

ACC 10000/146/608 091.46993 UTILITIES
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MAR. - AUG. 1944

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

Cross Reference Sheet

File: 46993/B

Subject: Wage Increase SFPSA

Date: 27 July 1946

To: Regional Commissioner Region III

From: Labor Sub Commission

IN

3364

Documents Filed: I 26 Statistical Labor Section

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

9 August 1944

SUBJECT: Wage Agreement - Società Strade Ferrate
Secondarie Meridionali.

TO : Regional Com. - Region III -
Attention: Regional Labor Officer.

1. This is in reply to a communication of 17 June 1944 recommending approval of a wage adjustment agreement between the employees and management of the above named company.

2. Since this submission was not contemplated in the original decision to adjust wages upward for the employees of the various public utilities, and since the analysis of the proposals involved a lengthy study of state railway salaries for comparative purposes, a considerable period of time has elapsed since the submission was made. The analysis is now complete and the Labor Sub-Commission recommends that the subject agreement be rejected.

3. In some categories the proposed maximum salary is in excess of the Armed Force Wage Scale and is therefore contrary to our letter of 1 May 1944, Lab. 031.46143.

4. In many instances the proposed maximum salaries are in excess of the Italian State Railway Salaries. The problem of adjusting the salary structure for the Italian State Railways is now under consideration with the Italian Government in connection with a general review of all state and para-state wage and salary schedules. It is possible that some upward adjustment may be made in these salaries at a later date but it is felt that it would be unwise to prejudice this work by approving any agreement at this time which would result in certain private groups, doing comparable work, receiving a salary in excess of that being received by a public service group. This is especially important, since the comparative analysis took into account the amount payable for pensions by the employees of the Italian State Railway Service.

Further, there is evidence which indicates that the employees of the Circumvesuviana have tenure security of a character which would not justify the approval of salaries in excess of those paid by the State Railways.

5. There is attached a table showing, the comparisons mentioned in paras. 3 and 4 above.

6. No salary now legally paid by Circumvesuviana which is in excess of the State Railway salary or the Armed Force wage rate should be reduced to those comparative levels. This assumes that such salaries are governed by collective contracts recognised by the A.C.C. as being in force.

7. If the employees and management of the subject company wish to resubmit a wage adjustment proposal revising their wage schedules within established policy, such proposal will receive immediate and sympathetic consideration by this Headquarters. However, any re-submission should provide that no increase will be proposed which raises an existing salary above either the Italian State Railway wage structure for comparable skills or the comparable Armed Force wage as revealed in the attached table.

BY ORDER OF CAPT. STONE (UNHR)

M.S. LUSH
Brigadier
Executive Commissioner

PAGE DATA COMPARISON

Circumvesuviana		Circumvesuviana		Armed Forces	
Category	State RMY	min.	max.		
Segretario di servizio	4570 - 4817	4750	5165	5350	+
Capo stazione superiore	5092 - 5196	5355		5350	+
Capo deposito tipo A	5125 - 5297	5100		5350	
Capo stazione principale	4669 - 4931	4930	5365	5350	+
Capo stazione tipo A	4521 - 4781	4925	5035	4950	+
Capo personale viaggiante	4421 - 4715	4505		4850	
Capo deposito tipo B	4632 - 4893	4430	4615	4850	
Capo tecnico	4674 - 4845	4430	4615	4850	
Capo stazione tipo B	4305 - 4646	4005	4705	4550	+
Serveggiante	3466 - 3746	4220	4310	4445	
Applicato principale	4342 - 4561	4260	4375	4350	+
Gestore	4491 - 4793	4260	4375	4350	+
Capo d'arte	3779 - 4116	3805	4075	4130	
Sottocapo tecnico	3381 - 3530	3805	4075	4130	
Guidatore A	3751 - 3990	3885	4085	4145	
Guidatore B	3379 - 3627	3460	3880	3870	+
Applicato I° classe e appl. gestioni	3937 - 4167	3885	3965	3850	
Applicato donna	-	3355	3485	3350	
Operai specializ. (capo squa.)	102	110	120	124	135
Deviatori manovratori (A)	99	105	113	129	125
Operai di I° classe	101	107	115	121	125
Operai di II° classe	97	104	113	124	120
Operai di III° classe	-	-	105	115	116

* State Rly Salaries in excess of proposed Circumvesuviana.

