

ACC 10000/146605 .4699 WAGES - GLASS INDUSTRY

Jan - Nov. 1944

10-10-66

2. List of contracts

(a) signed - all

3. Address to transfer of one that adjust agreement - Military services.

4. Don't stop this house to completely full - nothing

5. Station transfer in class.

(a) Don't stop - no more - no more

(b) No stop - full - no more - no more

(c) No military stop - no more.

NOT TO BE

FILED

0336

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10000 / 146 / 605

THIS FOLDER
CONTAINS PAPERS
FROM JAN 44 -
TO NOV 44 -
CATALOGUE-

FILE COPY

HEADQUARTERS ALLIED COMMISSION
APO 334
LABOR SUB-COMMISSION

DS/rme

6 November 1944

Tel : 473904

REF : 091.4633

SUBJECT: Glass Factory Naples

TO : Industry Sub-Commission

1. Please find enclosed a request for the re-opening of a glass factory in Naples, together with covering memorandum of our Regional Labor Officer.

2. Please note request for return of file with recommendations.

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

Copy to:

Denis L. Botham
Capt., R.A.,
Regional Labor Officer
Southern Region

3142

HEADQUARTERS
SOUTHERN REGION ALLIED CONTROL COMMISSION
LABOR DIVISION
AFO 394 U.S.ARMY

LS/203/83

October 14, 1944

SUBJECT : Glass Factory Naples
TO : Labour Sub-Commission ✓

1. Attached file is forwarded for consideration by
yourselves and Industry Sub-Commission.

2. Please return file with recommendations.

For the Regional Commissioner.

Denis L. Botham Capt. R.A.
DENIS L. BOTHAM,
Capt., R.A.,
Regional Labour Officer

HEADQUARTERS
17 OCT 1944
A. C. C.

3111

File

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

JOB/tbw

LAB 091.46132

19 August 1944

SUBJECT: Control of Wages

TO : Allied Local Resources Board

1. Attached are description of two instances of wages being paid illegally to employees. The first deals with a glass factory in Naples, and the second with a brewery concern having breweries in Bari and Naples. The facts in each case are self-explanatory and are set forth in the attached case documents.

2. It is highly probable that these two cases are representative of a whole structure of wage violations which could be uncovered if there were an adequate labor staff or a functioning inspectional service in the Italian Government. The discovery and the proving of wage violation is most difficult since it is common knowledge that many employers maintain two or more sets of books and that both employers and employees are reluctant to tell the truth about the wages paid and received.

3. The Labor Sub-Commission of Allied Control Commission raised the problem of wage enforcement with the Labor and Wages Control Committee and sought its advice as to what steps should be taken for enforcement. The issues raised were of such a character that the problem was referred to the Allied Local Resources Board for further consideration.

4. The Labor Sub-Commission was unwilling to initiate an enforcement program in these two cases because the output was almost exclusively for military authorities. Enforcement under these circumstances seemed to call for the correlative action of all interested parties.

5. The issues raised by this problem of which the two cases submitted are only examples are very clear:

a. If the legal wage structure is enforced, there would probably be a strike with unattended stoppage of work which might seriously affect the military.

b. If wage contracts are not enforced, word will spread throughout Italy that no enforcing action is being taken, wages will rise above the Armed Forces wage scale, and the result will have an adverse affect upon the manpower needs of the Allied Armies in Italy.

6. Advice is requested from the Board as to the line of action which should be taken in the enforcement of wage policy under circumstances typified by the two cases presented. In the consideration of this problem,

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LAB 091.461 dtd 19 Aug 44 (Cont'd)

the following additional facts should be kept in mind:

a. Wages in relation to prices in Italy today are very low. It is variously estimated that the cost of maintaining a family of 5 in food alone is from 200 to 500 per cent greater than is the normal earnings of a common laborer.

b. The low wages now being paid to workmen in Italy has become so serious that practically all laboring people are united in their request for higher wages. Unless something can be done to reduce prices and increase the supply of consumer goods, it will not be possible to withstand the pressure for increasing wages even though such action will be inflationary.

c. The Labor Sub-Commission expects to propose to the Labor and Wages Control Committee an upward adjustment in the wages paid to the direct employees of the Allied Armies Italy, especially in Rome and the northern industrial areas.

d. If the proposal to increase Allied Force wages is accepted, it will make possible the alleviation of some of the distress which the Italian workman now faces. Allied Force wages are now used as a ceiling control over wages, and a modest upward adjustment in the Allied Force wage schedules will make it possible to permit some upward adjustment in industrial wages generally.

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

HEADQUARTERS
ARMED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

CASE NUMBER ONE
GLASS FACTORIES

1. On or about May 30, 1944, representatives of management, labor and the Provincial Labor Office in Naples met to settle a wage disputes that had arisen in a number of small glass factories. The meeting resulted in a wage adjustment agreement to increase wages by 40% as of 22 May, 1944.

2. This wage adjustment agreement was set aside as being illegal. It was entered into without the approval of higher authority and was in direct opposition to the A.M.G. policy of "Holding the line" on the wage front. Before setting the agreement aside it was necessary to investigate the facts in the case.

3. This investigation brought out the following facts of interest for the purposes of this report:

(a) The plants were under contract to the Armed Forces engaged in the manufacture of critical supplies for them;

(b) An unauthorized wage increase had been given the workers by the employers in January, 1944, which was greatly above that permitted under the A.M.G. wage increase orders. The increases given at that time were very substantial. (See exhibit A attached).

4. If the policy of "Holding the line" is going to be followed the unauthorized wages set in January, 1944 should be cancelled and the wages rolled back to their original legal level.

5. Such action will, in all probability

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(a) Cause a strike;

(b) Stop vital production for the Armed Forces;

6. In this instance it should be kept in mind that glass workers are, for the most part, highly specialized and skilled workmen. The Armed Force wage rates do not provide parallel categories of skilled rates. Hence, the control over the wages must item from the old recognized collective contracts augmented by the A.M.G. wage increase order. This control would result in a wage scale that is somewhat under the Armed Force wage scale. (See third column of figures in Exhibit A attached).

