten Lumber	90	85	105	17%
Tile Buyer	100	50	115	15%
Tine-keeper	120	90	135	12%
Blasphemy	105	90	120	15%
Tool maker	110	90	125	14%
Track Walker, railroad	90	85	105	17%
Trimmer Coal	90	85	105	17%
Trimmer	80	90	105	12%
Truck master	120	90	135	12%
Truck master's assistant	110	110	135	12%
Truck trader	120	100	125	14%
Upelsover	105	90	120	15%
Valentiner	105	90	120	15%
Warehouseman or Store-keeper	60	90	155	12%
Washer, hand	50	65	95	50%
Washer, machine	70	85	105	17%
Watchmen	60	70	90	28%
Welder	85	95	135	12%
Weldwright	80	90	115	15%
Unskilled Labour	-	-	85 +	30%
Boys up to 17.	-	-	45	30%

* Labourers on main drains 10 lire per day extra whilst actually employed on drains.

NOTES: 1. **ROME PROVINCE:** For Rome Province 10 lire should be added to the Naples Basic Rate.

2. Except where female classifications are listed, the above rates of pay apply equally to male or female employees.

APPENDIX "C"

HOTEL RATES
(on 1st date)

Grade	Present Naples Basic Rate		New Proposed Naples Basic Rate +		Approx Increase on Max.
	Min. Rate	Max. Rate	Min. Rate	Max. Rate	
Manager	3,500	7,400	3,900	7,400	-
Assistant Manager, Head Receptionist or personnel controller	2,500	3,500	3,500	5,900	-
Chief Cashier	2,000	4,000	2,500	4,400	25%
Book-keeper	New Grade		1,800	4,000	-
Hall Porter	2,400	2,300	3,000	3,900	-
Porter	New Grade		2,400	3,500	14%
Hotel Watchman	New Grade		2,300	3,900	-
* Telephone Operator (English-speaking)	2,100	3,500	2,100	3,600	3%
* Telephone Operator (non-English speaking)	1,650	2,250	1,650	2,500	11%
Elevator Operator	1,700	2,300	1,700	2,100	-
Bell Boy (over 17)	1,600	2,100	1,600	2,100	Equal to present rate for messengers.
Bell Boy (under 17)	-	1,500	-	1,500	-
Handyman	1,900	2,400	2,300	3,300	37%
Head Waiter	3,400	4,400	3,400	6,500	48%
Waiter	2,700	3,400	2,700	4,400	50%
Maître	2,200	2,800	2,200	2,800	-
Assistant Waiter	2,100	2,600	2,100	2,600	-
Bainin	New Grade		3,500	4,500	-
Head Cook or Chef	2,900	4,400	2,900	7,000	60%
Cook	2,700	3,600	2,700	4,400	22%
Assistant Cook	1,800	2,100	1,800	2,600	25%
Pot & Utensil Washer	New Grade		2,000	3,000	-
Dish Washer	2,000	2,500	1,800	2,500	Equal to present max. for washer.
Storeman, pantryman	2,400	3,600	2,400	3,600	Equal to present rate for warehouseman.
Still room hand	New Grade		1,900	3,000	-
Housekeeper	2,400	3,400	2,400	3,400	-
Linen keeper, linen hand	1,900	2,100	1,900	3,400	-
Chambermaid	2,100	2,700	2,100	3,000	42%
Laundryhand (male)	New Grade		2,700	3,500	11%
Laundryhand (female) or Ironing Woman	New Grade		1,500	2,900	-
Hotel Plumber	2,400	3,150	2,400	3,150	-
" Electrician	2,550	3,600	2,550	3,600	-
" Painter	2,550	3,150	2,550	3,150	-
" Biller	2,400	3,150	2,400	3,150	-
" Mason	2,400	3,300	2,400	3,300	-
" Carpenter	2,400	3,150	2,400	3,150	-

Position	New Grade	Old Grade	Rate	Percentage	Notes
Receptionist or personnel controller	2,500	2,500	3,900	25%	
Chief Conier	2,000	2,500	4,400	-	
Cook-keeper	New Grade	1,500	4,000	-	
Hall Porter	2,400	2,000	5,900	14%	
Porter	New Grade	2,000	3,500	-	
Hotel Waiter	New Grade	2,000	3,500	-	
Telephone Operator (English speaking)	2,100	3,300	3,600	2%	
Telephone Operator (non-English speaking)	1,650	2,250	2,500	11%	
Elevator Operator	1,700	2,100	2,100	-	Equal to present rate for messengers.
Bell Boy (over 17)	1,500	1,500	2,100	-	
Bell Boy (under 17)	-	1,500	1,500	-	
Handyman	1,900	2,400	3,300	37%	
Head Waiter	3,400	4,400	6,500	40%	
Waiter	2,700	3,400	4,400	30%	
Maître	2,200	2,200	2,800	-	
Assistant Waiter	2,100	2,100	2,600	-	
Barman	New Grade	2,500	4,500	-	
Head Cook or Chef	2,900	4,400	7,000	60%	
Cook	2,700	3,600	4,400	22%	
Assistant Cook	1,800	2,100	2,600	25%	
Pot & Utensil Washer	New Grade	2,000	3,000	-	
Dish Washer	2,000	2,700	2,500	-	Equal to present max. for washer.
Storeman, pantryman	2,400	3,500	3,600	-	Equal to present rate for warehouseman.
Still room hand	New Grade	1,900	3,000	-	
Housekeeper	2,400	3,400	3,400	-	
Linen keeper, linen hand	1,900	2,400	3,400	-	
Chambermaid	2,100	2,700	3,000	42%	
Laundryhand (male)	New Grade	2,700	3,500	11%	
Laundryhand (female) or Ironing Woman	New Grade	1,500	2,900	-	
Hotel Plumber	2,400	3,150	3,150	-	
Electrician	2,550	3,600	3,600	-	
Painter	2,550	3,150	3,150	-	
Boilerman	2,400	3,150	3,150	-	
Mason	2,400	3,300	3,300	-	
Carpenter	2,400	3,150	3,150	-	

* The rates for these grades have been computed on a 30-day month basis.

+ No increase on the new proposed Naples Basic Rate is authorized for Rome Province.

...../NOELS

APPENDIX "C" (contd)

NOTES:

1. All rates subject to a deduction of 900 lire per month where meals are provided.
2. Overtime will NOT be paid.
3. Except where female classifications are listed, the above rates of pay apply equally to male or female employees.
4. (a) The maximum rate, and such rates as may be definitely specified, will apply to De-luxe Hotels only.
(b) The maximum rate authorized for payment in the case of First-Class Hotels will be at the rate of Ten per cent (10%) less than the maximum for De-luxe Hotels.
(c) The maximum rate authorized for payment in the case of Second-Class Hotels will be at the rate of Twenty per cent (20%) less than the maximum for De-luxe Hotels.

2797

APPENDIX "D"

MESSSES & CLUBS
(Monthly rates)

	Min. Lire	Max. Lire
Assistant Cook	1800	2100
Assistant Waiter	2100	2600
Cook	2700	3600
Dish Washer	1600	1900
Handyman	1900	2400
Head Cook	2700	4400
Head Waiter	2700	4400
Orderly (British Mess)	2400	3000
Waiter	2700	3400
Waitress	2200	2800

- NOTES:
1. All rates subject to a deduction of 900 Lire per month where meals are provided.
 2. Overtime will NOT be paid.
 3. The rates for Messes & Clubs will apply to the whole of III.
 4. Except where female classifications are listed, the above rates of pay apply equally to male or female employees.

2796

APPENDIX IV

TABLE GRADES

Daily Rates

GRADE	Present Grades Basic Rate		New Proposed Grades Basic Rate		Approx. % Increase on max.
	Min. Lire	Max. Lire	Min. Lire	Max. Lire	
Diver	-	110	85	125	14%
Lineaman (Heavy)	-	80	85	95	20%
Pumpman (Heavy)	-	80	85	95	20%
Rope Splicer	60	100	90	115	15%
Sailmaker	85	110	95	125	14%
Salvage Hand	70	90	85	105	17%
Salvage Hand (Master)	95	110	100	125	14%
Security Patrol Officer	-	150	-	165	10%
or Deputy Harbourmaster	60	100	85	135	55%
Shipwright	-	-	-	-	-

SEA-GOING RATES (G.M. RATES)

Master	250	250
1st Officer	200	200
2nd Officer	180	180
3rd Officer	170	170
Chief Engineer	250	250
1st Engineer	200	200
2nd Engineer	180	180
3rd Engineer	170	170
Bo'sun	140	150
Cook or Steward	130	140
Seaman	120	130

HARBOR CRAFT RATES - TUGBOATS, 12" CRAFT, ETC

Master	180	180
Mate	140	140
Engineer	110	120
Cook or Steward	110	120
Seaman	100	125
Stoker or Fireman	80	125

D.R.C. & LIGHTERS

Bargeman	70	90	105	17%
Master Bargeman	80	110	120	9%

* Plus 35 lire per hour under water.

+ 5 lire per hour extra whilst tending diver.

NOTE:

above rates of pay

2795

1396

Purman (Navy)	60	100	90	115	134
Rope Splicer	55	110	95	125	144
Sailmaker	70	90	85	105	174
Salvage Hand (Master)	95	110	100	125	144
Security Patrol Officer	-	150	-	165	164
or Deputy Harbourmaster	60	100	105	135	55%
Shipwright	-	-	-	-	-

SHIPBOARDS (SEA VIEW)

Master	-	250	-	250	-
1st Officer	-	200	-	200	-
2nd Officer	-	160	-	180	-
3rd Officer	-	170	-	170	-
Chief Engineer	-	250	-	250	-
1st Engineer	-	200	-	200	-
2nd Engineer	-	160	-	160	-
3rd Engineer	-	170	-	170	7%
Bo'sun	-	140	-	150	8%
Cook or Steward	-	130	-	140	6%
Seaman	-	120	-	130	-

HARBOR CHART ROOMS - MERCHANTS, 1st CLASS ETC

Master	-	180	-	180	-
Mate	-	140	-	140	-
Engineer	-	140	-	140	9%
Cook or Steward	-	110	-	120	9%
Seaman	-	110	-	120	-
Stoker or Fireman	60	100	-	125	25%

BARGE & LIGHTERS

Bargehand	70	90	85	105	17%
Master Bargehand	80	110	100	120	9%

* Plus 35 lire per hour under water.
 + 5 lire per hour extra whilst tending diver.