+ Proposed Circumvesuviana salaries in excess of Armed Forces

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HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB COMMISSION
APO 394

JOB/1c *File*

27 July 1944

LAB 091.471

SUBJECT: Wage Increase Società S.E.P.S.A

TO : Regional Commissioner Region III (Attention: Regional Labor Officer)

1. The data forwarded with the memorandum of the Provincial Labor Office. Naples dated 13 July, 1944, have been received and examined by this Sub-Commission and are being returned herewith.

2. The request for increase of wages in this Società must be refused for the reason that it is impossible to estimate if the proposed increases are, in fact, in conformity with the letter the Labour Sub-Commission LAB 091.46143 of 1 May, 1944, and subsequent correspondence in connection with the S.M.E. - S.E.D.A.C. agreement.

3. If the request be resubmitted in accordance with the following instruction it will be reconsidered.

- a. Outline of objects of Società S.E.P.S.A;
- b. Explanation of categories;
- c. Present net wages - maximum and minimum for each category;
- d. Corresponding Armed Force Wage less £. 5 a day indicating which Armed Force category is used for comparison;
- e. Proposed wage - maximum and minimum for each category;
- f. Number of employees in each category;
- g. Wages paid in similar concerns;

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h. General statement of conditions of employment,
hours of work particular reasons for proposed increase and
terms of the agreement as to the period to be in force.

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

JTB

3357

Commissione Alleata di Controlli
Sottocommissione del Lavoro

N A P O L I

Napoli, li 5 luglio 1944

di prot.

N. 1160/41

La sottoscritta Società S.E.P.S.A. - Società Esercizio Pubblici Servizi Anonima - si pregia venire a mezzo dei suoi rappresentanti, a consegnare l'accluso verbale di accordo - stabilito con il suo personale impiegati ed operai cui è legato da contratto di lavoro - attinenti le norme applicative delle decisioni della Commissione Alleata di Controllo - Sottocommissione del Lavoro del 1° maggio u.

S..

A tale accordo si darà corso non appena se ne sarà ottenuta l'autorizzazione necessaria.

I rappresentanti del personale della Società firmano in segno di accettazione sui termini dell'accordo stesso.

Translation

Allied Control Commission
Labor Subcommittee

The undersigned " S.E.P.S.A. - Società Esercizio Pubblici Servizi Anonima - beg through your representatives to come and hand over to you the attached minutes of an agreement reached with both your employees and workers - to whom, they - the Company - is bound with collective labor contract. Said agreement concerns the particulars for decision dated May 1st. The agreement will apply as soon as the necessary approval will be granted. The representatives of the Company personnel sign for acceptance of said agreement provisions.

P.LA SOCIETA' S.E.P.S.A. *Ing. Luigi. Standa* *Ing. 23555 Solley*

P.LA COMMISSIONE DI FABBRICA IMPIEGATI SEPSA

P.LA COMMISSIONE INTERNA OPERAI SEPSA *Ing. 23555 Solley*

Ing. 23555 Solley

CONFERENZA GENERALE DEL LAVORO

Servizi Anonima- si prega venire a mezzo dei suoi rappresentanti, a consegnare l'accluso verbale di accordo - stabilito con il suo personale impiegati ed operai cui è legato da contratto di lavoro- attinenti le norme applicative delle decisioni della Commissione Allesta di Controllo - Sottocommissione del Lavoro del 1° maggio u.

S..

A tale accordo si darà corso non appena se ne sarà ottenuta l'autorizzazione necessaria.

I rappresentanti del personale della Società firmano in segno di accettazione sui termini dell'accordo stesso.