C A T E G O R I E	Wages in conformity with Collective Contract	Actual Wages prior to Gen. Ord. allowing 70% increase	Wages on applica- tion of the 70% increase by Gen. Ord. No. 2
Aprito assortimento	65.60	3137	104.95
Lo Soff. "	57.40		94.85
Attaccapiedi	42.30		70.70
Soffisparaison	40.45		67.55
Cupaggiaio di lo	39.70		66.50
Tagliatore pressa fantasia	38.20		64.10
" 2 bicchieri	31.35		53.15
Lavavetro " "	32.40		57.85
" assortimento	23.85		40.55
" paraison	21.80		37.05
Pallinaio: ragazzi (aiutanti)	12.20		20.75
Lavagambi, piedi, manici	9.20		15.65
Tranciatori, serrafori, Portan- tini e batticanne (aiutanti - 12 18 anni)	6.15	12.00	10.45
Donne i lucidatori di 1 ass.	6.15	12.00	10.45
Puntellatori, scaldini (12-18a.)	7.60	15.00	12.70
Manovali superiori a 18 anni	18.40	25.00	31.30
Scanellatori speciali	45.30	45.30	75.50
Gazometrai	24.55	27.00	31.75
Temperisti	23.60	30.00	40.10
Fonditori	39.30	50.00	66.00
Sotto fonditori	22.75	27.00	28.65
Imballatori	18.40	25.00	31.30
Addetti alla composizione	22.25	35.00	37.80
Aiuto " "	18.40	28.00	30.80
Pabbri	23.60	32.00	40.10

	Wages in conformity with Collective Contract	Actual Wages prior to Gen. Ord. allowing 70% increase	Wages on applica- tion of the 70% increase by Gen. Ord. No. 2	Wages claimed by Employees in Jan. 44 & now actually paid
	65.60	90.00	104.95	223.04
	57.40	65.00	94.85	195.15
	42.30	42.30	70.70	143.82
	40.45	40.45	67.55	137.53
	39.70	55.00	66.50	134.98
	38.20	50.00	64.10	129.86
stasia	31.35	50.00	53.15	106.59
chieri	32.40	45.00	57.85	110.16
"	23.85	23.85	40.55	81.09
to	21.80	21.80	37.05	74.12
aiutanti)	12.20	20.00	20.75	41.48
ioi	9.20	18.00	15.65	31.28
li, Portan-				
utenti - 12				
	6.15	12.00	10.45	20.91
	6.15	12.00	10.45	20.91
1 ass.	7.60	15.00	12.70	25.84
ni (12-13a.)	18.40	25.00	31.30	62.56
18 anni	45.30	45.30	75.50	154.02
	24.55	27.00	31.75	83.47
	23.60	30.00	40.10	78.85
	39.30	50.00	66.00	133.62
	22.75	27.00	28.65	77.35
	18.40	25.00	31.30	62.56
	22.25	35.00	37.80	75.65
zione	18.40	28.00	30.80	62.56
	23.60	32.00	40.10	60.24

Aggiustatori	25.75		43.75
Tornitori	25.15		42.75
Falegnami	25.15		42.75
Padellisti	22.20	35.00	37.75
Meccanici	32.80	60.00	55.40
Elettricisti	25.75	38.00	43.75
Soffiatrici comuni	19.40	24.15	32.85
Soffiatrici da oltre 10 gr.	16.16	24.15	23.27
" da 2 a 10 gr.	12.26		20.45
" da 1 a 2 gr.cop.	10.80		18.15
Punte Fondi strozzature	10.32		17.35
Smerigliatrici	10.80		18.15
Addetti a lavori diversi	10.32		17.30
Addetti a lavori comuni	7.25	14.50	12.10
Addetti alla lavorazione	9.25	14.50	15.90
Spianatrici	11.40	16.50	19.20

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Il Rag. Leva afferma che le paghe indicate nella terza colonna, ossia quelle comprese nell'aumento autorizzato della Labor Division non hanno intascato quelle maggiori retribuzioni spettanti prima di fatto dalle Cristallerie Nazionali/

	25.75		43.75	87.54
	25.15		42.75	85.51
	25.15		42.75	85.51
	22.20	35.00	37.75	75.50
	32.80	60.00	55.40	111.52
	25.75	38.00	43.75	87.54
comuni	19.40	24.15	32.85	66.00
da oltre 10 gr.	16.16	24.15	23.27	54.94
da 2 a 10 gr.	12.25		20.45	41.34
da 1 a 2 gr. coop.	10.80		18.15	36.72
strozzature	10.32		17.35	35.08
lci	10.80		18.15	36.72
avori diversi	10.32		17.30	35.08
avori comuni	7.25	14.50	12.10	26.10
lavorazione	9.25	14.50	15.90	31.46
	11.40	16.50	19.20	38.76

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Rag. Leva afferma che le paghe indicate nella terza colonna, ossia quelle complessive autorizzate dalla Labor Division non hanno intascato quelle maggiori retribuzioni corrisposte di fatto dalle Cristallerie Nazionali/

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

26 July 1944

CASE NUMBER TWO

WAGE AGREEMENT

1. On 24 March 1944, representatives of management and labor in a Brewery in Bari reached an agreement to adjust wages upward which resulted in giving women and boys a 15 L. per day bonus and the three categories of skilled, semi-skilled and unskilled workmen a 30 L. per day bonus.
2. The agreement was "approved" for the D.A.D.L. in the absence of any labor representative from either A.C.C. or A.M.C. There is indication that serious trouble might have resulted if the wages had not been advanced at that time.
3. Regardless of the unquestioned good faith of the representative of the D.A.D.L. the wage increase must be looked up on as being illegal in the sense that it was a violation of wage stabilization orders of A.C.C. and was at no time submitted either to the Italian Government nor to A.C.C. for notification and adjustment.
4. The wages resulting from this "illegal" agreement have been paid since 24 March 1944. They are not excessive and for the most part are actually under the Armed Forces wage scale for comparable skills.
5. On 25 May the workers in the same Company in a Naples branch, hearing of the agreement in Bari demanded an increase in wages. The proposed increase was based on the Bari increase plus an additional amount "Because cost of living is higher in Naples". Specifically, the proposal suggests that the following increases be given:
 - (a) Shop workers

1. Men or women under 18	L. 27 per day
2. Men over 18	" 60 " "
 - (b) Office employees

1. Women	L. 40 per day
2. Men	" 70 " "

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- 2 -

All increases were to be effective from 16 March 1944.

6. An actual pay-roll inspection of the wages now being paid by this brewery in Regles indicates that the net wage is considerably higher than permitted under collective contracts. There is considerable doubt as to whether or not the wage shown in that exhibit reflect the actual situation. Exhibit "B" reveals the differences among the wages claimed for Regles, the collective contract minimum wage and the wage actually being received by the different categories of workers in Regles. This actual

or "real wage includes a "cost of living indemnity", illegal in character, unapproved in principle and excessive in amount. The minimum wage shown in the second column would be roughly the amount due the workers under a strict interpretation of the law.

7. In this situation the requested increase by the Regles workers has not been allowed but the "cost of living indemnity" item was apparently substituted for it without the approval or knowledge of higher authority.

8. To null back the wages by the cancellation of the increases would

- (a) Probably cause a strike, and
- (b) Stop the production of beer for the Armed Forces.