NOTE:
 Except where female classifications are listed, the above rates of pay apply equally to male or female employees.

2793

Subjects - Messes Sub Committee

HQ. ALLIED ARMS IN ITALY

Tel:- MILPOT 282

C.O., R.I.S. (for attention Capt H.J. HUNTER)

Lt A.A. (for attention F/Lt A.A. HARRY)

R.I. DOWIT (for attention Paymaster - Lieut

S.P. GRIVILLE, R.N.V.R.)

Labour Sub Commission H.Q., A.C.C. A.R.O. 394

(for attention Major J.O. BAIROCK)

H.Q., Rome Allied Area Command (for attention Lt/Col

H.J. BOSTOCK, ADI R.A.A.C. - Appendix 'C' only)

Copy to:- G.4 (less appendices.)

Local Resources Section H.Q.A.A.I. (less appendices.)

1. Attached is a draft of the minutes of the Messes Sub Committee meeting held on 2 Sept 44, together with copies of the Revised MESSES Basic Rates.
2. You will appreciate that the meeting was a hurried one, and in order to assist in arriving at the correct interpretation of the decisions made and the accuracy of the new rates of pay agreed, will you please carefully check both minutes and figures. Should you have any comments will you please give details in a letter to this Branch.
3. Will you please also consider the following points:-
 - (i) Although the minute on the Hotel Grades includes Messes and Clubs, it should be noted that provision was not made at the meeting for the following grades. Will you please add your comments to the revised rates of pay now suggested:

Assistant Cook (Not considered necessary)	
Kitchenman	2300 - 3000 Lire per month.
Orderly (Brit. Mess)	2600 - 3300 Lire per month.
 - (ii) It is not clear whether the minute, referring to the Hotel Grades, as shown below, should stand, taking into account the fact that it was agreed to merge the different classes of hotels:

Minute appended at meeting.

It is the responsibility of the occupying authority to define the grade of hotel.
4. Your most urgent attention to this matter will be appreciated and your reply by E.L.S.

File
4611

U.S. Army

M.S. Rems Allied Area Command (for attention Lt/Col
 W.J. BOSTOCK, ADL R.A.A.C. - Appendix 'C' only)

Copy to:- 4.4 (less appendices.)
 Local Resources Section R.A.A.A.I. (less appendices.)

1. Attached is a draft of the minutes of the Wages Sub Committee meeting held on 2 Sept 44, together with copies of the Revised RALES Basic Rates.

2. You will appreciate that the meeting was a hurried one, and in order to assist in arriving at the correct interpretation of the decisions made and the accuracy of the new rates of pay agreed, will you please carefully check both minutes and figures. Should you have any comments will you please give details in a letter to this Branch.

3. Will you please also consider the following points:-

(i) Although the minute on the Hotel Grades includes Messes and Clubs, it should be noted that provision was not made at the meeting for the following grades. Will you please add your comments to the revised rates of pay now suggested:

Assistant Cook (not considered necessary)	
Handyman	2300 - 3000 Lire per month.
Orderly (Brit. Mess)	2600 - 3300 Lire per month.

(ii) It is not clear whether the minute, referring to the Hotel Grades, as shown below, should stand, taking into account the fact that it was agreed to merge the different classes of hotels:

Minute agreed at meeting.

'It is the responsibility of the occupying authority to define the grade of hotel'.

4. Your most urgent attention to this matter will be appreciated and your reply by E.I.S.

/RM

W. J. Bostock
 Lieut Col.
 A.D.L. (Civil).
 Chairman.

DRAFTTHE SUB-COMMITTEE OF THE LABOUR & WAGES CONTROL COMMITTEEMINUTES

1. An emergency meeting of the above Sub-Committee was held at 1000 hrs on 2 Sep 44 at HQ AAI, RCE.

2. Present: Lt.-Col. W.B. INDE, ADL(Civil) HQ AAI

Chairman

Representatives of: ACC - (Col. J.R. SMITH,
 (Maj. J.O. BISCOCK,
 Capt. H.J. REUPEN,
 Paymaster-Lieut. P.R. GINDLE, RNR,
 M/L. A.A. HARLEY.

In attendance: Lt.-Col. W.J. BOSTOCK - ADL., Rome Allied Area Command.

3. Revision of Armed Force Wage Scale.

The proposals of ACC regarding an upward adjustment of the wage rates payable by the Allied Armies in Italy to Italian Civilian employees, were considered, and the following recommendations made:

- A. (i) That the ARMIES Basic rates be adjusted; 2793
- (ii) That the rates for ROME Province be raised to a level above the adjusted ARMIES Basic Rates;
- (iii) That in view of the adoption of the revised rates, it is necessary to establish immediately a number of controls to ensure that the new schedules are effective, i.e.:
 - (a) Prices for all commodities must be held down and rolled back by the authorities charged with the responsibility of price control. Wage control will continue to be ineffective without such price control.
 - (b) There must be strict control of all contracts let by the Armed Forces, and they should be so drawn as to keep profits to a minimum.
 - (c) There must be wage control enforcement by the proper inspecting agencies.

1400

PAYMASTER-GENERAL, P.S. 1, NAPLES,
 I/1. A.A. NAPLES.

Lt.-Col. V.J. BOSNICK - ADL., Rome Allied Area Command.

In attendance:

3. Revision of Armed Force Wage Scale.

The proposals of ACC regarding an upward adjustment of the wage rates payable by the Allied Armies in Italy to Italian Civilian employees, were considered, and the following recommendations made:

2793

- A.
- (i) That the NAPLES Basic Rates be adjusted;
 - (ii) That the rates for ROME Province be raised to a level above the adjusted NAPLES Basic Rates;
 - (iii) That in view of the adoption of the revised rates, it is necessary to establish immediately a number of controls to ensure that the new schedules are effective, i.e.:
 - (a) Prices for all commodities must be held down and rolled back by the authorities charged with the responsibility of price control. Wage control will continue to be ineffective without such price control.
 - (b) There must be strict control of all contracts let by the Armed Forces, and they should be so drawn as to keep profits to a minimum.
 - (c) There must be wage control enforcement by the proper inspecting agencies.
- B. That the revised NAPLES Basic Rates (Appendices A & B attached), relating to administrative, clerical, artisan, skilled and unskilled grades should be authorised as applicable to the whole of ITALY, with the exception of ROME Province, for which area special provision should be made (see notes at foot of revised scales).

...../ 4.

4. A. (i) Consideration was given to the proposals submitted by RAC for a revision of the labour classifications, conditions of employment and rates of pay applicable to the Hotel Grades in ROEE Province.

(ii) It was agreed and recommended that:

(a) The revised NAPLES Basic Rates (Appendix C attached) for Hotel Grades, Messes and Clubs should be authorised to apply to the whole of ITALY. Where, however, in Southern ITALY the application of these rates would mean reducing existing rates, (as a result of the introduction of a new classification hitherto not applicable to Hotel Grades in that area), the former NAPLES Basic Rates for Hotel Grades should apply, regardless of classification;

(b) The revised rates for Hotel Grades should be applicable with effect from 1 Aug 44.

B. The proposal regarding the payment of overtime for all hours worked in excess of 12 hours per day was rejected with the proviso that the representative of RAC should be given the opportunity of explaining to the next meeting of the Labour and Wages Control Committee the reasons which prompted this proposal.

5. On the proposition of the RW representative it was agreed and recommended that the revised NAPLES Basic Rates for Marine Grades (Appendix D attached) should be adopted.

6. Dock Labour in 2 Districts.

As instructed by the Labour and Wages Control Committee, (para 6 of the minutes of the 21st meeting held on 25 Aug 44, refers), the committee considered the proposal submitted by 2 District for a wage classification of Dock Labourer at 65/80 lire per day, with particular reference to its possible application in the entire Mainland of ITALY.

The proposal was rejected for the following reasons:-

(a) It was felt that work on the docks is no more arduous than work in ports, and that there is no justification for the introduction of

2792

rates, (as a result of the introduction of a new classification hitherto not applicable to Hotel Grades in that area), the former MARINE Basic Rates for Hotel Grades should apply, regardless of classification;

(b) The revised rates for Hotel Grades should be applicable with effect from 1 Aug 44.

B. The proposal regarding the payment of overtime for all hours worked in excess of 12 hours per day was rejected with the proviso that the representative of R.L.O should be given the opportunity of explaining to the next meeting of the Labour and Wages Control Committee the reasons which prompted this proposal.

2792

5. On the proposition of the RW representative it was agreed and recommended that the revised MARLES Basic Rates for Marine Grades (Appendix D attached) should be adopted.

6. Dock Labour in 2 District.

As instructed by the Labour and Wages Control Committee, (para 6 of the minutes of the 21st meeting held on 25 Aug 44, refers), the committee considered the proposal submitted by 2 District for a wage classification of Dock Labourer at 65/80 line per day, with particular reference to its possible application in the entire Mainland of ITALY.

The proposal was rejected for the following reasons:-

- (a) It was felt that work on the docks is no more arduous than work in depots, and that there is no justification for the introduction of a higher rate for dock work at BML or elsewhere;

...../ (b)

- 3 -

(b) The main argument in support of the proposal would appear to be the fact that in certain docks due to overtime not being worked the wage earnable is restricted. It is suggested that in such cases the working hours might be revised to permit labourers to earn overtime pay as is done in other ports.

1927

APPENDIX A

Salary Schedule for the Employment of Monthly Paid Administrative, Office and Clerical Italian Civilian Employees of the Allied Armed Forces in Italy.