Translation

Allied Control Commission Labor Subcommission

The undersigned " S.E.P.S.A. - Società Esercizio Pubblici

Servizi Anonima - beg through your representatives to come and hand over to you the attached minutes of an agreement reached with both your employees and workers - to whom, they - the Company - is bound with collective labor contract. Said agreement concerns the particulars for decision dated May 1st. The agreement will apply as soon as the necessary approval will be granted. The representatives of the Company personnel sign for acceptance of said agreement provisions.

P.LA SOCIETA' S.E.P.S.A. *By: [Signature]*

P.LA COMMISSIONE DI FABBRICA IMPIEGATI SEPSA

P.LA LA COMMISSIONE INTERNA OPERAI SEPSA *per parte [Signature]*

Angelo [Signature]
P.LA CONFEDERAZIONE GENERALE DEL LAVORO

[Signature]

[Signature]

UFFICIO PROVINCIALE DEL LAVORO

UFFICIO SEGRETERIA

N. di Protocollo

OGGETTO:

Napoli, July 13 1944
Via Duomo, 219
Telef. 51297

The agreement is conforming to those settled for the Concerns of the Public Services (water - Gas - Electricity - telephones) under the auspices of the Command of the 3rd Region and already ratified by the same Command about what concerns the S.M.E. and the Aqueduct.

I notice some differences about the utmost values shown between the preceding agreements and the present one :

Category :	1°	2°	3°	4°
Agreement Aqueduct	5350	4500	3850	3100
" S.E.P.S.A.	5000	4850	4700	4400

That may be justified by the different categories by means of the various organization of the concerns.

I think that the agreement generally is comprehended in the times allowed by the Command 3rd Region.



3355

UFFICIO PROVINCIALE DEL LAVORO

Napoli, 13/7/1944
Via Duomo, 219
Tel. 51297

~~XXXXXXXXXXXX~~
~~XXXXXXXXXXXX~~

N. di Protocollo.....

OGGETTO:

L'accordo è conforme a quelli stipulati per le Aziende dei Pubblici Servizi (Acqua - Gas - Elettricità - Telefoni) sotto gli auspici del Comando della 3^a Regione e già ratificati dallo stesso Comando per quanto riguarda la S.M.E. e l'ACQUEDOTTO.

Nota alcune differenze nei valori massimi indicati tra gli accordi precedenti e l'attuale:

es:	Categoria	1°	2°	3°	4°.....
	Accordo Acquedotto	5350	4500	3850	3100.....
"	S.E.P.S.A.	5000	4850	4700	4400.....

Ci può essere giustificato dalle differenti categorie in relazione a difforme organizzazione aziendale.

Penso che l'accordo rientra in linea generale nei termini consentiti dal Comando della 3^a Regione.

IL DIRETTORE DELL'UFFICIO PROVINCIALE DEL LAVORO

(Bruno Pierleoni)

Bruno Pierleoni

(GAETANO BURATTINI)

V E R B A L E

di accordo su perequazione stipendi e paghe, a seguito autorizzazione Alleata del 1° maggio 1944.

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Oggi, 4 luglio 1944 nei locali della S.E.P.S.A. piazza Montesanto in Napoli si è riunita la Direzione della Società S.E.P.S.A. e la Commissione Interna di Fabbrica Impiegati ed Operai assistita quest'ultima dalla Confederazione Generale del Lavoro, per concludere l'accordo in merito all'oggetto.

La presente riunione fa seguito alle precedenti laboriose trattative svoltesi al riguardo, nelle quali i vari punti di vista della Azienda e del personale sono stati ampiamente discussi e valutati.

Sono presenti per la Direzione S.E.P.S.A.: L'Amministratore Unico Ing. Luigi D'AMELIO, il Direttore Ing. Melchiorre POLLONE; per la Commissione di Fabbrica i Sigg.: COLETTA Riccardo, PIROUX Angelo, SIBILIO Girolamo, MINGIONE Armando, GARGIULO Luigi, PICARDI Giovanni e SORRENTINO Luigi; per la Confederazione Generale del Lavoro il Signor Vincenzo BOSSO.