EXHIBIT 939

BREWERY WAGES

PART

TABLES

CATEGORY	Net salary/ Brewery Rate after agree- ment 21. March 44	Average Net Salary Brewery Rate before June 44	Average Net Salary Brewery Rate after "Cost of Living Bonus" of June 44
1 Specialized operad.	65 83	76 89	124 44
2 Operad. manovall	72 50	88 92	125 47
3 Machine workers (cat 1)	86 80	72 48	130 03
4 Machine workers (cat 2)	84 80	65 32	120 57
5 Technicisti patentati	88 80	72 48	130 03
6 Muratori	84 80	75 90	131 05
7 Bottalo	84 80	154 74	209 29
8 Electric Motor Mechanic	84 80	92 46	150 04
9 Tubisti (plumbers)	84 80	76 88	136 23
10 Alito (cat 5 e 9)	84 80	60 14	117 69
11 Artisti	84 80	76 94	134 49
12 Addetti giro distribuzione "citta"	72 50	77 25	134 80
13 Carrozzieri	84 80	87 84	125 36
14 Manovall citta (cat 12)	72 50	62 08	119 63
15 Carrozzieri and guards	84 80	67 36	124 91
16 Stallieri	72 50	46 83	104 38
17 Manovall (24 yrs and over)	72 50	65 47	125 02
18 " (18 - 24 yrs)	--	56 45	114 --
19 " (15 - 18 yrs)	--	57 56	63 46
20 " (Boys under 15)	35 --	27 25	53 15

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1	Specialized personnel	50 80	76 89	134 44
2	General personnel	72 50	68 92	125 47
3	Machine mechanics (cat 1)	66 80	72 48	130 03
4	Machine mechanics (cat 2)	84 80	63 72	120 87
5	Foodservice personnel	88 80	72 48	130 03
6	Musicians	84 80	73 50	131 03
7	Battalion	84 80	154 74	300 29
8	Electric Motor Mechanics	84 80	92 46	150 04
9	Technicians (mechanics)	84 80	78 68	136 23
10	Aircrew (cat 5 & 9)	84 80	60 44	117 89
11	Artists	84 80	76 94	134 49
12	Admitted into distribution by the city	72 50	77 25	134 80
13	Caretakers	84 86	67 61	125 36
14	Technical service (cat 12)	72 50	62 08	119 63
15	Caretakers and guards	84 80	67 36	121 94
16	Stallions	72 50	45 83	104 36
17	Manpower (24 yrs and over)	72 50	65 47	123 02
18	" (18 - 24 yrs)	--	56 45	144 --
19	" (15 - 18 yrs)	--	57 56	63 46
20	" (Boys under 15)	35 --	27 25	53 15
21	" (Girls over 16)	43 --	36 13	62 03
22	" (Girls under 16)	43 --	27 25	53 15
	Surveillants	--	109 44	166 89

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File

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

JOB/rw

27 June 1944

LAB 091.461

SUBJECT: Wage Agreements

TO: Regional Commissioner, Region III
(Att: Regional Labor Officer)

1. On or about 30 May 1944, representatives of the Provincial Labor Office in Naples met with representatives of management and labor of the glass factories operated by the Societa' Vetrarie Meccaniche C. Ricciardi and Company, Soc. An. Cristalleria Nazionale, and certain other glass factory plants. The purpose of the meeting was to settle a wage dispute. The meeting resulted in an agreement to increase wages by 40% as of 22 May 1944 (See Exhibit "B" attached).

2. Dott. Amodeo Carlini, head of the Conciliation and Arbitration Section of the Provincial Labor Office, without approval of higher authority, on his own initiative, and in full cognizance that such action was in direct opposition to A.C.C. policy and legislation, not only assisted in the drafting of the agreement, but proceeded to approve it on behalf of the Provincial Labor Office and of A.C.C. The firms concerned acting on that authority, planned to pay the increased wages. The Labor Sub-Commission, working in close harmony with the labor officers of the P.B.S. did not, of course, recognize the agreement as having any validity, the proper procedure for obtaining authorization for such an increase in wages not having been followed. P.B.S. directed management, in those plants, with which it was concerned, to continue paying workmen at the rates of pay established prior to the agreement of 30 May 1944. As far as this office knows, those old rates are in effect.

3. The wage situation in these glass factories is further complicated by the fact that nearly all of the skilled workmen received an authorized wage increase in January 1944. (See Exhibit "A" attached) Eight categories of skilled workmen have been receiving, since January, an amount which is in excess of 120 L. per day, the maximum rate paid the majority of skilled workmen by the Armed Forces.

The percentage increase in wages, as per the January schedule, represents, in many instances, more than double the amount authorized as a result of A.M.C./A.C.C. wage increase orders. The high and unauthorized January rate makes the agreement of 30 May 1944, appear even more of a serious departure from the "hold the line" policy of the A.C.C.

4. Recently, another wage increase agreement for certain breweries in Bari and Naples was presented to the Labor Sub-Commission. Again the agreement was unauthorized, but the companies concerned started to pay the increased rates at once. It is not known whether or not the Provincial Labor Office had any part in drafting this unauthorized document. Similarly, there have been unauthorized wage increase agree-

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LAB 091.461 dated 27 June 44 (Cont'd)

ments or wage increases established in certain steel mills in the Naples Area.

5. All of these events has had the Labor Sub-Commission to ask the following questions to which it wants an early reply:

a. Do the Provincial Labor Officers in Region III know the provisions of the A.M./A.C. wage increase orders?

b. Do the Provincial Labor Officers know that wages have been frozen for some months and that wage increases are not in order until properly approved?

c. Have the Provincial Labor Officers assisted in the drafting of and, in effect, given approval to other wage increase agreements without reference to A.C.C.?

d. Do the Provincial Labor Officers, or any other officers, police existing wage structures in private industry to assure conformity, to wage freeze orders and wage adjustment orders?

6. The principle of allowing any wage increases at all has only recently been adopted and applied, and then only in the case of the Public Utilities in the Naples Area. With the advent of the new civilian ration scale, the A.C.C. can see no reason why there should be any great number of wage increase proposals. Food, and not wage increases, has always been the answer to the Italian working man's problem. With the food situation cleared up, the A.C.C. will not look with favor upon the continued submission of wage increases in industry generally. They should be rejected at the source and the value of the increased food ration explained to the workmen. It is possible, however, that a small number of depressed groups suffer inequities on the wage front because of past suppression on the part of the previous Fascist Government. Where this is the case, and where the inequities can be proven by direct comparison to comparable industrial wage scales, and where the wages are held well under the Armed Force Wage Scale, favorable consideration might be given to unusually strong arguments for wage adjustment. In any event, the presentation must be complete and beyond all reasonable doubt.

7. During the protracted negotiation with S.M.E. and S.E.D.A.C., all concerned were given definite direction as to how requests for wage adjustments were to be submitted. The instructions, given at that time, have now been consolidated into a document which is intended to regularize all such activity. A copy is attached for your future guidance. This guide must be followed whenever a wage adjustment is proposed.

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JAMES O. BARCOCK,
Major, Spec. Res.,
A/D/Director,
Labor Sub-Commission.

Exhibit "C"

445

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

LA-37

29 May' 44

SUBJECT: Labor Conferences

TO : Regional Commissioner

1. The matter of an alleged labor dispute between representatives of labor and management in glass factories was first brought to my attention by a phone call from Labor Sub-Commission A.C.C. I was asked what I knew about a meeting to be held at the Provincial Labor Office (Italian) in regard to said dispute. I contacted the Provincial Labor Office and was informed no such meeting was contemplated and that Office was completely unaware of the matter.