NAPLES BASIC RATES

Grade	Present Naples Basic Rate.		New Proposed Naples Basic Rate		Approx. % increase on max.
	Min.	Max.	Min.	Max.	
Accountant	2,100	4,500	2,200	5,400	20%
Assistant Purchasing Agent	3,000	5,500	3,000	6,300	15%
Band Leader	3,000	5,000	3,000	5,500	10%
Book-keeper	2,000	4,000	2,000	5,000	25%
Cashier Chief	2,500	3,500	2,500	4,400	25%
Cinema Manager	2,080	3,120	2,100	3,900	25%
Clerk Office	1,820	2,860	2,000	3,600	30%
Draughtsman	2,000	4,000	2,000	5,000	25%
Draughtsman Chief	2,500	4,500	2,500	5,400	20%
Executives, business analysts, exporters etc	5,000	9,600	5,000	11,000	14%
Interpreter, General	1,820	3,120	2,000	3,900	25%
" Technical	2,600	3,900	2,600	4,900	25%
Junior adm. assistant - clerk supervisors.	2,100	4,500	2,200	5,400	20%
Professional worker (electrical engineer, doctor, lawyer, dentist construction, civil mechanical engineer.)	4,000	9,600	4,000	11,000	27%
Senior Administrative Assistant, Sub-Professional worker.	3,600	6,000	3,600	6,800	14%
Shop Superintendent	3,000	5,000	3,000	5,800	16%
Supervisor of Labour	8,000	9,000	9,000	10,000	11%
Deputy " "	6,500	7,500	7,500	8,500	13%
Assistant Deputy Supervisor of Labour	5,000	6,000	5,500	6,800	13%
Teacher, language, whole time	2,600	3,900	2,600	4,900	25%
Telephone Operator, English speaking.	1,820	2,860	2,000	3,600	30%
Telephone Operator, non-English speaking	1,430	1,950	2,000	2,500	30%
Typist	1,820	2,860	2,000	3,600	30%
Typist shorthand, English speaking.	2,080	3,120	2,100	3,900	25%
Warehouse Superintendent	2,500	4,000	2,500	5,000	25%
Wireless Operator (Sender & Receiver)	3,000	4,500	3,000	5,400	20%

1405

Grade	Basic Rate		Rate		%
	Min.	Max.	Min.	Max.	
Accountant	2,100	4,500	2,200	5,400	20%
Assistant Purchasing Agent	3,000	5,500	3,000	6,300	15%
Band Leader	3,000	5,000	3,000	5,500	10%
Book-keeper	2,000	4,000	2,000	5,000	25%
Cashier Chief	2,500	3,500	2,500	4,400	25%
Cinema Manager	2,080	3,120	2,100	3,900	25%
Clerk Office	1,820	2,860	2,000	3,600	30%
Draughtsman	2,000	4,000	2,000	5,000	25%
Draughtsman Chief	2,500	4,500	2,500	5,400	20%
Executives, business analysts, exporters etc	5,000	9,600	5,000	11,000	14%
Interpreter, General	1,820	3,120	2,000	3,900	25%
" Technical	2,600	3,900	2,600	4,900	25%
Junior adm. assistants - clerk supervisors.	2,100	4,500	2,200	5,400	20%
Professional worker (electrical engineer, doctor, lawyer, dentist, construction, civil mechanical engineer.)	4,000	9,600	4,000	11,000	27%
Senior Administrative Assistant, Sub-Professional worker.	3,600	6,000	3,600	6,800	14%
Shop Superintendent	3,000	5,000	3,000	5,800	16%
Supervisor of Labour	8,000	9,000	9,000	10,000	11%
Deputy " "	6,500	7,500	7,500	8,500	13%
Assistant Deputy Supervisor of Labour	5,000	6,000	5,500	6,800	13%
Teacher, language, whole time	2,600	3,900	2,600	4,900	25%
Telephone Operator, English speaking.	1,820	2,860	2,000	3,600	30%
Telephone Operator, non-English speaking	1,430	1,950	2,000	2,500	30%
Typist	1,820	2,860	2,000	3,600	30%
Typist shorthand, English speaking.	2,080	3,120	2,100	3,900	25%
Warehouse Superintendent	2,500	4,000	2,500	5,000	25%
Wireless Operator (Sender & Receiver)	3,000	4,500	3,000	5,400	20%

ROME PROVINCE : For Rome Province 10% should be added to the Naples Basic Rates, calculated to the nearest five (5) lire.

APPENDIX B

Salary Schedule for the
Employment of Daily Paid Classified Artisan, Skilled and Unskilled
 Grade Employees of the Allied Armed Forces in Italy

NAPLES BASIC RATES

- Foreman or Ganger : (Artisan and Skilled Labour) 10 lire per day more than highest paid man under his supervision.
- Foreman or Ganger : (Unskilled Labour) 10 lire per day more than rate paid to his man.
- Chief Foreman : (Artisan and Skilled Labour supervising three (3) or more foremen or gangers) 4000 - 6000 lire per month.
- Chief Foreman : (Unskilled Labour supervising three (3) or more foremen or gangers) 3000 - 5000 lire per month.

Grade	Present Naples Basic Rate		New Proposed Naples Basic Rate		Approx. % Increase or Max.
	Min.	Max.	Min.	Max.	
Ammunition Mechanic	80	120	90	135	12%
Anti-Malarial Labourer	-	70	-	90	28 1/2%
Apprentices, all grades	30	60	40	90	50%
Artisan's mate (helper)	70	90	85	105	17 1/2%
Armature Winder	90	150	100	165	10 1/2%
Armourer	90	130	100	145	12%
Asphalt Layer	80	105	90	120	15 1/2%
Paker	80	105	90	120	15%
Baler, clothing and soft goods.	75	90	85	105	17%
Barber	70	100	85	115	15 1/2%
Battery Worker	80	120	90	135	12%
Blacksmith	80	110	90	125	14 1/2%
Boilermaker	80	110	90	125	14 1/2%
Boilerman	80	105	90	120	15 1/2%
Bookbinder	85	110	105	125	14 1/2%
Bookbinder's Assistant	70	85	80	100	17 1/2%
Boot Machineist	80	105	90	120	15%
Boot Machine Operator	90	110	100	125	14 1/2%
Mechanic	80	105	90	120	15 1/2%
Brakeran	80	105	90	120	15 1/2%
Bricklayer	80	105	90	120	15 1/2%
Butcher	70	95	85	110	16 1/2%
Caretaker (Cemetery)	80	120	90	130	8%
Carpenter	80	105	90	120	15 1/2%
Caulker	80	105	90	120	15 1/2%
Charcoal Maker	80 (80)	105	90	120	15 1/2%
Chauffeur Mechanic	60	110	90	125	14 1/2%
Chauffeur or Driver	70	90	85	105	17 1/2%
Chainman	80	100	90	115	15 1/2%
Checker	65	80	85	95	20%

Chief Foreman : (Artisan and Skilled Labour supervising three (3) or more foremen or gangers) 4000 - 6000 lire per month.

Chief Foreman : (Unskilled Labour supervising three (3) or more foremen or gangers) 3000 - 5000 lire per month.

Grade	Present Naples Basic Rate		New Proposed Naples Basic Rate		Approx. % Incr- ease on max.
	Min.	Max.	Min.	Max.	
Amunition Mechanic	80	120	90	135	12%
Anti-Malarial Labourer	-	70	-	90	28%
Apprentices, all Grades	30	60	40	90	50%
Artisan's mate (helper)	70	90	85	105	17%
Armature Winder	90	150	100	165	10%
Armourer	90	130	100	145	12%
Asphalt Layer	80	105	90	120	15%
Baker	80	105	90	120	15%
Baler, clothing and soft goods.	75	90	85	105	17%
Barber	70	100	85	115	15%
Battery Worker	80	120	90	135	12%
Blocksmith	80	110	90	125	14%
Boilermaker	80	110	90	125	14%
Boilerman	80	105	90	120	15%
Bookbinder	85	110	105	125	14%
Bookbinder's Assistant	70	85	80	100	17%
Boot Mechanic	80	105	90	120	15%
Boot Machine Operator	90	110	100	125	14%
Mechanic	80	105	90	120	15%
Drakemon	80	105	90	120	15%
Bricklayer	80	105	90	120	15%
Butcher	70	95	85	110	16%
Caretaker (Cemetery)	80	120	90	130	8%
Carpenter	80	105	90	120	15%
Caulker	80	105	90	120	15%
Charcoal Maker	80 (80)	105	90	120	15%
Chauffeur Mechanic	80	110	90	125	14%
Chauffeur or Driver	70	90	85	105	17%
Chairman	80	100	90	115	15%
Checker	65	80	85	95	20%
Checker, Railways	80	100	90	115	15%
Goods Yard.	60	85	85	100	17%
Closers (Boot repairing)	55	65	65	85	30%
Clothing Classifier	80	105	90	120	15%
Coach Builder	80	110	90	125	14%
Cobbler	90	110	105	125	14%
Compositor	80	90	90	100	11%
Compositor's Assistant	80	90	90	100	12%
Compositor Chief	100	120	120	135	12%

Grade	Present Naples Basic Rate		New Proposed Naples Basic Rate		Approx. % Increase on Max.
	Min.	Max.	Min.	Max.	
Concrete	70	105	85	120	15%
Cooker	80	105	90	120	15%
Coppersmith	80	120	90	135	12%
Cremaker (Foundry)	80	105	90	120	15%
Cutters	75	110	85	125	14%
Dental Mechanics	90	110	100	125	14%
Drier, H/c & Preperers	70	90	85	105	17%
Driver, Truck,					
" Crane or Winch,					
" Mechanical Plant,					
" M.R. Electric,					
" Steam Roller or					
" IC Stationary.					
Driver, Mechanic, Truck	80	100	95	115	15%
Driver, Truck or Trailer	85	105	95	125	20%
Driver, Engine Loco	80	110	100	130	8%
			100	130	10%
Electricians	65	120	95	135	12%
Elevator repairer	85	120	95	135	12%
mechanic					
* <u>Employees, Clothing and Manufacturing Plants.</u>					
Cutter, machine	100	120	100	135	12%
Clothing Machine Operator	60	90	85	105	17%
Cutter, Pattern	150	180	150	195	8%
Cutter, assistant	70	80	85	95	20%
Embroiderer	70	100	90	115	15%
Sewing Hand	50	60	60	85	42%
Exhumers of Bodies	-	80	-	88.95	20%
Farrier	80	100	90	115	15%
Farrier with own anvil	100	120	110	135	12%
Firemen	80	105	90	120	15%
Fitter or Mechanic, Automobile or FT.	90	120	100	135	12%
Fitter or Mechanic, Aero, radial diesel.	100	130	110	145	12%
Foundryman	70	100	85	115	15%
Gardener	70	80	85	95	20%
Glezier	75	100	85	115	15%
Greaser	70	90	85	105	17%
Grinder, precision	90	120	100	135	15%
Greens or Stablemen	65	75	85	95	25%
Gunfitter	80	120	90	135	15%
Hammerman or Striker	70	90	90	105	17%
	85	110	95	125	14%

