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WAGES - SOGETA' ACQUEDOTTO dI NAPOLI

June - Dec. 1944

ACQUEDOTTO DI NAPOLI CO.

BO/ef

Mr. Sachs

DECISION APPROVED BY THE COUNCIL OF THE COMPANY IN
THE MEETING OF 12 DECEMBER 1944

The Council of the Company, having considered the minutes in which the work of the Provincial Labor Office is summed up, and having seen the resolution approved in the meeting of the members of personnel held on the 2 instant,

considering

that the Company has always behaved more than fairly to its personnel and has not failed, in the latter period, to get an understanding of the difficulties of a general character attending the same personnel, by trying to satisfy its needs by means of provisions by far more important than those ordered by the authorities, even by allowing advances of money in compliance with the decision of 18 November last, after which it has secured another advance for an amount more than 600,000 lire;

considering also that as a consequence of the concessions to which the Company has acquiesced before the Provincial Labor Office during the discussion of the new labor agreement proposed by the personnel itself (under the form of an extension and of a bringing up-to-date of the 1923 Regulations) the personnel in question, - save, it must be well understood, the final approval by the competent agencies and the following bringing up-to-date of the rates of pay - would secure to itself conditions by far more favourable than those contemplated in any other labor agreement;

that the present financial situation, as it has been already realized, would not permit the Company to cope with the burden dependent on the concessions granted as a consequence of the resolution of 28 October last, which, as it entails an expenditure of 18-20 mil-

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lions per year, would cause an increase of the basic rates of pay to an extent of 70-80%, in addition to an increase of 200% already ascertained, for coping with the major burdens ascertained on the month of August last and a further 50% increase to be granted by the competent agencies in order to meet the following additional expenses;

that the further concessions, as per the decision of 18 November last are entailing a new financial burden, in addition to the one above mentioned, the net amount of which, although it has not been possible to ascertain, would certainly compel to raise the basic rates by about 100%;

that, furthermore, one must take account also of the risks involved in the management of the Company, even considering the increase of rates obtained or to be obtained, because the percentage increase calculated on the provision of a given sale cubature may not find a counterpart in the rectified balance of the Company and, in any way, it may find difficulties in its practical application, all the more serious on account of the actual economical and political situation;

that, moreover, the resolution passed on the occasion of the personnel meeting held on the 2 instant, by assuming that the new labor agreement is to be considered independent "of all financial issues that are interesting only the commune and the Company", and by requiring that the application of the agreement should be independent of the solution of such questions, is bringing about a substantial change in the discussed terms, all the more serious because the Company has always and explicitly taken for granted that all new burdens dependent on labor agreements would reflect themselves on the rates of the public service, and that therefore a formal acceptance on the part of the commune is an indispensable requisite, so much that a request had been made that the commune should be entitled to take part in the discussions;

and that, as a consequence, the Company finds itself in an absolute impossibility, for the reasons above set

forth, to accede to new requests on the part of the personnel and to accept an arbitral solution on the issues that the Company itself could not in any way consider as controversial, because they have been definitely repelled;

and that, on the other side, the Company could not afford itself to give up the reservation put forth by the Industrial Union of Naples on the subject of the arbitral solution proposed by the Provincial Labor Office, nor the invitation notified by the General Confederation of Industry with letter N° 501/09 of 29 November last, to stipulate labor agreements only through the same Industrial Union;

therefore the Company decides:

a) to stand by the decisions adopted in the session of 28 October and 18 November last, confirming that it is impossible to accede to new requests on the part of the personnel, inasmuch as even the requests already granted are subject to a formal acceptance on the part of the commune of Naples, with the consequent possible revision of the rates of the public service and the approval of the competent authority;

b) consequently to be in the impossibility of accepting the proposal of an arbitral solution made by the Provincial Labor Office;

c) to charge the President with forwarding a copy of this resolution to H.M. the Prefect and to the Mayor of Naples, to the Regional and Provincial Labor Offices, to the President of the Industrial Union of Naples, to H.E. the President of the Council of Ministers, to H.E. the Minister of Industry, Commerce and Labor and to the Minister of Public Works, to the General Confederation of Industry and to the Allied Commands of Naples and Rome (A.C.)

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ACQUEDOTTO DI NAPOLI CO.

ORDER OF THE DAY APPROVED BY THE COUNCIL AT THE
SESSION HELD ON 18 NOV. 1944

The administrative council of the Naples Acquedotto Co., with great regret, has taken account of the order of the day approved on 31 October 1944 by the personnel of the company.

Conscious of its responsibilities and duties the Council affirms that the company has done all that was possible in order to help its personnel in meeting the actual cost of living.

In fact by examining the workers' conditions the following results:

a) - The company - owing to the 70% and 80% increases and to the cerovita indemnity - is bearing a burden that ranges from 40.000 lire to 50.000 lire yearly for each manual worker and an average of 60.000 lire yearly for each office worker;

b) - during these last 12 months, the actual and past administration has granted the personnel a number of payments which amount to 1.750.000 lire;

c) - the Company has financed a Food Cooperative in which basic food may be purchased at convenient prices and in which the personnel has already made a debt of over 200.000 lire for rations drawn and not paid;

d) - without being obliged, the Company is actually paying 10 lire daily to each employee in place of the firm mess which cannot presently be opened due to the impossibility to supply the necessary food. The establishment of firm messes is actually being planned by the Government;

e) - in September 1944 the Company granted a 1000 lire bonus to each worker thus creating a burden of over 600,000 lire. Recently a bonus of 500 lire was granted creating another burden of over 300,000 lire.

f) - the Company has also granted a 70% increase to pensioners.

Though the personnel is economically well treated, the Council of the Company, having heard the workers' representatives, assisted by avvocati Ingangi and Marsella, at the meeting held on 27 November in order to meet the personnel's desires subordinately to the wage adjustments, declared itself willing to apply regulation 1923 for the Company's workers, including the improvements contemplated by the successive labor contracts which would be effective when the competent authorities will initiate the application of the new wage rates which are to be fixed on the basis of the new burdens that will derive from their application.