2. On Saturday 27 May' 1944, Colonel Lex and Major Hart of P.B.S., a Mr. Ricciardi who is the owner of the glass factories and a Mr. Bassi an interpreter at the Signal Section P.B.S., visited my office.

3. Col. Lex said that the Army was directly interested in a new plant Mr. Ricciardi was opening for the manufacture of insulators and that a Mr. Amodeo was holding up the operation of the new plant. Mr. Bassi said that Amodeo was a labor agitator who went to the plants daily to stir up controversial "political" issues. Col. Lex stated that we could not have labor racketeers running in and out of the plants as they do back home.

4. Mr. Ricciardi said that Mr. Amodeo visited him at his office frequently but always on appointment and always for the proper discussion of labor questions and grievances in his capacity as representative of the workers. Mr. Ricciardi said that he and Mr. Amodeo were meeting in regard to wages and that he had asked Amodeo to take the matter up with him at the Provincial Labor Office but that Amodeo had refused.

5. The conference closed as I told Colonel Lex and Major Hart that I would contact Mr. Amodeo immediately.

SUBJECT: Labor Conferences

TO : Regional Commissioner

1. The matter of an alleged labor dispute between representatives of labor and management in glass factories was first brought to my attention by a phone call from Labor Sub-Commission A.C.C. I was asked what I knew about a meeting to be held at the Provincial Labor Office (Italian) in regard to said dispute. I contacted the Provincial Labor Office and was informed no such meeting was contemplated and that Office was completely unaware of the matter.

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5. The conference closed as I told Colonel Lex and Major Hart that I would contact Mr. Amodéo immediately.

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tely and find out labor's position in the matter. I at once contacted the Director of the Provincial Labor Office and requested that Amodeo be directed to visit this Office.

6. This morning, Mr. Amodeo visited this office. Amodeo is secretary of the Federazione Italiana Operai Vetro bianco - an affiliate of the Confederazione Generale del Lavoro. Amodeo said that management represented by Mr. Ricciardi and labor had reached an agreement; that on Saturday Mr. Ricciardi repudiated the agreement; that it had been agreed that negotiations would be resumed this morning; that the question of meeting at the Provincial Labor Office had never been raised with him; that operations had not begun at the new plant and that labor had expected the provisions of the new agreement to be applicable to the new plant.

7. Mr. Amodeo told me that labor was ready to begin work at the new plant upon demand subject to the same terms and conditions prevailing at the other glass factories and that in view of the new turn of events he would refer the entire question to the Provincial Labor Office (Italian) for settlement by means of the orderly democratic processes laid down in Regional Order No. 1.

8. Major Hart was informed of Mr. Amodeo's statements.

9. This afternoon Col. Lex phoned and he was likewise informed.

LGW/lg
Copy to: Labor Sub-Commission
Col. Lex P.B.S.
Major Hart P.B.S.

Lee G. Williams
Lee G. Williams, Capt.
Regional Labor Officer

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C O P Y

EXHIBIT "C"

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

LA-37

29 May 1944

SUBJECT: Labor Conferences

TO : Regional Commissioner

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6. This morning, Mr. Amodeo visited this office. Amodeo is secretary of the Federazione Italiana Operai Vetro bianco - an affiliate of the Confederazione Generale del Lavoro. Amodeo said that management represented by Mr. Ricciardi and labor had reached an agreement; that on Saturday Mr. Ricciardi repudiated the agreement; that it had been agreed

that negotiations would be resumed this morning; that the question of meeting at the Provincial Labor Office had never been raised with him; that operations had not begun at the new plant and that labor had expected the provisions of the new agreement to be applicable to the new plant.

7. Mr. Amodeo told me that labor was ready to begin work at the new plant upon demand subject to the same terms and conditions prevailing at the other glass factories and that in view of the new turn of events he would refer the entire question to the Provincial Labor Office (Italian) for settlement by means of the orderly democratic processes laid down in Regional Order No.1.

8. Major Hart was informed of Mr. Amodeo's statements.

9. This afternoon Col.Lex phoned and he was likewise informed.

/s/ Lee G. Williams, Capt.
Regional Labor Officer

LOW/lg
Copy to: Labor Sub-Commission
Col.Lex P.B.S.
Major Hart P.B.S.

3127

UFFICIO REGIONALE DEL LAVORO
NAPOLI

IL SEGRETARIO GENERALE

Gianfranco
Napoli, 7 Giugno 1944

Prot. H12

Gentile Capt.Scicluna,

a sua richiesta le mando la tabella delle
paghe corrisposte ai dipendenti della S/A Cristalleria
Nazionale.

Tale tabella fu presentata a questo Ufficio
Regionale in data 5 gennaio c.a. accompagnata da una let-
tera che pure le unisco, insieme ad un rapporto dell'Uf-
ficio Regionale alla Labor Division in data 11/1/44.

Nella tabella sono segnate 4 colonne : la
prima si riferisce alla paga contrattuale; la seconda si
riferisce alle paghe di fatto corrisposte prima dell'en-
trata in vigore dell'Ordine Regionale n.2, paghe che ten-
gono conto degli aumenti già spontaneamente apportati dal
l'Azienda nel periodo ottobre-novembre 1943. Nella ter-
za colonna sono segnate le paghe ottenute applicando l'au-
mento di cui all'Ordine Regionale n.2 sulla base contrat-
tuale al 1° settembre 1942. Nella quarta colonna sono
indicate le paghe che furono richieste nel gennaio '44
dal personale e che l'Azienda effettivamente da quella da
ta sta corrispondendo.

L'Ufficio Regionale è a sua disposizione per
ogni occorrente ulteriore chiarimento.

Cordiali saluti.

Capt.Scicluna
Labor Sub-Commission
A.C.C.
N A P O L I

Ugoletti
3126

Translation Pfc. Pirani

Ufficio Regionale del Lavoro

Naples, 7 June 1944

TO: Capt. Scicluna

At your request I am sending the table of pays paid to the employees of the S/A Cristalleria Nazionale.

This table was presented to this Regional Office on 5 January 1944 accompanied by a letter that I also enclose, together with a report of the Regional Office to the Labor Division dated 11/1/44.

In the table four columns are shown: the first refers to the contract wages; the second refers to the wages actually paid before Regional Order N. 2 became effective, it includes the increases that were given by the firm during the months of October and November of 1943. In the third column are the wages paid that include the increase granted by Regional Order N. 2 on the basis of contract wages as of Sept. 1942. In the fourth column there are indicated the wages that were requested in January of "44" by the personnel and which the firm is at present paying.