Si premette, anzitutto, che l'accordo di cui appresso, realizzato a seguito della comunicazione della Commissione Alleata di Controllo, Sottocommissione del Lavoro del 1° maggio 1944 pervenuta alle Società esercenti pubblici servizi e successivamente estesa alla S.E.P.S.A. dovrà essere sottoposta, per una preliminare revisione, all'A.M.G. della Regione 3^a, nei limiti territoriali della quale avrà applicazione e successivamente, per la definitiva approvazione alla Sottocommissione del Lavoro A.C.C.

Sì premette, poi che dalla comunicazione stessa intesa a consentire una perequazione delle paghe del personale si deducono i seguenti concetti fondamentali:

- 1°) a perequamento effettuato, le massime entrate complessive nette di ciascun dipendente dovranno essere inferiori di almeno 5 lire giornalieri ai corrispondenti massimi, fissati nel dettaglio allegato alla suddetta comunicazione;
- 2°) gli stipendi e paghe, percepiti da tutte le categorie del personale della Società, rientranti nei contratti collettivi di lavoro degli impiegati e degli operai devono essere perequati dentro i limiti esposti dagli Alleati per il loro personale;
- 3°) in mancanza di una corrispondenza precisa tra le mansioni indicate dagli Alleati e quelle previste dal contratto in vigore ed effettivamente prestate dal personale, gli stipendi e le paghe massimi corrispondenti possono essere fissati soltanto con criterio di riferimento, restando peraltro sempre compresi entro i suddetti valori limiti.

Tanto premesso, Azienda e Commissione di Fabbrica e Confederazione Generale del Lavoro, sono di accordo per seguire il seguente sistema di perequazione, che risulta essere il più aderente a quanto disposto dal Governo Alleato e che meglio accorda gli in-

ultima dalla Confederazione Generale del Lavoro, per concludere l'accordo in merito all'oggetto.

La presente riunione fa seguito alle precedenti laboriose trattative svoltesi al riguardo, nelle quali i vari punti di vista della Azienda e del personale sono stati ampiamente discussi e valutati.

Sono presenti per la Direzione S.E.P.S.A.: L'Amministratore Unico Ing. Luigi D'AMADIO, il Direttore Ing. Melchiorre POLLONE; per la Commissione di Fabbrica i SIGG.: COLETTA Riccardo, PIROUX Angelo, SIBILIO Girolamo, MINGIONE Armando, GARGIULO Luigi, PICARDI Giovanni e SORRENTINO Luigi; per la Confederazione Generale del Lavoro il Signor Vincenzo BOSSO.

Si premette, anzitutto, che l'accordo di cui appresso, realizzato a seguito della comunicazione della Commissione Alleata di Controllo, Sottocommissione del Lavoro del 1° maggio 1944 pervenuta alle Società esercenti pubblici servizi e successivamente estesa alla S.E.P.S.A., dovrà essere sottoposta, per una preliminare revisione, all'A.M.G. della Regione 3°, nei limiti territoriali della quale avrà applicazione e successivamente, per la definitiva approvazione alla Sottocommissione del Lavoro A.C.C.

Si premette, poi che dalla comunicazione stessa intesa a consentire una perequazione delle paghe del personale si deducono i seguenti concetti fondamentali:

- 1°) a perequamento effettuato, le massime entrate complessive nette di ciascun dipendente dovranno essere inferiori di almeno 5 lire giornalieri ai corrispondenti massimi, fissati nel dettaglio allegato alla suddetta comunicazione;
- 2°) gli stipendi e paghe, percepiti da tutte le categorie del personale della Società, rientranti nei contratti collettivi di lavoro degli impiegati e degli operai defono essere perequati dentro i limiti esposti dagli Alleati per il loro personale;
- 3°) in mancanza di una corrispondenza precisa tra le mansioni indicate dagli Alleati e quelle previste dal contratto in vigore ed effettivamente prestate dal personale, gli stipendi e le paghe massimi corrispondenti possono essere fissati soltanto con criterio di riferimento, restando peraltro sempre compresi entro i suddetti valori limiti.