- Such burdens are constituted by the right to an absolute stability for all employees, by the extension even to manual workers of the benefit granted to office workers which amounts to 14 months pay besides the payment of vacations which after some years of service consist in 30 days a year, and by a liquidation in addition to a direct or a reversible pension;
- it is estimated that the above will tax the Company of about 18-20 millions yearly the covering of which requests a wage increase of 70-80%;
- besides the Council would find no difficulty to recognize further improvements requested by the personnel which would bring about another burden in addition to the aforementioned one;
- in relation to the workers, the Council excludes them from the advantages of the firm's capital increment in

as much as wage increases have been granted with the exclusion even from every copartnership to the capital income and with the exclusion even from the amortization of reversible installations;

- the Company must now only think of paying expenses, which in regards to personnel, have been increased from 12 million lire in 1943 to about 40.000.000 lire in 1944, and will probably amount to 60.000.000 lire in 1945, independently from the application of regulation 1923;
- such figures represent about 2/3 of cashed bills for sold water, notwithstanding that fees have been raised of about 200%. The remainder is due to upkeep expenses, taxes and to the copartnership of the commune of Naples;
- the Council must also bear in mind the Company's financial situation. In order to afford the increased expenses the Company had to request a further 100% increases of fees, it had to make bank loans and consequently had to worry about its own responsibilities as per article 2392 of Civil Code;
- besides the Council cannot neglect the observations made by the Industrial Union of Naples on the new labor conditions for the personnel which have been negotiated at the Labor Provincial Office of Naples;
- though the Council has evidently not assumed a hostile attitude towards the personnel, notwithstanding that the latter has shown intemperance by approving the order of the day at the assembly held on 31 October 1944, it cannot help being worried about the situation as per the above considerations and as per article 1 Royal Decree 12 March 1941 n. 142.

Therefore the Council reconfirming its own decisions of 28 October 1944, deems it necessary to inform the competent authorities on the above situation in order that they authorize an adequate increase, in addition to the aforementioned fees, for water sold to the city of Naples

and its 70 communes in relation to the greater burden owing to the personnel's requests.

The Council charges the president of the Company to submit a copy of the present decision to the Prefect and Mayor of Naples, to the Regional and Provincial Labor offices, to the President of the Industrial Union of Naples, to H.E. Bonomi, to the Ministers of Industry, Commerce and Labor and Public Works, to the Confederazione Generale dell'Industria and to the Allied Commissions in Naples and in Rome.

Translation - Latorraca

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ACQUEDOTTO DI NAPOLI CO.

Decision approved by the Council at the session
held on 18 Nov. 1944

The company's administration council reaffirms that the greatest burdens due to changes of labor contracts actually in force are subordinate to the approval of the new contract and consequent increase of fees for water supply.

The Council on examining personnel's further request submits the following decisions to the competent authorities:

- 1) it is favorable to the lowering of the seniority time limit for pensions from 20 to 16 years of age;
- 2) it is also favorable to the payment of pensions on the basis of 95% of wages instead of 75% prior 6% deduction which is to be given to the Comune of Naples;
- 3) it approves wage increases for overtime work on holidays or nighttime indicated in article 26 of the draft discussed at the Provincial Labor Office;
- 4) the discharge indemnity, besides pension - becomes effective on 1 May 1939 for office workers and on the date of the application of the new contract for manual workers;
- 5) in case of dismissal an indemnity equal to the discharge indemnity provided that the worker has 10 years service;
- 6) the S.I.C.I. personnel has been assumed by the Acquedotto Co. and therefore it must be considered by the S.I.C.I. The acquedotto Co. will liquidate the aforementioned personnel for the period up to 1 October 1944, by applying S.I.C.I. modalities;
- 7) Regarding pensions the Acquedotto recognizes the original seniority;
- 8) Since the minimum S.I.C.I. wages were higher than the minimum Acquedotto wages, as far as the periodical increases are concerned, a seniority up to 5 years is conventionally granted;
- 9) Income taxes must follow actual law provisions.
- 10) Presence, carovita and any other indemnity maintain their characteristics and therefore are not subject

to contractual controversies. Family allowances remain established as per article 56 of the draft discussed at the Labor Provincial Office.

11) All economic improvements granted, among which annual bonuses, are paid by using the company's surplus. In any case the council retains that it cannot approve this form of economic improvement since it is a matter that must be decided at a legislative meeting.

12) The new labor contract to be stipulated on the basis of the preceding and present considerations will be effective only when the competent Authorities will approve the next amendment concerning the new water fees, therefore, at the same date all labor contracts will be considered incorporated by the above mentioned new labor contract.

13) Starting from the same date the new labor contract will be effective only for the personnel in service at that time.

14) Arrear payments after the application of the new labor contract will not be recognized.

15) The new wage tables include benefits of general character (70% increase and other adjustments). Such benefits maintain the value and meaning contemplated by the general provisions which have established them.

16) The decision issued by the Council on 28 October 1944 and the present one will be effective if completely accepted by the personnel in order that even dealings at hand be carried on.

17) As far as the above is concerned, reservations are made as per Note N°5954-8503 issued on October 29, 1944 by the Unione Industriale della Provincia di Napoli.

The Provincial and Regional Labor Office will be informed of the afore mentioned reservations.