We are at your disposal for any clarification

3125

Exhibit "B"

UFFICIO PROVINCIALE DEL LAVORO

Sezione Conciliazioni ed Arbitrati

Naples, 30 May 1944

1. The year 1944, on May 30th, have met here: Mr. Cesare Ricciardi for the factories operated by the Societa Vetrerie Meccaniche C. Ricciardi & Co., Mr. Mario Iacuzzi, Director of Soc. An. Cristalleria Nazionale, also for the firms Marano Giovanni, Soc. An. Iacone Ernesto & Figli, Dama Giuseppe & Dama Munzio, assisted by Dott. Elio Romano of the Industrial Union, and Mr. Marinelli Giovanni, Mr. Basile Vincenzo, Mr. Rubino Aniello, Mr. Cornelli Enrico, assisted by Cav. Amodeo Alfredo, the secretary of the White Glass National Labor Federation.

2. The president of the meeting is Dott. Amodeo Carlino delegated by the Provincial Labor Office, to represent at all effects the said office.

3. Examining the request handed by the shop committees of the above mentioned firms, assisted by the White Glass Italian Labor Federation, with the purpose to get an increase of wages of 40%, taking as a basis the wages paid on March 31, 1944, by the above firms; considering that this increase of wages cannot be granted because of the block of wages set by the Allied Command; on the other hand taking into consideration the special conditions of labor and laborers working in glass factories, and also the poor conditions of life and difficulties to get foodstuffs for themselves and their families; taking for granted that the Director of the Labor Office, in consideration of the above mentioned conditions of laborers concerned, authorizes the indemnities also for account of the A.C.C. (Labor Division) and taking on himself even the responsibility of said authorization, we decide as follows:

4 Starting May 22, 1944, an indemnity for those working steady equal to 40% of the wages paid on March 31, 1944, is granted to laborers of the above mentioned firms.

5 This indemnity will be paid with the wages on each pay day and will be granted to laborers who have been present in all the working days of the week.

6 The indemnity will be granted also to laborers who are absent from work on account of sickness, accidents, pregnancy and confinement; they will be also considered present when work is stopped, not for laborers' fault or for acts of God.

substitute P
provided in
attachment
for these
two pages.

3124

7. It is also agreed that if new increases of wages will take place by law or contract, such increases, if higher than the indemnity granted by this agreement, will cover, for a part, the amount of the said indemnity.

Read, approved and signed:

/s/ Cesare Ricciardi
/s/ Mario Iaculli
/s/ Elio Romano
/s/ Amedeo Alfredo
/s/ Amedeo Carlino

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ACC = Col. Smith
Labor Sub. Commission

From Al ed Leg

EXHIBIT "B"

UFFICIO PROVINCIALE DEL LAVORO

Servizio Conciliazioni ed Arbitrati

Naples, 30 May 1944.

1. The year 1944, on May 30th, have met here: Mr. Cesare Ricciardi for the factories operated by the Società Fabbrica Macchinari G. Ricciardi & Co., Mr. Mario Iaculli, Director of Soc. An. Cristalleria Nazionale, also for the firm Mario Giovanni, Soc. An. Immacolata Ernesto & Figli, Ditta Giuseppe & Ditta Ruzio, assisted by Dott. Elio Romano of the Industrial Union, and Mr. Marinelli Giovanni, Mr. Emilio Vincenzo, Mr. Roberto Anello, Mr. Cornelli Enrico, assisted by Cav. Amadeo Alfredo, the secretary of the White Glass National Labor Federation.

2. The president of the meeting is Dott. Amadeo Carlino delegated by the Provincial Labor Office, to represent at all effects the said office.

3. Taking under examination the request presented by the Internal Commissions of the above factories (affiliated with the Italian Federation of White Glass Workers) seeking to obtain a 40% increase on actual wages being paid as of 31 March, 1944; considering that such a wage increase cannot be conceded because of existing dispositions of the Allied Command freezing wages; keeping in mind, on the other hand, the particular conditions of work and of the workers in the glass factories and also the unfavorable contingent conditions of living and of obtaining necessities of life for the workers and their families; and provided that the Director of the Labor Office, in consideration of the above-mentioned conditions of the interested parties, authorizes the indemnity mentioned below, with concurrence of I.C.O. Labor Division and assuming responsibility for the authorization, the following will be established:

4. "Commencing with 22 May, 1944, there will be conceded to the workers of the previously mentioned factories an 'Indemnity for Diligence' equal to 40% of the actual wages being paid 31 March, 1944, to the various categories of employees."

5. This indemnity will be paid with the wages on each pay day and will be granted to laborers who have been present in all the working days of the week.

6. The indemnity will be granted also to laborers who are absent from work on account of sickness, accidents, pregnancy and confinement; they will be also considered present when work is stopped, not for laborers' fault or for acts of God.

7. It is also agreed that if new increases of wages will take place by law or contract, such increases, if higher than the indemnity granted by this agreement, will cover, for a part, the amount of the said indemnity.

Read, Approved and Signed:

/s/ Cesare Ricciardi
/s/ Mario Iaculli

/s/ Elio Romano
/s/ Amadeo Alfredo
/s/ Amadeo Carlino

3122

Classificato

8.173

UFFICIO PROVINCIALE DEL LAVORO

SEZIONE CONCILIAZIONI ED ARBITRATI

Napoli 30 maggio 1944
Via Duomo 219

L'anno 1944, il giorno 30 del mese di maggio, sono qui convenuti:
il Sig. CESARE RICCIARDI per la Fabbriche dipendenti dalla Società Vetrie-
rie Meccaniche C. Ricciardi & C. (il Sig. MARIO IACURELLI, Direttore della Soc.
An. Cristalleria Nazionale, anche a nome delle Ditte Marano Giovanni, Soc.
An. Iacone Ernesto & Figli, Dama Giuseppe e Dama Nunzio, assistiti dal Dott.
Elio Romano dell'Unione degli Industriali, ed i Signori: MARINELLI GIOVAN-
NI, BASILE VINCENZO, RUBINO ANIELLO, CONELLI ENRICO, assistiti dal Cav.
Amedeo Alfredo, Segretario della Federazione Nazionale Operai Vetro Bianco.-

Presiede la riunione il Dott. Amedeo Carlino, Delegato dal Direttore
dell'Ufficio Provinciale del Lavoro a rappresentare, a tutti gli effetti,
l'Ufficio stesso.

Preso in esame la richiesta presentata dalle Commissioni Interne di
fabbrica delle sopra elencate aziende, assistite dalla Federazione Italia-
na Operai Vetro Bianco, tendente ad ottenere l'aumento del 40% sulle paghe
di fatto corrisposte al 31 marzo c.a. dalle aziende medesime, considerato
che tale aumento dei salari non può essere concesso per l'esistenza di vi-
genti disposizioni del Comando Alleato sul blocco dei salari, tenute presenti
d'altra parte le particolari condizioni di lavoro e dei lavoratori addetti
alle fabbriche di vetro ed ancora alle disagiate contingenti condizioni di
vita e di approvvigionamento dei lavoratori e delle loro famiglie, premesso
che il Direttore dell'Ufficio del Lavoro, in considerazione delle sopradet-
te condizioni delle maestranze interessate, autorizza la concessione delle
indennità di cui in seguito anche per conto dell'A.C.C. (Division Labor)
anche assumendo la responsabilità di detta autorizzazione, viene stabili-
to quanto segue:

A partire dal giorno 22 maggio 1944 viene concesso ai lavoratori di-
pendenti dalle predette aziende una indennità di assiduità pari al 40% del-
la paga di fatto corrisposta al 31 marzo c.a. per le singole categorie di la-
voratori.