Tanto premesso, Azienda e Commissione di Fabbrica e Confederazione Generale del Lavoro, sono di accordo per seguire il seguente sistema di perequazione, che risulta essere il più aderente a quanto disposto dal Governo Alleato e che meglio accorda gli interessi del personale con quelli dell'Azienda:

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TRANSLATOR LATOPRACA

Subject : Minutes on the agreement of salary and wage equalization, as per Allied authorization 1 May 1944

Today, 4 July 1944, in the seat of the S.E.P.S.A. Piazza Montesanto in Naples, the Administrators for S.E.P.S.A. and The Internal Commission of Workers and Employees met; the latter assisted by the Confederation of Labor, in order to bring about the agreement mentioned in the subject.

The present meeting is taking place after many discussions held on the subject.

The representatives of the Administrators for S.E.P.S.A. were : the chief administrators LUIGI D'AMERIO and MELCHIORRE POLLONE; for the factory commission : Mr. COLETTA RICCARDO - PIRON ANGELO - SIBILIO GIROLAMO - MINGIONE ARMANDO - GARGIULO LUIGI - RICARDI GIOVANNI and SORRENTINO LUIGI; for the Confederation of Labor : Mr. VINCENZO BOSSO.

Discussed : First of all, was the agreement that follows, drawn up according to communication of ALLIED CONTROL COMMISSION - LABOR SUB-COMMISSION of 1 May 1944 and received by "Società Escenti Pubblici Servizi" and successively by S.E.P.S.A. which must be examined, for a preliminary revision by A.M.G. Region III, in the territorial limits where it will be applied, and later, for the definite approval by LABOR SUB-COMMISSION, A.C.C.

It is presumed, although the communication intends to establish an equalization of the wages and salaries, that the following fundamental conditions be considered:

1) Once the equalization is effected, the maximum net income of each dependent must be inferior by at least 5 lire daily to the corresponding maximum incomes, fixed in the attachment of the above communication;

2) The salaries and wages, received by all categories of the personnel, who belong to collective work contracts, either "impiegati or operai" must be equalized within the limits fixed by the Allies for their personnel;

3) In absence of exact data distinguishing, between the instructions given by the Allies and those enforced by

2)

the existing contracts, the maximum salaries and wages can only be fixed by referring a criterion, naturally always remaining within the above value limits.

The firm, factory commission and General Confederation of Labor, have all agreed to the following system of equalization which seems to be the closest to that of the Allied Government:

Personnel : the average wages of the personnel, is sub divided into 10 contract categories including the class of railway workers administered by S.E.P.S.A. are comparable with 11 maximum values, as in n° 2 and n° 9 indicated by the Allied Command and the other 9 are referable to criterion of the Allied Command.

The differences that are to be deducted from the maximum salaries and the respective averages permit an additional percentage increase which will be granted to the personnel in each category, however, no employee can receive a total salary superior to the above maximum values.

The aforementioned percentages will be applied free from deductions; the family allowances shown in the under indicated table, drawn up as per Allied Command instructions total an average of L. 120,000.

The following table shows all the above mentioned figures

N.	CATEGORY	- ALLIED Salary	- AVERAGE Salary	- DIFFERENCE	- PERCENTAGE
1)	1"	5,000	3,490	1,510	43
2)	2"	4,850	3,399	1,451	43
3)	3"	4,700	3,314	1,386	42
4)	4a	4,400	3,220	1,118	36
5)	4b	4,100	3,107	993	32
6)	5"	4,300	3,113	1,187	38
7)	6"	4,200	3,034	1,166	38
8)	7"	3,900	2,998	902	30
9)	8"	3,150	2,496	654	26
10)	9"	2,950	2,450	500	20

The above agreement, will take effect 1 March 44.

The constituted parties have agreed on the above conclusions and are awaiting a favorable reply from the authorities.