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TRATTAMENTO DIPENDENTI SOCIETA' ACQUEDOTTO NAPOLIOpera i

C A T E G O R I E		Paga base	Indenn.di presen*	Assegni miliari	fa-	Totale	Ritenute	
<u>1^ CATEGORIA</u>	)	minimo	49.30	17.-	8.80	75.10	3.60	70
	)	massimo	90.10	17.-	8.80	115.90	5.20	110
<u>2^ CATEGORIA</u>	{	minimo	40.80	17.-	8.80	66.60	3.20	60
	{	massimo	85.-	17.-	8.80	110.80	5.-	100
<u>3^ CATEGORIA</u>	{	minimo	35.70	17.-	8.80	61.50	3.-	50
	{	massimo	69.70	17.-	8.80	95.50	4.40	90

Dal verbale di accordo stipulato sulla perequazione degli stipendi.

"Poichè la Soc. Acquedotto di Napoli, in sostituzione della mensa che altre aziende di pubblici servizi hanno istituito per il personale, continuerà a corrispondere un contributo mensa temporaneo secondo accordi a suo tempo stipulati con l'Ufficio Regionale del Lavoro, questo contributo dovrà intendersi so dal presente adeguamento."

UFFICIO REGIONALE DEL LAVORO
Via Roma. 148

TRATTAMENTO DIPENDENTI SOCIETA' ACQUEDOTTO NAPOLI

Opera i



C A T E G O R I E	Paga base	Indenn.di presen*	Assegni miliari	fa-	Totale	Ritenute	Paga netta
RIA) (minimo	49.30	17.-	8.80		75.10	3.60	71.50
) massimo	90.10	17.-	8.80		115.90	5.20	110.70
RIA { minimo	40.80	17.-	8.80		66.60	3.20	63.40
{ massimo	85.-	17.-	8.80		110.80	5.-	105.80
RIA { minimo	35.70	17.-	8.80		61.50	3.-	58.50
{ massimo	69.70	17.-	8.80		95.50	4.40	91.10

le di accordo stipulato sulla perequazione degli stipendi.

a Soc.Acquedotto di Napoli, in sostituzione della mensa che altre aziende di pubblici servizi
stituito per il personale, continuerà a corrispondere un contributo mensa temporaneo secondo gli
a suo tempo stipulati con l'Ufficio Regionale del Lavoro, questo contributo dovrà intendersi esclu
resente adeguamento."

UFFICIO REGIONALE DEL LAVORO
Via Roma, 148



TABELLA DI PEREQUAZIONE DELLE PAGHE DELLA SOCIETA' ACQUEDOTTO

CATEGORIE	Paga attuale netta		Paga proposta		Paga alleata meno £.5,00
	minimo	massimo	minimo	massimo	
1° CATEGORIA	71.50	110.70	98.10	125	125 (13)
a) Capi squadra esplicitanti mansioni di particolare importanza					
b) Guardiani addetti manovra serbatoi					
c) Manovratori					
d) Elettricisti meccanici					
2° CATEGORIA	63.40	105.80	101.26	115	115 (14)
a) Capi-squadra					115 (14)
b) Operai qualificati					115 (14)
c) Guardiani della linea					100 (15)
d) Autisti					
3° CATEGORIA	58.50	91.10	81.24	100	95 (16)
a) Manovali					
b) Aiutanti					

NOTE:

- (1) Capi squadra, capi turno, quadristi, montatori, specializzati, meccanici, montatori specializzati
- (2) Fuochisti, elettricisti, quadristi, tirafili.
- (3) Aiutanti; manovali, guardiani.
- (4) Operai specializzati.
- (5) Montatore meccanico.
- (6) Operai e manovali comuni.
- (7) Aggiustatori, tornitori, pesatori.
- (8) Fucinatori, tubisti, meccanici, fresatori.
- (9) Elettricisti.
- (10) Aggiustatori.
- (11) Fucinatori.
- (12) Manovali.
- (13) Capo squadra, elettricista, capo turno elettricista, capo squadra meccanico;
- (14) Elettricista, tirafili,
- (15) Fuochista.
- (16) Aiuto scalpellino.

OPERAI

DELLE PAGHE DELLA SOCIETA' ACQUEDOTTO DI NAPOLI

le	Paga proposta	Paga alleata meno £.5,00	Paghe percepite da:			
			Soc.Mer.Elett.	Laminazione	Cantieri Me- tallurgici	Ilva Bagnoli
ssimo	minimo massimo		minimo massimo			
10.70	98.10 - 125	125 (13)	106.25 -125 (1)			146.60 (10)
				148.50 (4)	===.==	
				139.20 (5)	136.60 (7)	
				139.20 (5)	136.60 (7)	
				139.20 (5)	136.60 (7)	
05.80	101.26 - 115		92.50 -115 (2)		115.95 (8)	
		115 (14)				===.==
		115 (14)				118.75 (11)
		115 (14)				118.75 (11)
		100 (15)			98.60 (9)	118.75 (11)
01.10	81.24 100	95 (16)	85.60 -100 (3)	108.50 (6)		115.00 (12)

zati, meccanici, montatori specializzati elettricisti.

UFFICIO REGIONALE del LAVORO
Via Roma 148

M. S. M.

quadra meccanico;



TALELLA DI PEREQUAZIONE DEGLI STIPENDI DELLA SOCIETA' ACQUEDOTTO DI

CATEGORIE	Stipendio attuale netto		Stipendio proposto		Stipendio a to meno L.1
	minimo	massimo	minimo	massimo	
1° CATEGORIA Impiegati di concetto con funzioni direttive:					
a) Capo contabile generale					
b) Capo servizio segreteria					
c) Capo servizio utenti					
d) Capo servizio studi e progetti					
e) Capo servizio rete principale					
f) Capo servizio rete secondaria					
2° CATEGORIA Impiegati di concetto:					
a) Capo Ufficio					5000
b) Sostituto capo-Ufficio					4500
c) Mansioni equivalenti sostituto capo-Ufficio					4500
d) Donne					3350
3° CATEGORIA Impiegati d'ordine Gruppo A:					
a) Contabile					
b) Assistente tecnico					
c) Magazziniere					
d) Cassiere di sportello o aiuto					
e) Fatturista					
f) Addetto archivio e protocollo					
g) Disegnatore					
h) Verificatore					
Donne					
Impiegati d'ordine Gruppo B:					
a) Dattilografi					
b) Addetti a mansioni equivalenti a dattilografi					
c) Donne					
Subalterni:					
Usciere e fattorino					
	3448,65	4115,50	4288,74	5350	5350
	2729,25	3888,05	3837,87	4500	5000
	1872,30	1945,35	3329,88	3350	4500
	2109,70	3208,25	3149,78	3850	3850
	2032,50	2409,45	3301,80	3636	3850
	1365,40	1448,95	2570,50	2850	2850
	1861,75	1918,55	2931,50	3100	3100
	1120,40	1267,85	1995,66	2220	2220
	1738,00	2732,85	2736,65	3100	3100