Tale indennità verrà pagata, insieme con la paga, alla fine di ogni
periodo di paga e verrà concessa ai lavoratori che siano stati presenti in
servizio per tutti i giorni di lavoro richiesti dalla Ditta nella settimana.

Agli effetti della corresponsione della presente indennità saranno
considerati presenti in servizio anche gli operai assenti giustificatamente
per malattia, infortuni, gravidanza e puerperio e sospensione del lavoro non
derivante dalla volontà del lavoratore o da causa di forza maggiore.

Resta convenuto, infine, che qualora fossero stabiliti nuovi aumenti di salari per legge o per contratto, tali aumenti, se superiori alla misura dell'indennita' col presente accordo concessa, assorbiranno, per la quota parte, la misura dell'indennita' stessa.-

Letto, approvato e sottoscritto.-

f.to Cesare Ricciardi
f.to Mario Iacuzzi
f.to Elio Romano
f.to Alfredo Amodeo
f.to Carlino Amodeo

3121

UFFICIO PROVINCIALE DEL LAVORO

SEZIONE CONCILIAZIONI ED ARBITRATI

Napoli 30 maggio 1944
Via Duomo 219

L'anno 1944, il giorno 30 del mese di maggio, sono qui convenuti:
il Sig. CESARE RICCIARDI per le Fabbriche dipendenti dalla Societa' Vetrie-
rio Meccaniche C. Ricciardi & C., il Sig. MARIO IACUELLI, Direttore della Soc.
An. Cristalleria Nazionale, anche a nome delle Ditte Marano Giovanni, Soc.
An. Iacone Ernesto & Figli, Dama Giuseppe e Dama Nunzio, assistiti dal Dott.
Elio Romano dell'Unione degli Industriali, ed i Signori: MARINELLI GIOVAN-
NI, BASILE VINCENZO, RUBINO ANIELLO, CONELLI ENRICO, assistiti dal Cav.
Amedeo Alfredo, Segretario della Federazione Nazionale Operai Vetro Bianco.-

Presiede la riunione il Dott. Amedeo Carlino, Delegato dal Direttore
dell'Ufficio Provinciale del Lavoro a rappresentare, a tutti gli effetti,
l'Ufficio stesso.

Presa in esame la richiesta presentata dalle Commissioni Interne di
fabbrica delle sopra elencate aziende, assistite dalla Federazione Italia-
na Operai Vetro Bianco, tendente ad ottenere l'aumento del 40% sulle paghe
di fatto corrisposte al 31 marzo c.a. dalle aziende medesime, considerato
che tale aumento dei salari non puo' essere concesso per l'esistenza di vi-
genti disposizioni del Comando Alleato sul blocco dei salari, tenute presenti
d'altra parte le particolari condizioni di lavoro e dei lavoratori addetti
alle fabbriche di vetro ed ancora alle disagiate contingenti condizioni di
vita e di approvvigionamento dei lavoratori e delle loro famiglie, premesso
che il Direttore dell'Ufficio del Lavoro, in considerazione delle sopradet-
te condizioni delle maestranze interessate, autorizza la concessione delle
indennita' di cui in seguito anche per conto dell'A.C.C. (Division Labor)
anche assumendo la responsabilita' di detta autorizzazione, viene stabili-
to quanto segue:

A partire dal giorno 22 maggio 1944 viene concesso ai lavoratori di-
pendenti dalle predette aziende una indennita' di assiduita' pari al 40% del-
la paga di fatto corrisposta al 31 marzo c.a. per le singole categorie di la-
voratori.

Tale indennita' verra' apagata, insieme con la paga, alla fine di ogni
periodo di paga e verra' concessa ai lavoratori che siano stati presenti in
servizio per tutti i giorni di lavoro richiesti dalla Ditta nella settimana.

Agli effetti della corresponsione della presente indennita' saranno
considerati presenti in servizio anche gli operai assenti giustificatamente
per malattia, infortuni, gravidanza e puerperio e sospensione del lavoro non
derivante dalla volonta' del lavoratore o da causa di forza maggiore.

Resta convenuto, infine, che qualora fossero stabiliti nuovi aumenti di salari per legge o per contratto, tali aumenti, se superiori alla misura dell'indennita' col presente accordo concessa, assorbiranno, per la quota parte, la misura dell'indennita' stessa.-

Letto, approvato e sottoscritto.-

f.to Cesare Ricciardi

f.to Mario Iaculli

f.to Elio Romano

f.to Alfredo Amodeo

f.to Carlino Amodeo

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

JGB/AV

16 June 1944

LMB 071.4511

SUBJECT: Glass Factory Wage Dispute

TO: Chairman, Wage Sub-Committee

1. This is in reference to para. 10 of the minutes of the Allied Force Local Resources (Italian) Board, Labor and Wages Control Committee issued as of 3 June 1944.

2. Attached as exhibit "A" is a schedule of wages now being paid in the glass factory showing:

- a. Base Contractual Wages.
- b. Wages paid prior to General Order Number 2 which order provided for a general increase in wages.
- c. Wages paid in conformity with the general wage increase order.
- d. Wages now actually being paid as a result of an appeal by the employees in January 1944.

3. The Italian terms used to describe various occupations in the glass factory could not be translated into English since many of the occupations have no English counterpart.

4. It will be seen that the existing wages are high and that they have already been adjusted upward beyond the level authorized in the general wage increase order.

5. Attached as Exhibit "B" is a copy of a translation of an agreement reached in the Provincial Labor Office between employers and employees. Special note should be taken of paras. 3 and 4 of this agreement.

a. An agreement of the character drawn by management and labor, such as the one in question, is unauthorized by law and will not be and would not be accepted under any circumstances by the Labor Sub-Commission.

b. Before any agreement between management and labor can have any validity it must:

- (1) be authorized as a proper procedure by the Labor Sub-Commission, for the purpose of correcting a wage inequity
- (2) be justified in terms of 'equivalence' of jobs and wages needing adjustment to jobs and wages in other similar industries.
- (3) be submitted together with verified wage information

LAB 091.4611 dated 16 June 1944 (Cont'd)

through appropriate channels i.e., to the (Civilian) Regional Labor Office, thence to the Regional Labor Officer and finally to the Labor Sub-Commission.

2. None of these three steps have been taken as of this date. Hence, the document has no validity.

6. In view of the announcement that the basic bread ration will be increased from the present 200 gr. daily ration to a 300 gr. daily ration as of 1 July, this Sub-Commission has no intention of recognizing the agreement. Further, should any increases in wages result from the agreement, they will not be recognized by this Sub-Commission and steps will be taken to enforce the old wage structure. Still further, the present high level of wages now being paid will be carefully examined and depending upon the findings, appropriate steps will be taken.