Cybersmith	80	120	90	135	12%
Coremaker (Foundry)	80	105	90	120	15%
Cutters	75	110	85	125	14%
Dental Mechanics	90	110	100	125	14%
Drier, M/c & Preparers	70	90	85	105	17%
Driver, Truck,					
" Crane or Winch,					
" Mechanical Plant,					
" M.R. Electric,					
" Steam Roller or					
IC Stationary.	80	100	95	115	15%
Driver, Mechanic, Truck	85	105	95	125	20%
Driver, Truck or Trailer	85	120	100	130	8%
Driver, Engine Loco	80	110	100	130	18%
Electricians	85	120	95	135	12%
Elevator repairer	85	120	95	135	12%
mechanic					
* <u>Employees, Clothing and</u>					
<u>Manufacturing Plants.</u>					
Cutter, machine	100	120	100	135	12%
Clothing Machine Operator	60	90	85	105	17%
Cutter, Pattern	150	180	150	195	8%
Cutter, Assistant	70	80	85	95	20%
Embroiderer	70	100	90	115	15%
Sewing Hand	50	60	60	85	42%
Exhumers of Bodies	-	80	-	95	20%
Farrier	80	100	90	115	15%
Farrier with own anvil	100	120	110	135	12%
Firemen	80	105	90	120	15%
Fitter or Mechanic,					
Automobile or MT.	90	120	100	135	12%
Fitter or Mechanic, Aero,					
radial diesel.	100	130	110	145	12%
Foundrymen	70	100	85	115	15%
Gardener	70	80	85	95	20%
Glazier	75	100	85	115	15%
Greaser	70	90	85	105	17%
Grinder, precision	90	120	100	135	15%
Grooms or Stablemen	65	75	85	95	25%
Gunfitter	80	120	90	135	15%
Hammerman or Striker	70	90	90	105	17%
Joiner	85	110	95	125	14%

* These grades are restricted to plants engaged in fabricating new garments for the Allied Forces and working under their direct control.

-3-

Grade	Present Naples Basic Rate		New Proposed Naples Basic Rate		Approx % Increase on max.
	Min.	Max.	Min.	Max.	
Laboratory & Dispensary assistant.	90	110	100	125	14%
Life Savers	70	90	85	105	17%
Lighthouse Keeper	-	80	85	100	25%
Linenman	90	120	100	135	12%
Linotype Operator	90	130	100	145	12%
Litho Engravers	120	150	130	165	10%
Lithographer	90	130	100	145	12%
Lithographer's Assistant	80	90	90	105	17%
<u>Lumber Workers</u>					
Choker Setter	70	100	85	115	15%
Dogger	80	100	90	115	15%
Edgerman	80	110	90	125	14%
Faller	80	100	90	115	15%
Log Turner	70	90	85	105	17%
Lumber Handler	65	80	85	95	20%
Machine Minder	70	90	85	105	17%
Machine Minder's Assistant	50	70	70	90	20%
Machinist	80	120	90	135	12%
Markers & Sorters	55	70	70	90	20%
Masons	80	110	90	125	14%
Mechanics, sewing machine					
" typewriter	90	120	100	135	12%
" wireless	-	120	-	135	12%
Mechanics, Marine Bag (RM)	80	90	90	105	17%
Mechanics Assistant					
Messenger,					
English specking (under 17)	-	50	-	65	30%
" (over 17)	60	70	70	90	20%
Motion Picture Operator	80	120	90	135	12%
Molders	80	120	90	135	12%
Nurses (Hospital)	80	100	90	115	15%
Occupational Therapist	80	100	90	115	15%
Packer	65	70	75	95	36%
Painter, varnisher,					
sign writer.	85	105	95	120	15%
Paper Cutter Operator	90	110	105	125	14%
Parquet Layer	80	100	90	115	15%
Pattern Maker	80	110	90	125	14%
Pavement Layer	80	100	90	115	15%
Permanent Way Inspector	75	95	85	110	16%
Pier Supervisor	95	125	105	140	12%
Plasterer	85	105	95	120	15%
Platelayer (Railroads)	70	90	85	105	17%
Plater (Printing)	90	110	100	125	14%
Plumber	80	105	90	120	15%
Pointman (Railroads)	60	80	85	95	20%
Police Officer					
New Grade					

21845

Litho Engravers	120	130	130	130	130	12%
Lithographer	90	130	100	100	145	17%
Lithographer's Assistant	80	90	90	90	105	
<u>Lumber Workers</u>						
Choker Setter	70	100	85	85	115	15%
Dogger	80	100	90	90	115	15%
Edgerman	80	110	90	90	125	14%
Roller	80	100	90	90	115	15%
Log Turner	70	90	55	55	105	17%
Lumber Handler	65	80	85	85	95	20%
Machine Minder	70	90	85	85	105	17%
Machine Minder's Assistant	50	70	70	70	90	26%
Machinist	80	120	90	90	155	12%
Markers & Sorters	55	70	70	70	90	20%
Masons	80	110	90	90	125	14%
Mechanics, sewing machine						
" typewriter	90	120	100	100	135	12%
" wireless	-	120	-	-	135	12%
Mechanics, Marine Engr (RM)	80	90	90	90	105	17%
Mechanics Assistant						
Messenger,						
English speaking (under 17)	60	50	-	-	65	30%
" (over 17)	80	70	70	70	90	26%
Motion Picture Operator	80	120	90	90	135	12%
Moulders	80	120	90	90	135	12%
Nurses (Hospital)	80	100	90	90	115	15%
Occupational Therapist	80	100	90	90	115	15%
Packer	65	70	75	75	95	36%
Painter, varnisher,						
sign writer.	85	105	95	95	120	15%
Paper Cutter Operator	90	110	105	105	125	14%
Parquet Layer	80	100	90	90	115	15%
Pattern Maker	80	110	90	90	125	14%
Pavement Layer	80	100	90	90	115	15%
Permanent Way Inspector	75	95	85	85	110	16%
Pier Supervisor	95	125	105	105	140	12%
Plasterer	85	105	95	95	120	15%
Platelayer (Railroads)	70	90	65	65	105	17%
Plater (Printing)	90	110	100	100	125	14%
Plumber	80	105	90	90	120	15%
Pointman (Railroads)	60	80	85	85	95	20%
Police Officer		New Grade	85	85	120	
Pressers, machines (Lithman)						
Steam Press)	80	110	90	90	125	14%
Printer	90	120	100	100	135	12%
Process Engravers	120	150	130	130	165	10%
Photo developer,						
single or machine minder	90	New Grade	100	100	130	
Printing machine minder	70	120	85	85	105	17%
" Mate						

27845

Grade	Present Naples Basic Rate		New Proposed Naples Basic Rate		Approx. % Increase on max.
	Min.	Max.	Min.	Max.	
Quarryman	80	100	90	115	15%
Recordak Operator		New Grade	90	110	-
Repairer, Watch and Precision Instrument	120	150	120	165	10%
Rigger	85	105	95	120	15%
Rivet Heater	70	90	85	105	17%
Riveter	85	105	95	120	15%
Riveter Holder-up	70	90	85	105	17%
Road Supervisor	80	110	90	125	14%
Road Worker	60	70	85	95	36%
Saddler	75	100	85	115	15%
Saw Repairer & Sharpener	80	100	90	115	15%
Sawyer	80	100	90	115	15%
Sheet Metal Worker	80	120	100	135	12%
Shoe Maker (Special Doct & Surgical Work)	90	120	100	135	12%
Shunter or Drakesman	70	90	85	105	17%
Slater	80	105	90	120	15%
Smelterer (ore smelting)	80	85	90	110	30%
Stevadore	90	95	100	115	21%
Stevadore, coaling ore.	90	100	100	125	25%
Stevadore head	90	110	100	145	32%
Stereotyper	85	105	95	120	15%
Stone handcutter	60	80	85	100	25%
Storeman or Storewoman	90	110	105	125	14%
Tailors (with own machine)	70	90	85	105	17%
Tailors (without own M/c)	90	110	105	125	14%
Tentmaker (with own M/c)	70	90	85	105	17%
Tentmaker (without own M/c)	70	90	85	105	17%
Tow Hauler	80	100	90	115	15%
Tow Layer	70	120	90	135	12%
Tins-keeper	80	105	90	120	15%
Tinsmith	80	110	90	125	14%
Tool maker	70	90	85	105	17%
Track walker, railroad	70	90	85	105	17%
Trimmer Coal	80	120	90	135	12%
Turner	100	120	110	135	12%
Truck master	90	110	100	125	14%
Truck master's assistant	80	120	90	135	12%
Tyre treader	80	105	90	120	15%
Upholsterer	80	105	90	120	15%
Vulcanizer	80	105	90	120	15%
Warehouseman or Storekeeper	50	60	85	95	50%
Washer, hand	70	90	85	105	17%
Washer, machine	60	70	70	90	20%
Watchman	85	120	95	135	15%
Welder	80	100	90	115	15%
Wheelwright	65	85	85	105	30%
Unskilled Labour	55	75	55	75	30%

2786

1413

Riveter Helder-up	70	90	100	14 3/4
Road Supervisor	80	110	125	15 3/4
Road Worker	60	70	95	36 3/4
Saddler	75	100	115	15%
Saw Repairer & Sharpener	80	100	115	15%
Sawyer	80	100	115	15%
Sheet Metal Worker	80	120	135	12%
Shoe Maker (Special Boot & Surgical Work)	90	120	135	12%
Shunter or Brakesman	70	90	105	17%
Slater	80	105	120	15%
Smelterer (ore smelting)	80	85	110	30%
Stevedore	90	95	115	21%
Stevedore, coaling ore.	90	100	125	25%
Stevedore head	90	100	145	32%
Stereotypier	85	110	120	15%
Stone handoutter	60	80	100	25%
Storeman or Storewoman	90	110	125	14%
Tailors (with own machine)	70	90	105	17%
Tailors (without own M/c)	90	110	125	14%
Tentmaker (with own M/c)	70	90	105	17%
Tinsmith (without own M/c)	70	90	105	17%
Tow Hauler	80	100	115	15%
Traffic Layer	70	90	135	12%
Tinshopkeeper	80	120	120	15%
Tinsmith	80	105	125	14%
Tool maker	80	110	125	14%
Track walker, railroad	70	90	105	17%
Trimmer Coal	70	90	105	17%
Turner	80	120	135	12%
Truck master	100	120	135	12%
Truck master's assistant	90	110	125	14%
Tyre treader	80	120	135	12%
Upholsterer	80	105	120	15%
Vulcanizer	80	105	120	15%
Warehouseman or Storekeeper	80	120	135	12%
Washer, hand	50	60	95	50%
Washer, machine	70	90	105	17%
Watchman	60	70	90	20%
Welder	85	120	135	12%
Wheelwright	80	100	115	15%
Unskilled labour	-	65	85 +	30%
Boys up to 17.	-	35	45	30%

2786

+ Labourers on main drains 10 lire per day extra whilst actually employed on Drains.