IMPIEGATISTIPENDI DELLA SOCIETA' ACQUEDOTTO DI NAPOLI

attuale massimo	Stipendio proposto minimo massimo	Stipendio allea- to meno 2.150	Stipendi percipiti da:			
			Soc. Mer. Elettrica		Banco di Napoli	
			minimo	massimo	minimo	massimo
- 4115,50	4288,74-5350	5350 (24)	3980	5000 (1)	3614 - 5055 (8) 3894 - 5752 (9)	5000 - 5591 (20)
- 3888,05	3837,87-4500	5000 (25) 4500 (26) 4500 (26)	3770	4500 (2)	3623 - 4440 (10) 3898 - 4723 (11) 4036 - 4619 (12)	4178 - 4580 (21)
- 1945,35	3329,88-3350	3350 (27)	2640	3350 (3)	3440 - 4429 (13)	-----
- 3208,25	3149,78-3850	3850 (28)	3400	3850 (4)	2723 - 3842 (14) 3186 - 4426 (15) 3216 - 3700 (16) 3480 - 4067 (17)	3884 - 4189 (22)
- 2409,45	3301,80-3636	3850 (28)	3400	3850 (4)		3884 - 4189 (22)
- 1448,95	2570,50-2850	2850 (29)	2420	2850 (5)	2723 - 3167 (18)	-----
- 1918,55	2931,50-3100	3100 (30)	2890	3100 (6)	3021 - 3700 (19)	3332 (23)
- 1267,85	1995,66-2220	2220 (31)	1910	2220 (7)	-----	2481 (32)
- 2732,85	2236,65-3100	3100 (30)	2890	3100 (6)	3021 - 3700 (19)	3332 (23)

UFFICIO REGIONALE del LAVORO
Via Roma 148*M. S. M. S.*



TRATTAMENTO DIPENDENTI DELLA SOC. ACQUEDOTTO NAPOLI

C A T E G O R I A		Stipendio base	Indenn. presenza	Assegni familiari (media)	Totale	Ritenute
<u>IMPIEGATI</u>						
1^ CATEG.- Impiegati di concetto con funzioni direttive		{ minimo 3.004.- mass. 3.738.10	637.50 637.50	200.- 200.-	3841.50 4575.60	392.85 460.10
2^ CATEG.- Impiegati di concetto						
Uomini		{ minimo 2.212.- mass. 3.487.65	637.50 637.50	200.- 200.-	3049.50 4325.15	320.25 437.10
Donne		{ minimo 1.789.60 massimo 1.874.10	340.- 340.-	-- --	2129.60 2210.10	257.30 264.75
3^ CATEG.- Impiegati d'ordine classe A)						
Uomini		{ minimo 1.530.- mass. 2.739.35	637.50 637.50	200.- 200.-	2367.50 3576.85	257.80 368.60
Donne		{ minimo 1.244.- mass. 1.360.-	340.- 340.-	-- --	1564.- 1700.-	198.60 211.05
Impiegati d'ordine classe B)						
Uomini		{ minimo 1.240.50 mass. 1.311.95	637.50 637.50	200.- 200.-	2087.- 2149.45	225.25 230.90
Donne		{ minimo 938.40 mass. 1.108.40	340.- 340.-	-- --	1278.40 1448.40	158.- 180.50
<u>VERIFICATORI</u>						
		{ minimo 1.445.- mass. 1.860.-	637.50 637.50	200.- 200.-	2282.50 2697.50	250.- 288.05
<u>SUBALTERNI</u>						
		{ minimo 1.105.- mass. 2.216.-	637.50 637.50	200.- 200.-	1942.50 3053.50	204.50 320.65

Dal verbale di accordo stipulato sulla perequazione degli stipendi:

" Poichè la Soc. Acquedotto di Napoli, in sostituzione della mensa che altre aziende di pubblici servizi istituito per il personale, continuerà a corrispondere un contributo mensa temporaneo secondo gli accordi a suo tempo stipulati con l'Ufficio Regionale del Lavoro, questo contributo dovrà intendersi escluso di ulteriore adeguamento."