7. There is also attached for general information, the following documents:

8. Copy of a report by Captain Lee C. Williams, Regional Labor Officer, Region III as Exhibit "C".

J. O. HANCOCK,
Major, Spec. Res.,
Labor Sub-Commission.

ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION

10 June 1944

TO: Major Babcock

SUBJECT: Attached Report of Conciliation and Arbitration
Section of Naples Provincial Labor Office with
Respect to Glass Industry Wages, 30 May 1944

1. I have examined the attached report and, contrary to the impression we had when it was brought to our attention the other day by Lt. Col. Lex, it appears to represent simply a statement of an agreement reached between representatives of labor and of the glass firms, countersigned by the representative of the Conciliation and Arbitration Section in whose office the agreement was reached. As such, it constitutes a statement of a wage adjustment on which labor and management have agreed and which they would like to put into effect. Inasmuch as it also recognizes and specifically states that the agreed-upon adjustment is subject to approval by the Director of the Labor Office and ACC Labor Division, the report clearly has no validity other than as a report, and was not intended to have any other.

2. The following is the exact substance of the third and fourth paragraphs, which are the significant ones:

3. "Taking under examination the request presented by the Internal Commissions of the above factories (affiliated with the Italian Federation of White Glass Workers) seeking to obtain a 40% increase on actual wages being paid as of 31 March, 1944; considering that such a wage increase cannot be conceded because of existing dispositions of the Allied Command freezing wages; keeping in mind, on the other hand, the particular conditions of work and of the workers in the glass factories and also the unfavorable contingent conditions of living and of obtaining necessities of life for the workers and their families; and provided that the Director of the Labor Office, in consideration of the above mentioned conditions of the interested parties, authorizes the indemnity mentioned below, with concurrence of ACC Labor Division and assuming responsibility for the authorization, the following will be established:

4. "Commencing with 22 May 1944, there will be conceded to the workers of the previously mentioned factories an 'Indemnity for Diligence' equal to 40% of the actual wages being paid 31 March 1944 to the various categories of employees."

How these are substituted para.

3. Such is the proposal on which workers and management have agreed. For it to have any effect, there must be approval of the Director of the Labor Office, who in turn would need concurrence of the AMG Labor Officer, who in turn would need concurrence of ACC. Although there might be some question about the exact wording, I do not believe the Conciliation and Arbitration Section in this instance has exceeded its proper function, namely, bringing management and labor together and assisting them in reaching an agreement. What is subsequently done about the agreement on the basis of decision by higher authority is, of course, a separate matter.

4. Under the circumstances, I have not prepared a memo to Captain Williams, such as we discussed, asking him to instruct the Conciliation and Arbitration Section regarding limitations on its function.


1st Lt. W. E. SOLENBERGER
Social Insurance Officer

Translation Pfc. Pirani

11 Jan. 1944

Salary Dispute
"Cristalleria Nazionale"

TO: Labor Division Reg. III
Naples

I am forwarding the letter received by this Regional Office from the S/A Cristalleria Nazionale. In this letter the Society makes it known that it has had to grant increases to its employees. These increases were much higher than those fixed by Regional Order N. 2, so that a stoppage of work could be avoided.

I have provided a table of the new wages to be compared to the former ones. It is enclosed.

Although the controversy involves the question of the general principle of the application of Regional Order N. 2, I would like to ask the Labor Division for instructions in a case of this nature and whether we have to definitely oppose ourselves to any increases superior to the granted 70%, or if we should allow them in particular cases.

In the case of the "Cristalleria" the increase was very high in that the previous salary was doubled and on this figure the 70% was doubly applied.

3113

Sg/VO/pm

11 Gennaio 1944

Vertenza salariale
"Cristalleria Nazionale"

Allo scopo di risolvere le vertenze salariali dei dipendenti della Cristalleria Nazionale, ho provveduto a richiedere lo specchietto delle nuove paghe confrontato a quelli anteriori che pure alligo.

ALLA LABOR DIVISION REGION III E A.M.G.
N A P O L I
Via Roma 148

IN VERTENZA SALARIALE
(Cristalleria Nazionale)

Trasmetto lettera pervenuta a questo Ufficio Regionale dalla S/A Cristalleria Nazionale. In tale lettera la Società fa presente di aver dovuto corrispondere agli operai dipendenti ed a richiesta degli stessi, degli aumenti di gran lunga superiori a quelli fissati con l'Ordine Regionale n°2 e ciò per evitare la sospensione del lavoro con grave danno dell'economia generale.

Ho provveduto a richiedere lo specchietto delle nuove paghe confrontato a quelli anteriori che pure alligo.

Poichè la controversia involge questioni di principio generale circa l'applicazione dell'Ordine Regionale n°2, mi permetto di domandare a codesta Labor Division delle istruzioni di principio per casi del genere e cioè se bisogna recisamente opporsi a qualsiasi aumento superiore a quello del 70% concesso, oppure si possono consentire, in vista di particolari disagiate condizioni delle classi lavoratrici eccezioni mantenute peraltro in equi limiti.

Nel caso della Cristalleria, peraltro, l'aumento è stato molto sensibile; in quanto si tratta di raddoppiare i precedenti salari e su tale misura doppia applicare il 70%.

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15. 1945 1946 1947 1948 1949 1950 1951 1952 1953 1954 1955 1956 1957 1958 1959 1960 1961 1962 1963 1964 1965 1966 1967 1968 1969 1970 1971 1972 1973 1974 1975 1976 1977 1978 1979 1980 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990 1991 1992 1993 1994 1995 1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025 2026 2027 2028 2029 2030 2031 2032 2033 2034 2035 2036 2037 2038 2039 2040 2041 2042 2043 2044 2045 2046 2047 2048 2049 2050 2051 2052 2053 2054 2055 2056 2057 2058 2059 2060 2061 2062 2063 2064 2065 2066 2067 2068 2069 2070 2071 2072 2073 2074 2075 2076 2077 2078 2079 2080 2081 2082 2083 2084 2085 2086 2087 2088 2089 2090 2091 2092 2093 2094 2095 2096 2097 2098 2099 2100 2101 2102 2103 2104 2105 2106 2107 2108 2109 2110 2111 2112 2113 2114 2115 2116 2117 2118 2119 2120 2121 2122 2123 2124 2125 2126 2127 2128 2129 2130 2131 2132 2133 2134 2135 2136 2137 2138 2139 2140 2141 2142 2143 2144 2145 2146 2147 2148 2149 2150 2151 2152 2153 2154 2155 2156 2157 2158 2159 2160 2161 2162 2163 2164 2165 2166 2167 2168 2169 2170 2171 2172 2173 2174 2175 2176 2177 2178 2179 2180 2181 2182 2183 2184 2185 2186 2187 2188 2189 2190 2191 2192 2193 2194 2195 2196 2197 2198 2199 2200 2201 2202 2203 2204 2205 2206 2207 2208 2209 2210 2211 2212 2213 2214 2215 2216 2217 2218 2219 2220 2221 2222 2223 2224 2225 2226 2227 2228 2229 2230 2231 2232 2233 2234 2235 2236 2237 2238 2239 2240 2241 2242 2243 2244 2245 2246 2247 2248 2249 2250 2251 2252 2253 2254 2255 2256 2257 2258 2259 2260 2261 2262 2263 2264 2265 2266 2267 2268 2269 2270 2271 2272 2273 2274 2275 2276 2277 2278 2279 2280 2281 2282 2283 2284 2285 2286 2287 2288 2289 2290 2291 2292 2293 2294 2295 2296 2297 2298 2299 2300 2301 2302 2303 2304 2305 2306 2307 2308 2309 2310 2311 2312 2313 2314 2315 2316 2317 2318 2319 2320 2321 2322 2323 2324 2325 2326 2327 2328 2329 2330 2331 2332 2333 2334 2335 2336 2337 2338 2339 2340 2341 2342 2343 2344 2345 2346 2347 2348 2349 2350 2351 2352 2353 <