ROME PROVINCE : For Rome Province 10 lire should be added to the Naples Basic Rate period.

-----000-----

APPENDIX C

HOTEL GRADES MESSES & CLUHS

(Monthly Rates)

- NOTES 1. All rates subject to a deduction of 900 lire per month where meals are provided
 2. Overtime will NOT be paid.

Grade	Present Naples Basic Rate		New Proposed Naples Basic Rate +		Approx Increase on Max.
	Min.	Max.	Min.	Max.	
Manager	3,900	7,400	3,900	7,400	-
Assistant Manager, Head Receptionist or personnel controller.	New Grade		3,500	5,900	-
Chief Cashier	2,500	3,500	2,500	4,400	25%
Book-keeper	2,000	4,000	1,800	4,000	-
Hall Porter	New Grade		3,000	5,900	-
Porter	2,400	2,900	2,400	3,300	14%
Hotel Watchman	New Grade		2,700	3,900	-
*Telephone Operator (English speaking)	2,100	3,300	2,100	3,600	9%
*Telephone Operator (non-English speaking)	1,650	2,250	1,650	2,500	11%
Elevator Operator	1,700	2,100	1,700	2,100	-
Bell Boy (over 17)	1,800	2,100	1,800	2,100	-
Bell Boy (under 17)	-	1,500	-	1,500	Equal to present rate for messengers.
Head Waiter	3,400	4,400	3,400	6,500	40%
Waiter	2,700	3,400	2,700	4,400	30%
Waitress	2,200	2,800	2,200	2,800	-
Assistant Waiter	2,100	2,600	2,100	2,600	-
Barman	New Grade		3,500	4,500	-
Head Cook or Chef	2,900	4,400	2,900	7,000	60%
Cook	2,700	3,600	2,700	4,400	22%
Foot & Utensil Washer	New Grade		2,000	3,300	-
Dish Washer	2,000	2,500	1,600	2,500	Equal to present rate for washer.
Storeman, pantryman	2,400	3,600	2,400	3,600	Equal to present rate for warehouseman.
Still-room Hand	New Grade		1,900	3,000	-
Fousekeeper	2,400	3,400	2,400	3,400	-
Linen keeper, linen hand	1,900	2,400	1,900	3,400	42%
Chambermaid	2,100	2,700	2,100	3,000	11%
Laundryhand (male)	New Grade		2,700	3,500	-
Laundryhand (female) or Ironing Woman.	New Grade		1,500	2,900	-
Hotel Plumber	2,400	3,150	2,400	3,150	-
" Electrician	2,550	3,600	2,550	3,600	-
" Painter	2,550	3,150	2,550	3,150	-
Boilerman	2,400	3,150	2,400	3,150	-

1418

Grade	Rate		Basic Rate +		Increase or Max.
	Min.	Max.	Min.	Max.	
Manager	3,900	7,400	3,900	7,400	-
Assistant Manager, Head Receptionist or personnel controller.	New Grade		3,500	5,900	25%
Chief Cashier	2,500	3,500	2,500	4,400	-
Book-keeper	2,000	4,000	1,800	4,000	-
Hall Porter	New Grade		3,000	5,900	14%
Porter	2,400	2,900	2,400	3,300	-
Hotel Watchman	New Grade		2,700	3,900	-
*Telephone Operator (English speaking)	2,100	3,300	2,100	3,600	9%
*Telephone Operator (non-English speaking)	1,650	2,250	1,650	2,500	11%
Elevator Operator	1,700	2,100	1,700	2,100	-
Bell Boy (over 17)	1,800	2,100	1,800	2,100	-
Bell Boy (under 17)	-	1,500	-	1,500	-
Head Waiter	3,400	4,400	3,400	6,500	Equal to pre-sent rate for messengers.
Waiter	2,700	3,400	2,700	4,400	40%
Waitress	2,200	2,800	2,200	2,800	30%
Assistant Waiter	2,100	2,600	2,100	2,600	-
Barman	New Grade		3,500	4,500	-
Head Cook or Chef	2,900	4,400	2,900	7,000	60%
Cook	2,700	3,600	2,700	4,400	22%
Hot & Utensil Washer	New Grade		2,000	3,100	-
Dish Washer	2,000	2,500	1,600	2,500	-
Storeman, pantryman	2,400	3,600	2,400	3,600	Equal to pre-sent rate for washer.
Still-room Hand	New Grade		1,900	3,000	Equal to pre-sent rate for warehouseman.
Housekeeper	2,400	3,400	2,400	3,400	42%
Linen keeper, linen hand	1,900	2,400	1,900	3,400	11%
Chambermaid	2,100	2,700	2,100	3,000	-
Laundryhand (male)	New Grade		2,700	3,500	-
Laundryhand (female) or Ironing Women.	New Grade		1,500	2,900	-
Hotel Plumber	2,400	3,150	2,400	3,150	-
" Electrician	2,550	3,600	2,550	3,600	-
" Painter	2,550	3,150	2,550	3,150	-
" Boilerman	2,400	3,150	2,400	3,150	-
" Mason	2,400	3,300	2,400	3,300	-
" Carpenter	2,400	3,150	2,400	3,150	-

* The rates for these grades have been computed on a 30-day month basis.

+ No increase on the new proposed Naples Basic Rate is authorized for Rome Province.

APPENDIX D

MARINE GRADES

Daily Rates

GRADE	Present Naples Basic Rate		New Proposed Naples Basic Rate		Approx. % Increase on max.
	Min.	Max.	Min.	Max.	
Diver	-	110	* 110	125	14%
Linesman (Navy)	-	80	+ 85	95	20%
Pumpman (Navy)	-	80	85	95	20%
Rope Splicer	80	100	90	115	15%
Sailmaker	85	110	95	125	14%
Salvage Hand	70	90	85	105	17%
Salvage Hand (Master)	95	110	100	125	14%
Security Patrol Officer	-	150	-	165	10%
or Deputy Harbourmaster	-	100	105	135	35%
Shipwright	80				

SEA-GOING RATES (SCHONERS)

Master	-	250	-	250	-
1st Officer	-	200	-	200	-
2nd Officer	-	180	-	180	-
3rd Officer	-	170	-	170	-
Chief Engineer	-	250	-	250	-
1st Engineer	-	200	-	200	-
2nd Engineer	-	180	-	180	-
3rd Engineer	-	170	-	170	-
Bo'sun	-	140	-	150	7%
Cook or Steward	-	130	-	140	8%
Seaman	-	120	-	130	8%

HARBOUR CRAFT RATES - TUGBOATS "Z" CRAFT ETC

Master	-	180	-	180	9%
Mate	-	140	-	140	9%
Engineer	-	140	-	120	25%
Cook or Steward	-	110	-	120	
Seaman	-	110	-	125	
Stoker or Fireman	80	100	-		

BARBERS & LIGHTERS

Linesman (Navy)	80	85	95	20%
Pumpman (Navy)	80	85	95	15%
Rope Splicer	80	90	115	14%
Sailmaker	85	95	125	17%
Salvage Hand	70	85	105	14%
Salvage Hand (Master)	95	100	125	
Security Patrol Officer	-	-	165	10%
or Deputy Harbourmaster	80	105	135	35%
Shipwright				

SEA-GOING RATES (SCHONERS)

Master	250	-	250	-
1st Officer	200	-	200	-
2nd Officer	180	-	180	-
3rd Officer	170	-	170	-
Chief Engineer	250	-	250	-
1st Engineer	200	-	200	-
2nd Engineer	180	-	180	-
3rd Engineer	170	-	150	7%
Bo'sun	140	-	140	8%
Cook or Steward	130	-	130	8%
Seaman	120	-	130	

HARBOUR CRAFT RATES - TUGBOATS "Z" CRAFT ETC

Master	180	-	180	9%
Mate	140	-	140	9%
Engineer	140	-	140	25%
Cook or Steward	110	-	120	
Seaman	110	-	120	
Stoker or Fireman	80	-	125	

RATES & LIGHTERS

Bargeon	70	90	105	17%
Master Bargeon	80	110	120	9%

* Plus 35 lire per hour under water.
 + 5 lire per hour extra whilst tending diver.