UFFICIO REGIONALE del LAVORO
Via Roma, 148

TRATTAMENTO DIPENDENTI DELLA SOC.ACQUEDOTTO NAPOLI

I m p i e g a t i

GRADUATO	Stipendio base	Indenn. presenza	Assegni familiari (media)	Totale	Ritenute	Paga netta
di concetto con funzioni	{ minimo 3.004.- mass. 3.738.10	637.50 637.50	200.- 200.-	3841.50 4575.60	392.85 460.10	3448.65 4115.50
di concetto	{ minimo 2.212.- mass. 3.487.65	637.50 637.50	200.- 200.-	3049.50 4325.15	320.25 437.10	2729.25 3888.05
di concetto	{ minimo 1.789.60 massimo 1.874.10	340.-- 340.--	-- --	2129.60 2210.10	257.30 264.75	1872.30 1945.35
d'ordine classe A)	{ minimo 1.530.- mass. 2.739.35	637.50 637.50	200.- 200.-	2367.50 3576.85	257.80 368.60	2109.70 3208.25
d'ordine classe A)	{ minimo 1.244.- mass. 1.360.-	340.- 340.-	-- --	1564.- 1700.-	198.60 211.05	1365.40 1488.95
d'ordine classe B)	{ minimo 1.240.50 mass. 1.311.95	637.50 637.50	200.- 200.-	2087.- 2149.45	225.25 230.90	1861.75 1918.55
d'ordine classe B)	{ minimo 938.40 mass. 1.108.40	340.- 340.-	-- --	1278.40 1448.40	158.- 180.50	1120.40 1267.85
d'ordine classe B)	{ minimo 1.445.- mass. 1.860.-	637.50 637.50	200.- 200.-	2282.50 2697.50	250.- 288.05	2032.50 2409.45
d'ordine classe B)	{ minimo 1.105.- mass. 2.216.-	637.50 637.50	200.- 200.-	1942.50 3053.50	204.50 320.65	1738.- 2732.85

Il presente accordo stipulato sulla perequazione degli stipendi:
 l'Acquedotto di Napoli, in sostituzione della mensa che altre aziende di pubblici servizi hanno
 personale, continuerà a corrispondere un contributo mensa temporaneo secondo gli accordi
 stipulati con l'Ufficio Regionale del Lavoro, questo contributo dovrà intendersi escluso dal pre-
 zzo."

UFFICIO REGIONALE del LAVORO
 Via Roma, 148



SOCIETA' A. DEBOTTO DI NAPOLI

Note al prospetto IMPIEGATI

- (1) Capi di servizio, capi di Ufficio, capi tecnici ed altri impiegati tecnici ed amministrativi con grado e funzioni equivalenti.
- (2) Impiegati di concetto tecnici e amministrativi.
- (3) Impiegati di concetto tecnici e amministrativi - donne.
- (4) Impiegati d'ordine tecnici e amministrativi.
- (5) Idem donne.
- (6) Impiegati aiuto e subalterni.
- (7) Idem donne.
- (8) Ufficiali.
- (9) Vice Cassiere.
- (10) Alunni.
- (11) Aiuto di cassa.
- (12) Assistenti tecnici.
- (13) Alunne.
- (14) Alunni avventizii.
- (15) Aiuto di cassa avventizii.
- (16) Usciere capo.
- (17) Assistenti tecnici e avventizii.
- (18) Alunne avventizie.
- (19) Uscieri.
- (20) Impiegati tecnici amministrativi con funzioni direttive.
- (21) Impiegati tecnici e amministrativi di concetto.
- (22) Impiegati tecnici e amministrativi d'ordine.
- (23) Impiegati con funzioni equivalenti a quelli di grado minore.
- (24) Stipendi di L. 5350: corrispondente allo stipendio conferito dagli Alleati all'assistente agente di compere, depurato di L. 150 mensili.
- (28) Stipendi di L. 3850: corrispondente allo stipendio conferito dagli Alleati al contabile (uomini), al disegnatore, al capo magazziniere, depurato sempre di L. 150 mensili.
- (31) Stipendi di L. 2200: corrispondenti alla paga della dattilografa (L. 90 - L. 5 = L. 85 per 26 giorni al mese).
- (25) (26) (27) (29) (30): gli stipendi di cui ai numeri a fianco segnati, come ~~già~~ spiegato nel verbale di accordo sono stati calcolati con sistema di analogia, mantenendo ferme le distanze esistenti tra le varie categorie del contratto collettivo di lavoro.
- (32) Impiegati con funzioni equivalenti a quelli di grado comune (donne).

HEADQUARTERS
REGION 3, ALLIED CONTROL COMMISSION
APO 334, U.S. ARMY

29 June 1944

SUBJECT: Wage Adjustment - Public Utilities
TO : Director Labor Sub - Commission
FROM : Acting Regional Commissioner Region III
Ref. Above subject

1. All information required in respect of the
"Società Acquedotto di Napoli" is attached herewith.

2. A study of the wage schedules would show that
the two fundamental principles of (i) keeping the propos-
ed net wage below the wage ceiling for personnel directly
employed by the Allied forces, and (ii) readjusting wages
by comparison with similar industries have been on the
whole respected. The only exceptions are as follows: -

Operai 2^a Categoria - a difference of 15 lire
per day in the case of "Artisti"; 3^a Categoria - a dif-
ference of 5 lire per day in the case of "Manovali".

3. The above differences are slight and an insis-
tance to bring them into line would involve (i) a revision
of the terms of agreement, and (ii) a regrouping of cate-
gories under the existing collective Contracts.

4. I recommend the approval of this agreement in
its present form.

John W. Chapman

JOHN W. CHAPMAN,
Colonel, J.A.G.D.,
Acting Regional Commissioner.

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CONFRONTO FRA GLI STIPENDI E LE PAGHE MINIME CONTRATTUALI E GLI STIPENDI E LE PAGHE MEDIE

CATEGORIA	N.Imp.ti	Stip.minimo contratt.le	Stipendio medio	Stip.minimo Ind.Pres.+aum. dic.1943	idem netto (detr.16%)	Sti ind aum
IMPIEGATI						
Concetto: Funz. Dir.	5	1815	2236	3641	3058.56	4
" (Uomini	29	1320	1521	2849.50	2393.50	3
" (Donne	2	1056	1108	2129.60	1788.86	2
Ordine Cl. A:						
Uomini	122	900	1132	2167.50	1820.70	2
Donne	22	720	738	1564.==	1313.76	1
Ordine Cl. B:						
Donne	20	552	567	1273.40	1073.85	1
Uomini	2	735	750	1887.==	1585.08	1
Verificatori	43	850	900	2082.50	1749.30	
Subalterni	32	650	828	1742.50	1463.60	