Verfahren selbst
"Verfahren selbst"

Mi riservo a seguito degli orientamenti generali che codesta Labor Division verrà favorendo a riguardo, di svolgere opera di mediazione, salvo, nel caso che questa non riuscisse, a dar corso all'arbitrato.

ONE 4008 SIX

IL SEGRETARIO GENERALE
(Leopoldo Rubinacci)

Il presente lavoro ha avuto come scopo principale quello di fornire un quadro generale della situazione economica e sociale della regione, con particolare riferimento ai dati statistici e alle tendenze generali. L'analisi è stata condotta sulla base dei dati disponibili, con l'obiettivo di individuare i fattori che influenzano lo sviluppo economico e sociale della regione, e di proporre alcune misure per migliorare la situazione.

[illegible]

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 documento. Se hai ricevuto questo documento per
 errore, ti viene richiesto di informare il
 mittente e di distruggere il documento.

C O P I ASOCIETA' ANONIMA CRISTALLERIA NAZIONALENAPOLI

Corse Malta 150

Napoli 5/1/1946

Premettiamo che questa Direzione, in considerazione delle particolari attuali contingenze, aveva deciso l'applicazione integrale di ordinanza Regionale N°2 dell'On/le Governo Militare Alleato, relative alla temporanea sistemazione degli stipendi e salari.

Tale determinazione fu a suo tempo regolarmente comunicata al personale dipendente e questa Direzione si attendeva la piena soddisfazione della maestranza, senonché ieri 4 corrente alle ore 13 circa, una commissione di operai vetrai si è presentata al nostro Sig. Direttore dichiarando che se gli operai addetti alla lavorazione del vetro non avessero ricevuto l'assicurazione che dal 1° corrente la loro paga sarebbe stata valutata sulla base di minimi salariali del contratto in vigore al 1° settembre 1942 moltiplicati per 3 più una maggiorazione del 70% non sarebbero scesi al lavoro il mattino di oggi 5 corrente. Il nostro Sig. Direttore ha inutilmente svolto opera di persuasione appellandosi pure all'art.5 della stessa ordinanza Regionale N°2 il quale mentre vieta ogni violazione delle disposizioni stesse prevede anche le relative penalità. La maestranza ha esplicitamente dichiarato che di fronte all'elevato costo della vita non intendeva attenersi alle disposizioni emanate dall'On/ Governo Militare Alleato ed ha confermato che l'indomani non si sarebbe presentato al lavoro. Il nostro Sig. Direttore allo scopo di tempereggiare ha anche ricordato che avendo l'On/ Governo Alleato nominato un Segretario Regionale del Lavoro, in sostituzione dei vecchi Sindacati, era opportuno rimandare a questi ogni trattativa ed ogni decisione ed ha invitato il personale a nominare una commissione di fabbrica atta a trattare legalmente la controversia. La maestranza pure accettando di trattare in presiede legalmente la questione ha posto nettamente la condizione minima di aumento di paga pari al doppio dei salari 1942 più il 70% rifiutando altrimenti di prestare ulteriormente servizio.

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Poiché l'assenza della maestranza vetraria avrebbe implicato non soltanto l'arresto totale di tutti gli impianti con danni ammontanti a circa due milioni di lire ma anche la fermata dei reparti sussidiari con la messa sul lastrico di alcune centinaia di altri operai, questa Direzione ha dovuto acconsentire al solo ed unico scopo di guadagnare tempo ed impedire i danni suaccennati.

Così stando le cose questa Direzione prega la S.V. di volere tempestivamente istruirla circa il mezzo per sedare la controversia sorta e sistemarla nella forma più legale in modo da evitare la evidente violazione delle disposizioni emanate dall'On/ Governo Militare Alleato e nel contempo ricostituire un normale equilibrio di rapporti con la maestranza onde permettere il normale svolgimento del lavoro.

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Questa Direzione ritiene opportuno ancora dichiarare che in linea di massima è pronta a mettere in atto qualsiasi particolare contratto salariale purché convenuto in forma legale e con la precisa approvazione dell'On/ Governo Militare Alleato e delle Autorità Italiane Dirigenti.

Con distinti ossequi.

CRISTALLERIA NAZIONALE
F.to Il Direttore
Iaculli Mario

3110

Translation Pfc. Pirani

SOCIETA' ANONIMA CRISTALLERIA NAZIONALE

NAPOLI - CORSO MALTA 150

Napoli, 5-1-1944

We inform you that this Office, in consideration of the particular actual emergency, had decided to apply the increase as per Regional Order No.2 relative to the temporary systemization of wages and salaries.

This decision was passed on to the employees and expected all to be satisfied, then yesterday about 1 o'clock, a commission of glass workers went to our Director and declared that if the glass workers did not receive assurance that from the first of this month their pay, would be valued on the basis of the minimum salaries of the contract in force on 1st Sept. 1942 multiplied by 3 plus an increase of 70% they would not come to work on the ~~morning~~ of the 5th. Our Director spoke to them, but to no avail, he pointed out Art.5 of Reg. Order No.2 which prohibited any violation and specified the penalties. The workers clearly announced that due to the increased cost of living they could not pay attention to R.O. No.2 and confirmed that tomorrow they would not return to work. Our Director in order to temporize matters also reminded them that the Allied Government had nominated a Regional Labor Secretary, in place of the old syndicates, and it would be proper to send any discussions to them, and be asked that the personnel nominate a commission from the factory to deal legally with the question. Although accepting this proposition, they specified the minimum increase of pay was to be equal to double the 1942 salary plus 70% or they would refuse to work.

Seeing that the stoppage of work by the glass workers would not only close down all the factories with losses of around a million lire, but also the subsidiaries, and put hundreds of workers out of work, this Office had to consent so that it could delay matters.

This being the state of affairs, this Office asks you to ~~try~~ ^{try} and settle the controversy in a legal way so that the obvious violations of the dispositions by the Allied Military Gov. will be adjusted.

This office will do everything in ~~its~~ ^{its} power to put into effect any wage contract that the Allied Military Gov. approves.

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