THE SUB-COMMITTEE OF THE LABOUR & WAGES CONTROL COMMITTEE

MINUTES

1. A meeting of the above Sub-Committee was held at 09.00 hours on 16 AUG 44 at HQ PBS, NAPLES.

2. Present: Lieut. Colonel W.E. Lyde, ADL (Civil), HQ AAI, in the Chair.

Representatives of: PBS - Major P.W. Stairwalt
 RN - Paymaster - Lieut. P.R. Grindle, RNVR.
 WAAF - P/L A.A. Harley
 ACC - Lieut. W.E. Solenberger

In Attendance: Lieut. Colonel I.G. Lex - HQ CBS
 Major K.R. Hayward - DADL, HQ 3 District.
 Major Fox - OC "C" Clothing & Repair Factory
 Capt. H.J. Reuper - HQ PBS
 Capt. A.H. Reede - ACC (Finance)

3. Subsistence Allowance for Civilian M/T Drivers

The following recommendation was made:

(a) A per diem allowance of fifty lire is authorised for M/T drivers who, for operational, accidental or other unforeseeable reasons, are required to remain on duty beyond the normal work period, necessitating lodging or accommodation away from their regular place of employment.

(b) The allowance authorised to be paid to M/T drivers who, for operational, accidental or other unforeseeable reasons, are required to remain on duty beyond the normal work period, necessitating lodging or accommodation away from their regular place of employment, shall be extended to cover other categories of Classified Artisan and Skilled Labour, as defined in AFHQ Adv Adm Ech Administrative Instruction No. 24, who are similarly placed.

4. Subsistence Allowance for Civilians in ACC or Italian Govt. Employ

The following proposal was received from ACC representative:

"Per diem allowance for travel on official business.

(a) Scale - Clerical & Supervisory:

Employees in receipt of more than 9,600 lire per month	-	250 lire per diem
" " 6,001-9,600	-	225 " "
" " 4,501-6,000	-	175 " "
" " 3,501-4,500	-	150 " "
" " 3,500 or less	-	125 " "

Craftsman & Labour Grades

Employees in receipt of 100 or more lire per diem - 100 lire per diem

785021

2783

1419

- In Attendance:
- Lieut. Colonel I.C. Lex - HQ CBS
 - Major K.H. Hayward - DADL, HQ 3 District.
 - Major Fox - OC "C" Clothing & Repair Factory
 - RAOC
 - Capt. H.J. Reuper - HQ PBS
 - Capt. A.H. Reede - ACC (Finance)

3. Subsistence Allowance for Civilian M/T Drivers

The following recommendation was made:

- (a) A per diem allowance of fifty lire is authorized for M/T drivers who, for operational, accidental or other unforeseeable reasons, are required to remain on duty beyond the normal work period, necessitating lodging or accommodation away from their regular place of employment.
- (b) The allowance authorized to be paid to M/T drivers who, for operational, accidental or other unforeseeable reasons, are required to remain on duty beyond the normal work period, necessitating lodging or accommodation away from their regular place of employment, shall be extended to cover other categories of Classified Artisan and Skilled Labour, as defined in AFHQ Adv Adm Ech Administrative Instruction No. 24, who are similarly placed.

4. Subsistence Allowance for Civilians in ACC or Italian Govt. Employ 2783

The following proposal was received from ACC representative:

"Per diem allowance for travel on official business.

(a) Scale - Clerical & Supervisory:

Employees in receipt of more than 9,600 lire per month	-	250 lire per diem
6,001-9,600	-	225 " "
4,501-6,000	-	175 " "
3,501-4,500	-	150 " "
3,500 or less	-	125 " "

Craftsman & Labour Grades

Employees in receipt of 100 or more lire per diem	-	100 lire per diem
less than 100	-	80 " "

(b) Rules

- (1) The above rates will be payable for every 24 hours of absence from place of residence on official business. If the time of absence in hours exceeds 24 and is not divisible exactly by 24, the final period, if in excess of 12 hours, shall be counted as 24; if under 12 hours, nothing shall be paid in respect of it.

(11)

(ii) These allowances will be paid in full if no rations or accommodation are provided for the use of the employee making the journey. If rations, but not accommodation, are provided, one-third of the allowance will be paid. If accommodation, but not rations, is provided, two-thirds will be paid.

(iii) Claims in support of these allowances will be submitted."

The rates for Clerical & Supervisory employees in receipt of up to 9,600 lire per month were agreed and are recommended. The rate for employees in receipt of more than 9,600 lire per month was disallowed, as no such rate has been established. The proposed rates in respect of Craftsmen and Labour Grades were referred back to ACC for further consideration.

5. Rates of Pay - New Grades and Amendments

(a) Balor, Clothing and Soft Goods - A rate of 75/90 lire per diem was agreed and is recommended.

(b) Pilots: The question of rate of pay for civilian pilots was deferred until the next meeting of the Labour & Wages Control Committee, when RII representative will make a full report on the situation.

(c) Clothing Manufacturing Grades: The following rates were agreed and are recommended:

Clothing Manufacturing Plants

Cutter; Pattern (Male)	150 - 100 Lire per diem
Cutter; Machine (Male)	100 - 120
Cutter, Assistant (Male)	70 - 80
Clothing Machine Operator (Female)	50 - 90
Seamstress	50 - 60
Embroiderer, Female	70 - 100

These grades are restricted to plants engaged in fabricating new garments for the Allied Forces and working under their direct control.

(d) Tailors and Tailoresses: It is recommended that the existing grades and rates be amended to read:

Tailor (with own machine)	- 90/110 Lire per diem
Tailor (without machine)	- 70/90
Tailoress (with own machine)	- 75/90
Tailoress (without machine)	- 55/70

(e) Driver, Port Mechanical Plant: Consideration of this proposed new grade was deferred pending receipt of fuller details. The existing grade of Driver, Crane or Winch, (80/100 Lire per diem) would appear appropriate.

(f) Textile Re-fitter: The Chairman undertook to investigate whether this employment was not included under existing grades. If not, the rate of 80/105 Lire per

per month were agreed and are... more than 9,000 lire per month was disallowed, as no such rate was referred back to the proposed rates in respect of Craftsmen and Labour Grades were referred back to ACC for further consideration.

5. Rates of Pay - New Grades and Amendments

- (a) Baler, Clothing and Soft Goods - A rate of 75/90 Lire per diem was agreed and is recommended.
- (b) Pilots: The question of rate of pay for civilian pilots was deferred until the next meeting of the Labour & Wages Control Committee when the representative will make a full report on the situation.

(c) Clothing Manufacturing Grades: The following rates were agreed and are recommended:

<u>Clothing Manufacturing Plants</u>	150 - 100 Lire per diem
Cutter, Pattern (Male)	100 - 120
Cutter, Machine (Male)	70 - 80
Cutter, Assistant (Male)	80 - 90
Clothing Machine Operator (Female)	50 - 60
Seamstress	70 - 100
Embroiderer, Female	

These grades are restricted to plants engaged in fabricating new garments for the Allied Forces and working under their direct control.

(d) Tailors and Tailloresses: It is recommended that the existing grades and rates be amended to read:

Tailor (with own machine)	90/110 Lire per diem
Tailor (without machine)	70/90
Tailoress (with own machine)	75/90
Tailoress (without machine)	55/70

(e) Driver, Port Mechanical Plant: Consideration of this proposed new grade was deferred pending receipt of fuller details. The existing grade of Driver, Crane or Winch, (80/100 Lire per diem) would appear appropriate.

(f) Textile Re-fitter: The Chairman undertook to investigate whether this employment was not included under existing grades. If not, the rate of 80/105 Lire per diem is recommended.

(g) Storeman: This grade is considered as already quoted under Warehouseman or Storekeeper.

(h) Stereotyper: 90 - 130 Lire per diem is recommended.

(i) Paper Cutter Operator: 90 - 110 lire per diem is recommended.

(j) Printing Machine Minder & Mate: 90 - 120 and 70 - 90 Lire per diem respectively are recommended.

(x)/

- 3 -

- (k) Shipwright: It is recommended that the existing rate (80 - 100 Lire per diem) be amended to read 80 - 120 Lire per diem).
- (l) Storewoman: 60 - 80 Lire per diem is recommended. For Chargé Hand the rate for Storekeeper less 15% is recommended.
- (m) Turner: It is recommended that the existing rate (80 - 110 Lire per diem) be amended to read 80 - 120 Lire per diem.
- (n) Repairer, Watch & Precision Instrument: It is recommended that this new grade be quoted with a rate of 120 - 150 Lire per diem, and that the existing Grade - Mechanics, Marine Instrument (RM) - be deleted from Appendix "A" to Adm. Instr. No.24.

(o) Chief Foreman or Chief Ganger:

It is recommended that the existing rate be deleted and the following substituted:

Chief Foreman of Unclassified Grades
(minimum of 100 men) - 3,000 to 4,500 Lire per month.

(p) Lumber Workers: The following new grades are recommended:

Choker Setter	70 - 100 Lire per diem
Edgerman	80 - 110
Log Turner	70 - 90
Dogger	80 - 100
Lumber Handler	65 - 80
Faller	80 - 100

6. ACC Scheme for Social Insurance for Workers for Allied Forces

A memorandum (Appendix "A") was received from ACC representative, who undertook to prepare also a brief descriptive memorandum on the benefits of the scheme for presentation to the Labour & Wages Control Committee at their next meeting.

7. Dock Labour in 2 District

The proposal of 2 District for a wage classification of Deck Labourer at 65 - 80 Lire per diem to apply at BARI was not adopted. The following are the main objections raised:-

- (a) Labour employed on docks does not have appreciably harder working conditions than that employed in other big installations.
- (b) The rate for Stevedores (80 - 85 Lire per diem), which is considered satisfactory, must be kept well above that for Deck Labourer.
- (c) Any such rate could not be confined to one or two ports, but would have to be universally adopted.
- (d) The detrimental effect on the entire wage scale.

2782

- (o) Chief Foreman or
Chief Ganger:

It is recommended that the existing rate be deleted and the following substituted:

Chief Foreman of Unclassified Grades
(minimum of 100 men) - 5,000 to 4,500
Lire per month.

- (p) Lumber Workers: The following new grades are recommended:

Choker Setter	70 - 100 Lire per diem
Eggerman	80 - 110
Log Turner	70 - 90
Dogger	60 - 100
Lumber Handler	65 - 80
Faller	80 - 100

C. ACC Scheme for Social Insurance for Workers for Allied Forces

A memorandum (Appendix "A") was received from ACC representative, who undertook to prepare also a brief descriptive memorandum on the benefits of the scheme for presentation to the Labour & Wages Control Committee at their next meeting.