CATEGORIA	Numero	Paga mini- ma giorn.	paga media	paga minima + ind. e aumento dic. 943	idem netta da 13.45%	p i a
OPERAI						
I Categoria	36	29	39	66.30	57.40	
II "	124	24	28	57.80	50.==	
III "	24	21	28	52.70	45.60	

(1) Gli assegni familiari per i soli uomini sono calcolati in base a tre figli e

QUALI E GLI STIPENDI E LE PAGHE MEDIE CORRISPONTE DALLA SOC. AG. UEDOTTO DI NAPOLI

(1)

(1)

io	Stip.minimo: Ind.Pres.+aum. dic.1943	idem netto (detr.16%)	Stip.medio + ind.pres.+ aum.dic.943	idem netto detr. 16%	Stip.min.netto con ass.fam.+ quota p.13°men- silità+contrib. mensa	Stip.medio netto con ass. fam.+quota p. 13°mensilità +contr.mensa
----	--	--------------------------	---	-------------------------	--	---

3641	3058.56	4244.30	3565.20	3965.45	4514.40
2849.50	2393.50	3171.10	2663.70	3244.20	3537.70
2129.60	1788.86	2212.80	1858.75	2114.15	2189.75
2167.50	1820.70	2558.70	2149.30	2624.40	2979.==
1564.==	1313.76	1534.60	1339.45	1599.45	1627.25
1278.40	1073.85	1303.90	1095.30	1239.55	1362.75
1527.==	1585.08	1912.50	1606.50	2359.23	2394.45
2082.50	1749.30	2167.50	1820.70	2547.45	2624.40
1742.50	1463.60	2035.10	1709.50	2237.65	2506.20

a	paga minima + ind.e aumento dic.943	idem netta detr. 13.45%	paga media + ind.pres.+ aum.dic.43	idem netta detr. 13.45%	paga minima netta+quota 53° sett.+ass.fam.!	Paga media netta + ass.fam.+quota 53° settimana
---	---	----------------------------	--	----------------------------	---	---

66.30	57.40	83.30	72.10	79.75	84.74
57.80	50.==	64.60	55.90	72.20	68.22
52.70	45.60	64.60	55.90	67.70	68.22

sono calcolati in base a tre figli e moglie.

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TABELLA DI PEREQUAZIONE DELLE PAGHE DELLA SOCIETA' ACQUEDOTTO

CATEGORIE	Paga attuale netta		Paga proposta		Paga allentata meno £.5,00
	1 minimo	massimo	minimo	massimo	
<u>1ª CATEGORIA</u>	71.50	110.70	98.10	125.22	125 (13)
a) Capi squadra esplicanti mansioni di particolare importanza					
b) Guardiani addetti manovra serbatoi					
c) Manovratori					
d) Eletttricisti meccanici					
<u>2ª CATEGORIA</u>	63.40	105.80	101.26	115.22	
a) Capi-squadra					115 (14)
b) Operai qualificati					115 (14)
c) Guardiani della linea					115 (14)
d) Autisti					100 (15)
<u>3ª CATEGORIA</u>	58.50	91.10	81.24	100.22	95 (16)
a) Manovali					
b) Aiutanti					

NOTE:

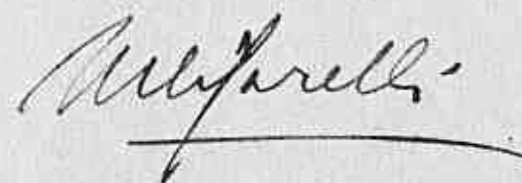
- (1) Capi squadra, capi turno, quadristi, montatori, specializzati, meccanici, montatori specializzati
- (2) Fuochisti, elettricisti, quadristi, tirafili.
- (3) Aiutanti; manovali, guardiani.
- (4) Operai specializzati.
- (5) Montatore meccanico.
- (6) Operai e manovali comuni.
- (7) Aggiustatori, tornitori, pesatori.
- (8) Fucinatori, tubisti, meccanici, fresatori.
- (9) Eletttricisti.
- (10) Aggiustatori.
- (11) Fucinatori.
- (12) Manovali.
- (13) Capo squadra, elettricista, capo turno elettricista, capo squadra meccanico.
- (14) Eletttricista, tirafili.
- (15) Fuochista.
- (16) Aiuto scalpellino.

OPERAI

DELLE PAGHE DELLA SOCIETA' ACQUEDOTTO DI NAPOLI

le	Paga proposta	Paga alleata meno £.5,00	Paghe percepite da:			
			Soc. Mer. Elett.	Laminazione	Cantieri Me- tallurgici	Ilva Bagnoli
minimo	minimo	massimo	minimo	massimo		
0.70	98.10 - 125 22	125 (13)	106.25 - 125 (1)			146.60 (10)
				148.50 (4)	===.===	
				139.20 (5)	136.60 (7)	
				139.20 (5)	136.60 (7)	
				139.20 (5)	136.60 (7)	
5.80	101.26 - 115 22		92.50 - 115 (2)		115.95 (8)	
		115 (14)				118.75 (11)
		115 (14)				118.75 (11)
		115 (14)				118.75 (11)
		100 (15)			98.60 (9)	
1.10	81.24 100 21	95 (16)	85.60 - 100 (3)	108.50 (6)		115.00 (12)

ati, meccanici, montatori specializzati elettricisti.

UFFICIO REGIONALE del LAVORO
Via Roma 148


quadra meccanico;

ATTAMENTO DIPENDENTI SOCIETA' ACQUEDOTTO NAPOLIOpera 1

C A T E G O R I E		Paga base	Indenn.di presen*	Assegni miliari	fa- Totale	Ritenute	
<u>1^ CATEGORIA</u>	) minimo	49.30	17.-	8.80	75.10	3.60	71
	) massimo	90.10	17.-	8.80	115.90	5.20	110
<u>2^ CATEGORIA</u>	{ minimo	40.80	17.-	8.80	66.60	3.20	63
	{ massimo	85.-	17.-	8.80	110.80	5.-	107
<u>3^ CATEGORIA</u>	{ minimo	35.70	17.-	8.80	61.50	3.-	58
	{ massimo	69.70	17.-	8.80	95.50	4.40	91

Dal verbale di accordo stipulato sulla perequazione degli stipendi.