7. Dock Labour in 2 District

The proposal of 2 District for a wage classification of Dock Labourer at 65 - 80 Lire per diem to apply at BARI was not adopted. The following are the main objections raised:-

- (a) Labour employed on docks does not have appreciably harder working conditions than that employed in other big installations.
- (b) The rate for Stevedores (80 - 85 Lire per diem), which is considered satisfactory, must be kept well above that for Dock Labourer.
- (c) Any such rate could not be confined to one or two ports, but would have to be universally adopted.
- (d) The detrimental effect on the entire wage scale. (Of the 55,000 total employees of PPS, 5,000 are Dock Labourers and 10,000 Stevedores).

19/3/44

WEL/TGM

Lieut. Colonel,
ADL (CIVIL) HQ AAI,
CHAIRMAN.

2182

1423

ADVANCE HEADQUARTERS
 ALLIED CONTROL COMMISSION
 LABOUR SUB-COMMISSION
 APO 394

LAB 091.654

16 AUG 44

MEMORANDUM

SUBJECT:- Social Insurance Coverage for Civilians employed directly by the Allied Armed Forces

TO:- Chairman, Labour & Wages Control Committee.

1. At its meeting of 15 May 1944, the Local Resources (Italian) Board approved the extension of the Italian social insurance provisions to direct employees of the Allied Armed Forces and requested the Allied Control Commission to develop a plan, acceptable to Headquarters AAI for such extension.

2. The plan embodied in this memorandum is submitted to the Labour & Wages Control Committee for consideration. The Plan is recommended by the Labour Sub-Commission, ACC, on the basis of extensive study of the problems involved and alternative possibilities of solution. The guiding objective has been to:-

- (a) determine the minimum information required to assure social insurance benefits to workers and enable the setting up of Italian State funds for the purpose; and
- (b) devise a method whereby the Armed Forces may supply the information with a minimum of clerical work and record keeping.

3. The Italian Government has agreed to pay for and to provide social insurance benefits covering:-

- (a) Accidental injury or death (as at present).
- (b) Illness of worker or of member of his family.
- (c) Unemployment.
- (d) Invalidity and old age.
- (e) Tuberculosis.
- (f) Marriage and births.

4. The minimum information required consists of data sufficient to identify the worker, his classification and pay rate, and the dates of his employment, which it is proposed to record and furnish to the worker by means of a "Worker's Social Insurance Card" (copy attached).

5. The following is proposed as the responsibility to be assumed by the Armed Forces:-

- (a) The paying officer or his delegate will be responsible for preparation of a "Worker's Social Insurance Card," Form SI-1, for each worker employed. The cards will be maintained in an appropriate file during the period of

2781

1. At its meeting of 15 May 1944, the Local Resources (Italian) Board approved the extension of the Italian social insurance provisions to direct employees of the Allied Armed Forces and requested the Allied Central Commission to develop a plan, acceptable to Headquarters MAI for such extension.

2. The plan embodied in this memorandum is submitted to the Labour & Wages Control Committee for consideration. The Plan is recommended by the Labour Sub-Commission, ACC, on the basis of extensive study of the problems involved and alternative possibilities of solution. The guiding objective has been to:-

- (a) determine the minimum information required to assure social insurance benefits to workers and enable the setting up of Italian State funds for the purpose; and
- (b) devise a method whereby the Armed Forces may supply the information with a minimum of clerical work and record keeping.

3. The Italian Government has agreed to pay for and to provide social insurance benefits covering:-

- (a) Accidental injury or death (as at present).
- (b) Illness of worker or of member of his family.
- (c) Unemployment.
- (d) Invalidity and old age.
- (e) Tuberculosis.
- (f) Marriage and births.

4. The minimum information required consists of data sufficient to identify the worker, his classification and pay rate, and the dates of his employment, which it is proposed to record and furnish to the worker by means of a "Worker's Social Insurance Card" (copy attached).

5. The following is proposed as the responsibility to be assumed by the Armed Forces:-

- (a) the paying officer or his delegate will be responsible for preparation of a "Worker's Social Insurance Card," Form SI-1, for each worker employed. The cards will be maintained in an appropriate file during the period of employment.
- (b) The file will be initially constituted to include cards for all workers paid on first pay-period after the effective date of the plan. The date of commencing work, from the standpoint of social insurance coverage, will be considered as being the same as the effective date of the plan and will be so entered on the worker's card, except in the case of such employing units as are able/

2781

- 2 -

able and wish to provide retroactive coverage for their employees by supplying the actual commencing date, where it is verifiable.

- (c) When employment terminates or is interrupted by illness or other compensable contingency, the card will be completed, certified by the paying officer or his delegate, and will be given to the worker to enable him to establish his social insurance rights. A new card will be prepared, to cover any succeeding period of employment, should he again return to work.
- (d) When a worker, during his period of employment, wishes to apply for medical care for a member of his family or for a marriage or birth allowance (i.e. a benefit not contingent on his own separation from work), a certification that he is currently employed by the Armed Forces will be given him, at his request, on the "Worker's Employment Status Report," Form SI-2 (copy attached), based on information already contained on the basic social insurance card.

G. A suggested file maintenance procedure is also attached hereto.

JAMES O. LADCOCK
Major, Spec-Res.
Labour Sub-Commission
ACC Representative - Labour & Wages Control Committee

Name _____ of _____
 2. Comune _____ 3. Province _____
 (date)

4. Employment recorded on this card began _____

5. Job Classification _____

6. Above-named worked at least part of each _____
 Weekly Di-weekly _____ pay period
 Monthly semi-monthly _____

except pay periods ending:

7. Tally of pay periods worked (circle no. for each pay):-

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34
35	36	37	38													

with total of _____

8. Employment recorded on this card ended _____
 pay periods worked _____ day _____

9. Final pay rate L. _____ per _____
 month _____

10. Reason for ending employment: _____

WORKER'S SOCIAL INSURANCE CARD
 ALLIED ARMED FORCES IN ITALY
 Form SI-1 8/44

Certified: _____
 (Signature and stamp)

WORKER'S EMPLOYMENT STATUS REPORT
 FOR SOCIAL INSURANCE BENEFITS

Name _____ of _____
 Comune _____ Province _____

The above-named is currently employed by the Allied Armed Forces and has been so employed for _____ pay periods.

ALLIED ARMED FORCES
 IN ITALY

Certified _____
 (Signature & Stamp)

Form S-2 8/44

Date _____

0872

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34
 35 36 37 38

1. Employment recorded on this card ended _____ with total of _____
 pay periods worked.

2. Final pay rate _____ per _____ day _____ Reason for ending employment: _____
 month

WORKER'S SOCIAL INSURANCE CARD
 ALLIED ARMED FORCES IN ITALY
 Form SI-1 8/44

Certified: _____
 (Signature and stamp)

WORKER'S EMPLOYMENT STATUS REPORT
 FOR SOCIAL INSURANCE BENEFITS

Name _____ of _____ Province _____
 Commune _____

The above-named is currently employed by the Allied Armed Forces and has been so employed for _____ day _____
 periods.

ALLIED ARMED FORCES IN ITALY
 Certified _____
 (Signature & Stamp)

Form S-2 5/44 Date _____

2780

SUGGESTED FILE MAINTENANCE PROCEDURE
 "WORKER'S SOCIAL INSURANCE CARDS"
 FORM SI-1

1. The first four lines of card (items 1 to 5) will be filled out when or before worker draws first pay. The length of the pay period (weekly, monthly, bi-weekly or semi-monthly) will be indicated by circling the appropriate word in item 3 or by rubber stamp. The card then goes into active file.
2. Each pay day, cards in the active file will be pulled as workers are paid and a tally will be made on the card by circling the number of the pay period in item 7. If the worker is leaving and is being paid off, the card will be completed and given to him. Otherwise it will be returned to the active file. Cards not pulled will represent/

- 2 -

represent workers who walked out or the job or who have otherwise absented themselves since last pay period. These will be date-stamped in space provided in item 6 and will be placed in dead file. If worker later reports and returns to work, card will be replaced in active file. If not, cards whose "failed to work" date-stamp is four weeks old will be destroyed and insurance rights forfeited.

3. Whenever a worker's employment terminates, without some definite understanding as to resumption (such as in case of a temporary shut-down or suspension), or is interrupted by illness or other compensable contingency, his card will be completed and given to him. If he is subsequently re-employed, a new card will be made out.

NOTE: Both items 6 and 7 are simply tally items to simplify maintenance of the file. They may be used in whatever manner and with whatever variations the unit supervisor finds desirable.

-000-

19 AUG 64NOTE

1430

LABOR SUB-COMMISSION
A.C.C.
Routing Slip

From	To
Colonel BAIN	<i>18</i>
Colonel SMITH	<i>18</i>
X Major BABCOCK	X <i>18</i>
Major ALBRIGHT	
Capt. DORF	
Capt. SCICLUNA	
Capt. ADAMS	
Capt. TOPLISS	
Capt. WILLIAMS	
Lt. GIANMARCO	
Lt. SOLENBERGER	
Chief Clerk	

REMARKS :

2779

HEADQUARTERS
ALLIED ARMS IN ITALY
LABOUR SECTION

9535
Labo J.C. 4611

SUBJECT :- Wages Sub-Committee.

LAB/204.

Tel. Ext.:-
PILPOT 283.

HQ. P.B.S. (For attention Maj. F.W. STAIRWALT).
HQ. M.A.A.F. (For attention P/Lt. A.A. HARRIS).
R.N. P.O.W.I.T. (For attention Paymaster-Lieut. P.R. GRIDDLE RNVR).
HQ. A.S.C. APO 394 (For attention Maj. J.C. BAROOK).

Further to our LAB/204 dated 9 AUG 44.

1. The meeting of the Wages Sub-Committee will be held at 0900 hrs. on Wednesday, 16 Aug 44, in the office of Major STAIRWALT, 3rd. Floor, P.B.S. Building, NAPLES, and NOT on Monday, 14 Aug 44.

W. J. de G...

FM Brigadier,
Deputy Director of Labour.

10. Aug 44.
/ACC

Copy :- DDL. 3 District.

2778

HEADQUARTERS
ALLIED ARMIES IN ITALY
LABOUR BRANCH

9535
Labor J.C. Gill
4611

SUBJECT :- Wages Sub-Committee.

LAB/204.

Tel. Ext. :-
PILPOT 283.

HQ. P.B.S. (For attention Maj. F.W. STAIRSALT,
HQ. M.A.A.F. (For attention P/Lt. A.A. HARRIS,
R.N. P.O.W.I.T. (For attention Paymaster-Lieut. P.R. GRINDLE RNVR).
HQ. A.S.C. APO 394 (For attention Maj. J.C. MADDOCK).

Further to our LAB/204 dated 9 AUG 44.

1. The meeting of the Wages Sub-Committee will be held at 0900 hrs. on Wednesday, 16 Aug 44, in the office of Major STAIRSALT, 3rd. Floor, P.B.S. Building, NAPLES, and NOT on Monday, 14 Aug 44.

W. J. Gale

Brigadier,
Deputy Director of Labour.

10. Aug 44.
/AGG

Copy :- DDL. 3 District.

2778

1433

NOTES FOR Lt. Col. LYNS - RACES SUB-COMMITTEE - 17 JULY 1944

ITALIAN TYPES SUPERVISORS.

- (1) Italian Supervisors classified as types "A" and "B" have been employed experimentally mainly by S & W at various D.S.Ds. in No. 2 District. Type "A" are generally supervisors of a complete installation and are also responsible for supervision of a number of "B" Supervisors. Type "B" are supervisors of smaller units, usually sub-units of an installation.

- (2) Types of civilians to be employed. The aim is to employ in these capacities Italians possessing experience as Factory and Workshop Managers and preferably having some knowledge of English or French.

- (3) Functions of Supervisors.
 - (a) To act as labour advisers to C.O. Depots.
 - (b) To see that labour is efficiently distributed.
 - (c) To reduce pilferage and breakages.
 - (d) The supervisors would neither engage or pay the labour, neither would they undertake any financial responsibilities.
 - (e) In other words, they would endeavour to ensure more economical running of an installation by increasing the productivity of labour.

- (4) Rates of Pay. The following are the rates paid:

Type "A"	8,000 Lire per month
Type "B"	5,500 Lire per month

The rates paid are high but are necessary if the right type of man is to be induced to accept employment. It was originally proposed that a monthly bonus of 10% should be paid if in the opinion of the O.C. and D.A.D.L. (Civil) the reduction in pilferages and breakages and the smoother running of the installation warranted it. In practice, this bonus has never been paid because of the difficulties involved in calculation, and the fact that it is felt the necessary incentive to the supervisor lies in the rate of pay earned. If the Supervisors are not efficient, they must be discharged and this should be sufficient incentive for them to maintain the necessary standard.

- (5) Results of the scheme.

Type "A". Either way, these have only been employed on a very limited scale, and difficulty has been experienced in finding the right type of man who can undertake such a responsible job. It is felt, however, that with the right type of man such an appointment is an excellent one and makes for the smoother running of a depot. The Aulatic Depot of the U.S. Army are also anxious to retain this type.

Type "B". Mine are now employed and reports from Employing Units show that the employment of this type has been a success. Summarized, their employment has resulted in:

 - (a) Undesirable labour has been weeded out leading to an improvement in the quality and distribution of labour.

1434

Proposals of Supervisors

- (a) To act as labour advisors to O.C. Depots.
- (b) To see that labour is efficiently distributed.
- (c) To reduce pilferage and breakages.
- (d) The supervisors would neither engage or pay the labour, neither would they undertake any financial responsibilities.
- (e) In other words, they would endeavour to ensure more economical running of an installation by increasing the productivity of labour.

Rates of Pay
The following are the rates paid:

Type "A"	8,000 lire per month
Type "B"	6,500 lire per month

The rates paid are high but are necessary if the right type of man is to be induced to accept employment. It was originally proposed that a monthly bonus of 10% should be paid if in the opinion of the O.C. and D.A.D.L. (Civil) the reduction in pilferages and breakages and the smoother running of the installation warranted it. In practice, this bonus has never been paid because of the difficulties involved in calculation, and the fact that it is felt the necessary incentive to the supervisor lies in the rate of pay earned. If the supervisors are not efficient, they must be discharged and this should be sufficient incentive for them to maintain the necessary standard.

Results of the scheme.

Type "A". Hitherto, these have only been employed on a very limited scale, and difficulty has been experienced in finding the right type of men who can undertake such a responsible job. It is felt, however, that with the right type of man such an appointment is an excellent one and makes for the smoother running of a depot. The Atlantic Depot of the U.S. Army are also anxious to retain this type.

Type "B". Nine are now employed and reports from Employing Units show that the employment of this type has been a success. Summarised, their employment has resulted in:-

- (a) Undesirable labour has been weeded out leading to an improvement in the quality and distribution of labour.
- (b) Improvement in the checking of stores and a reduction in pilferages and breakages.
- (c) A sense of discipline being instilled into the workers.
- (d) An increase in the tonnage handled per unit-

...../ Month

Month	Unit β	No. of civilians employed	Gross Tonnage Handled		Average tons per man per day handled
			Internal	External	
Apr	27 BSD	3923	7664	5663	3.40
	46 BSD	3427	4497	5350	2.84
May	27 BSD	13791	29248	22350	3.74
	46 BSD	12203	26797	8117	2.9
June	27 BSD	9905	23768	15976	4.01
	46 BSD	10142	29783	11725	4.09

β At these installations the employment of "B" Supervisors started on 17 Apr 44.

(6) Recommendations.
 In view of the results of the experiment and the recommendations of Employing Officers, it is felt that these grades should now be recognised and that a range of pay should now be laid down to provide some incentive to employees which a flat rate does not. The following are suggested:-

- Type "A" Lire 8,000 - 9,000 per month
- Type "B" Lire 6,500 - 7,500 per month

Employment would not be restricted to S & F Installations only, but all Employing Officers who felt that the employment of such Supervisors would be of benefit to the running of their installations would be permitted to engage them on the authority of District or the equivalent H.Qs.

2776

1436

Econ Sec (Finance)
45485
Holl
Labour

HEADQUARTERS
ALLIED ARMIES IN ITALY
LABOUR BRANCH

SUBJECT:- Wages Sub Committee.

LAB/81/3

Tel: No.
FILFOT: 282

H.Q., P.E.S. (For attention Col. LEX.)
H.Q., M.A.A.I. (For attention S/Ldr. PALMER.)
R.N., FOWIT. (For attention Lt. CRINDALL, RN., Base Accountant Officer.)
H.Q., A.A.I. (For attention Lt. Colonel SMITH.)

Reference this Office letter of even reference dated 14 July 44.

- 1. Para 2., please delete:- D.A.D.P.S.S. 1000 hours.
S & T. 1045 hours.
- please add:- D.A.D.P.S.S. 1400 hours
S & T 1445 hours.

15 July 44.
/RN

M. G. H. Meyer
Brigadier.
Deputy Director of Labour,

Copy to:- D.A.D.P.S.S., H.Q., A.A.I.
S. & T., H.Q., A.A.I.

SEEN	
Col. Ben	<i>MS</i>
Col. Smith	<i>MS</i>
Majo. Babcock	<i>MS</i>
Capt	
Capt. Scicluna	

2775

17 Jul
147

HEADQUARTERS
ALLIED ARMIES IN ITALY
LABOUR BRANCH

Dear Sec 4611
U-5216
J. G. ...
LAB/81/3.

SUBJECT :- Wages Sub-Committee.

HQ. P.B.S. (For attention Col. LEX).
HQ. M.A.A.F. (For attention S/Ldr. PALMER).
R.N. FOWIT. (For attention Lt. GRINDALL, RN, Base Accountant Officer).
HQ. A.C.C. (For attention Lt.-Col. SMITH).

Copies to :- S. & T. A.A.I.
D.A.D.P.S.S. A.A.I.

1. A meeting of the Wages Sub-Committee will be held at 1400 hours, Monday, 17 Jul 44, in the office of Lt.-Col. LEX, 3rd. floor, P.B.S. Building, NAPLES, to discuss the following agenda :-

(a) To consider the following new grades and rates of pay for Printing Units :-

- Process Engravers: Lire 100-165 per day.
- Litho Engravers: Lire 100-165 per day.

(b) To discuss and decide whether Supervisors, Types "A" and "B" should now be adopted as a permanent grade, and definite ranges of pay laid down.

(c) Consideration of rates of pay for Glass-Workers as instructed by the Labour and Wages Control Committee, (para. 6 of the minutes of the meeting held on 26 Jun 44 refers).

2. Will addressees please send representatives to the meeting. The following representatives of Services should attend at the following times :-

D.A.D.P.S.S. 1000 hours.
S. & T. 1045 hours.

HEADQUARTERS
15 JUL 1944
A. C. C.

W. E. Lyde
(W.E. LYDE.)

R.M. FOWIT. (For attention Lt. GRINDALL, RN, Base Accountant Officer).
HQ. A.C.C. (For attention Lt.-Col. SMITH).

Copies to :- S. & T. A.A.I.
D.A.D.P.S.S. A.A.I.

1. A meeting of the Wages Sub-Committee will be held at 1400 hours, Monday, 17 Jul 44, in the office of Lt.-Col. ILEX, 3rd. floor, P.D.S. Building, NAFLIS, to discuss the following agenda :-

(a) To consider the following new grades and rates of pay for Printing Units :-

- Process Engravers: Lire 100-165 per day.
- Litho Engravers: Lire 100-165 per day.

(b) To discuss and decide whether Supervisors, Types "A" and "B" should now be adopted as a permanent grade, and definite ranges of pay laid down.

(c) Consideration of rates of pay for Glass-Workers as instructed by the Labour and Wages Control Committee, (para. 6 of the minutes of the meeting held on 26 Jun 44 refers).

2. Will addressees please send representatives to the meeting. The following representatives of Services should attend at the following times :-

- D.A.D.P.S.S. 1000 hours.
- S. & T. 1345 hours.



W. E. Lyde
(7.E. LIME.)

14 Jul 44.
/ACC.

Lt.-Col. ADL (Civil),
Chairman Wages Sub-Committee.

15 Jul 1944

1439