"Poichè la Soc. Acquedotto di Napoli, in sostituzione della mensa che altre aziende di pubblici servizi hanno istituito per il personale, continuerà a corrispondere un contributo mensa temporaneo secondo accordi a suo tempo stipulati con l'Ufficio Regionale del Lavoro, questo contributo dovrà intendersi so dal presente adeguamento."

UFFICIO REGIONALE del LAVORO
Via Roma 148

TRATTAMENTO DIPENDENTI SOCIETA' ACQUEDOTTO NAPOLIOpera 1

CATEGORIE		Paga base	Indenn. di presen.	Assegni familiari	Totale	Ritenute	Paga netta
)	minimo	42.30	17.-	8.80	75.10	3.60	71.50
	massimo	90.10	17.-	8.80	115.90	5.20	110.70
{	minimo	40.80	17.-	8.80	66.60	3.20	63.40
	massimo	85.-	17.-	8.80	110.20	5.-	105.80
{	minimo	35.70	17.-	8.80	61.50	3.-	58.50
	massimo	69.70	17.-	8.80	95.50	4.40	91.10

accordo stipulato sulla perequazione degli stipendi.

Acquedotto di Napoli, in sostituzione della mensa che altre aziende di pubblici servizi
 o per il personale, continuerà a corrispondere un contributo mensa temporaneo secondo gli
 tempo stipulati con l'Ufficio Regionale del Lavoro, questo contributo dovrà intendersi esclu
 se adeguamento."

UFFICIO REGIONALE del LAVORO
 Via Roma 148



Recd 28 April

M I N I M O

C A T E G O R I A	Stipendio mensile o salario gior- nal. normale	Aumento tempora- neo	TOTALE	Indenni- tà di presenza	Contribu- to men- sa	Assegni Famiglia- ri	TOTALE lordo
<u>IMPIEGATI</u>							
di concetto con fun- zioni direttive	1.815.--	1.189.--	3.004.--	637.50	262.50	434.20	4.338.20
di concetto { maschi	1.320.--	892.--	2.212.--	637.50	262.50	434.20	3.546.20
" " { donne	1.056.--	733.60	1.789.60	340.--	200.--	--	2.329.60
d'ordine (Classe A)							
{ maschi	900.--	630.--	1.530.--	637.50	262.50	434.20	2.864.20
{ donne	720.--	504.--	1.224.--	340.--	200.--	--	1.764.--
d'ordine (Classe B)							
{ maschi	735.--	514.50	1.249.50	637.50	262.50	434.20	2.583.60
{ donne	552.--	386.40	938.40	340.--	200.--	--	1.478.40
<u>VERIFICATORI</u>	850.--	595.--	1.445.--	637.50	262.50	434.20	2.779.20
<u>SUBALTERNI</u>	650.--	455.--	1.105.--	637.50	262.50	434.20	2.439.20
<u>OPERAI</u>							
1^ Categoria	29.--	20.30	49.30	17.--	10.--	11.50	87.80
2^ "	24.--	16.80	40.80	17.--	10.--	11.50	79.30
3^ "	21.--	14.70	35.70	17.--	10.--	11.50	74.20

N.B. Gli Assegni familiari sono stati calcolati in base a tre figli

M I N I M O

Indennità di presenza	Contributo mensa	Assegni Familiari	TOTALE lordo	TRATTENUTE OBBLIGATORIE				TOTALE al netto delle Trattenute	
				Cassa Mutua	Prev. Sociale	R.M.o Cont.2%	Totale Trattenute		
637.50	262.50	434.20	4.338.20	30.05	71.45	312.75	414.25	3.923.95	(mensile)
637.50	262.50	434.20	3.546.20	22.10	71.45	248.10	341.65	3.204.55	"
340.--	200.--	--	2.329.60	17.90	71.45	184.25	273.60	2.056.--	"
637.50	262.50	434.20	2.864.20	15.30	71.45	192.45	279.20	2.585.--	"
340.--	200.--	--	1.764.--	12.25	63.95	138.70	214.90	1.549.10	"
637.50	262.50	434.20	2.583.60	12.50	63.95	170.20	246.65	2.337.05	"
340.--	200.--	---	1.478.40	9.40	48.20	116.70	174.30	1.304.10	"
637.50	262.50	434.20	2.779.20	14.45	71.45	185.50	271.40	2.507.80	"
637.50	262.50	434.20	2.439.20	11.05	55.80	159.05	225.90	2.213.30	"
17.--	10.--	11.50	87.80	1.--	1.50	1.50	4.--	83.80	(giornaliero)
17.--	10.--	11.50	79.30	0.80	1.50	1.30	3.60	75.70	"
17.--	10.--	11.50	74.20	0.70	1.50	1.20	3.40	70.80	"

stati calcolati in base a tre figli ed alla moglie.



M A S S I M O

C A T E G O R I A	Stipendio mensile o salario gior- nal. normale	Aumento tem- poraneo	TOTALE	Indennità di presen- za	Contri- buto men- sa	Assegni Famiglia- ri	TOTALE lordo
<u>IMPIEGATI</u>							
di concetto con fun- zioni direttive	2.337.--	1.401.10	3.738.10	637.50	262.50	434.20	5.072.30
di concetto { maschi	2.144.35	1.343.30	3.487.65	637.50	262.50	434.20	4.821.85
{ donne	1.108.80	765.30	1.874.10	340.--	200.--	--	2.410.10
d'ordine (Classe A)							
{ maschi	1.649.60	1.089.75	2.739.35	637.50	262.50	434.20	4.073.55
{ donne	800.--	560.--	1.360.--	340.--	200.--	--	1.900.--
d'ordine (Classe B)							
{ maschi	771.75	540.20	1.311.95	637.50	262.50	434.20	2.646.15
{ donne	652.--	456.40	1.108.40	340.--	200.--	--	1.648.40
<u>VERIFICATORI</u>	1.100.--	760.--	1.860.--	637.50	262.50	434.20	3.194.20
<u>SUBALTERNI</u>	1.322.50	893.50	2.216.--	637.50	262.50	434.20	3.550.20
<u>OPERAI</u>							
1^ Categoria	53.--	37.10	90.10	17.--	10.--	11.50	128.60
2^ "	50.--	35.--	85.--	17.--	10.--	11.50	123.50
3^ "	41.--	28.70	69.70	17.--	10.--	11.50	108.20

N.B. Gli assegni familiari sono stati calcolati in base a tre figli

M A S S I M O

Indennità presen a	Contri- buto men- sa	Assegni Familia- ri	TOTALE lordo	TRATTENUTE OBBLIGATORIE				TOTALE al netto delle Trattenute	
				Cassa Mutua	Prev. Sociale	R.M.o Cont.2%	Totale Trattenute		
637.50	262.50	434.20	5.072.30	37.40	71.45	372.65	481.50	4.590.80	(mensile)
637.50	262.50	434.20	4.821.85	34.85	71.45	352.20	458.50	4.363.35	"
340.--	200.--	--	2.410.10	18.75	71.45	190.85	281.05	2.129.05	"
637.50	262.50	434.20	4.073.55	27.40	71.45	291.15	390.--	3.683.55	"
340.--	200.--	--	1.900.--	13.60	63.95	149.80	227.35	1.672.65	"
637.50	262.50	434.20	2.646.15	13.10	63.95	175.25	252.30	2.393.85	"
340.--	200.--	---	1.648.40	11.10	55.80	129.95	196.85	1.451.55	"
637.50	262.50	434.20	3.194.20	18.60	71.45	219.40	309.45	2.884.75	"
637.50	262.50	434.20	3.550.20	22.15	71.45	248.45	342.05	3.208.15	"
17.--	10.--	11.50	128.60	1.80	1.50	2.30	5.60	123.--	(giorna- liero)
17.--	10.--	11.50	123.50	1.70	1.50	2.20	5.40	118.10	"
17.--	10.--	11.50	108.20	1.40	1.50	1.90	4.80	103.40	"

stati calcolati in base a tre figli ed alla moglie

M E D I A

C A T E G O R I A	Stipendio mensile o salario gior- nal. normale	Aumento tem- poraneo	TOTALE	Indennità di presen- za	Contri- buto men- sa	Assegni famiglia- ri	TOTALE lordo
<u>IMPIEGATI</u>							
di concetto con fun- zioni direttive	2.236.--	1.434.50	3.670.50	637.50	262.50	434.20	5.004.70
di concetto { maschi	1.521.--	999.30	2.520.30	637.50	262.50	434.20	3.854.50
" { donne	1.108.--	775.60	1.883.60	340.--	200.--	--	2.423.60
d'ordine (Classe A)							
{ maschi	1.132.--	740.40	1.872.40	637.50	262.50	434.20	3.206.60
{ donne	738.--	516.60	1.254.60	340.--	200.--	--	1.794.60
d'ordine (Classe B)							
{ maschi	750.--	486.20	1.236.20	637.50	262.50	434.20	2.570.40
{ donne	567.--	396.90	963.90	340.--	200.--	--	1.503.90
<u>VERIFICATORI</u>	900.--	617.25	1.517.25	637.50	262.50	434.20	2.851.40
<u>SUBALTERNI</u>	828.--	543.50	1.371.50	637.50	262.50	434.20	2.705.70
<u>OPERAI</u>							
1^ Categoria	39.--	27.30	66.30	17.--	10.--	11.50	104.80
2^ "	28.--	19.60	47.60	17.--	10.--	11.50	86.10
3^ "	28.--	19.60	47.60	17.--	10.--	11.50	86.10

N.B. Gli assegni familiari sono stati calcolati in base a tre figli e

M E D I A

Indennità di presen- za	Contri- buto men- sa	Assegni famiglia- ri	TOTALE lordo	TRATTENUTE OBBLIGATORIE				TOTALE al netto delle Trattenute	
				Cassa Mutua <i>Unalife</i>	Prev. Sociale	R.M.o Cont. 2%	Totale Trattenute		
637.50	262.50	434.20	5.004.70	36.70	133.60	362.05	495.65	4.509.05	(mensile)
637.50	262.50	434.20	3.854.50	25.20	91.75	271.60	388.55	3.465.95	"
340.--	200.--	--	2.423.60	18.85	68.55	192.15	279.55	2.144.05	"
637.50	262.50	434.20	3.206.60	18.70	68.15	220.65	288.80	2.917.80	"
340.--	200.--	--	1.794.60	12.25	44.55	142.80	199.60	1.595.--	"
637.50	262.50	434.20	2.570.40	12.35	45.--	170.65	228.--	2.342.40	"
340.--	200.--	--	1.503.90	9.35	34.--	119.95	163.30	1.340.60	"
637.50	262.50	434.20	2.851.45	15.15	71.45	191.40	278.--	2.573.45	"
637.50	262.50	434.20	2.705.70	13.70	62.40	180.25	256.35	2.449.35	"
17.--	10.--	11.50	104.80	1.30	2.50	1.80	5.60	99.20	(Giornalie- ro)
17.--	10.--	11.50	86.10	0.95	1.80	1.45	4.20	81.90	"
17.--	10.--	11.50	86.10	0.95	1.80	1.45	4.20	81.90	"

o stati calcolati in base a tre figli ed alla moglie.

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