Signed

(see original for signatures)

3251

(14)

Subject: Wage Increase Sircle SEPSA

Wage: Comm. Reg. III Attention: Reg. Lab. Office.

1. The data forwarded with the memorandums of the Provincial Labor Office, 1100-1108 dated 13 Jul 44 has been received & examined by the Sub-Commission and are being returned herewith.

2. ~~It is regretted that~~ The request for the increase of wages in this Sircle must be refused for the reason that it is impossible to estimate if the proposed increases are, in fact, in conformity with the letter of the Labor Sub-Commission LHO 091-46143 of 1 May 44 and subsequent correspondence and cancellation with the CMT-SEPSA agreement.

3. If the request be resubmitted in accordance with the following instruction it will be recommended.

- a. Outline of Object of Sircle SEPSA
- b. Explanation of Categories
- c. Present net wage - max and min for each category
- d. Corresponding Armed Force Wage less \$5 a day indicating which Armed Force category is used for comparisons
- e. Proposed wage - max & min for each category
- f. Number of employees in each category
- g. Wage paid in similar Force **3250**
- h. General Statement of Circumstances of employees, hours of work, & particular reasons for proposed increase and terms of the agreement as to the period to be in force.

S/D. T. R. R. R.

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

Gen Sec (Labour)
47
File Labour
File
7 July 1944

R/ 4278

SUBJECT: Wage Adjustment - Public Utilities.

TO : Compagnia Napoletana del Gas.
Societa' Acquedotto di Napoli.
Societa' Italiana Costruzioni Idrauliche.

1. The wage adjustment agreements heretofore tentatively approved by the above mentioned companies and their employees which were submitted to Labor Sub-Commission, ACC have been approved by that Sub-Commission under date of 1 July, 1944, subject to two reservations as follows:

- a. That labor peace will be maintained.
- b. That if subsequent facts are brought to light that prove the statements contained in the agreement are in error, then the agreement will be nullified in whole or in part.

2. The records in the office of Labor Sub-Commission A.C.C., will control in the event of any dispute or misunderstanding arising in connection with the wage adjustment agreements.



JOHN E. CHAPMAN,
Colonel, JAGD,
Actg Regional Commissioner.

Copies to:

- 1 R.C. & M.G., ACC.
- 1 Labor Sub commission, ACC.
- 4 Regional Labor Office, Region 3.

JAC/bb

3249

9 July
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HQ. REGION III

Time in _____

Dispatched _____

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

LABOR - W
P. H. Reg III
Jok

1 July 1944

LAB 091.471

SUBJECT: Wage Adjustment - Public Utilities - Compagnia
Napoletana del Gas, Societa' Acquedotto di Napoli
(S.I.C.I.)

TO: Acting Regional Commissioner, Region III
(Through: Economic Section)

1. Reference is made to your letters of 29 June 1944, recommending approval of wage adjustment agreements in the cases of "Societa' Italiana Costruzioni Idrauliche (S.I.C.I.), Compagnia Napoletana del Gas and Societa' Acquedotto di Napoli.
2. After study of the exhibits this Sub-Commission gives approval to the agreements.
3. The agreements follow the general pattern of the S.M.E. and S.E.D.A.C. agreements which were approved by the Chief Commissioner as of 12 June 1944.
4. Attached are copies of the following relevant documents:
 - a. Memorandum to the Chief Commissioner, A.C.C. from the Director of the Labor Sub-Commission relative to the S.M.E. - S.E.D.A.C. agreements. This document is sent to you for your own personal and confidential guidance.
 - b. Memorandum entitled "Press Notices re S.M.E. - S.E.D.A.C. Wage Rate Decision" addressed to the Chief Commissioner, A.C.C. from the Director, Labor Sub-Commission.
 - c. Press Notice in English.
5. It will be the responsibility of Region III to make all necessary and appropriate announcements and issue proper notices to the parties concerned. It is important that any public announcement follow closely the general pattern outlined in the documents mentioned in para. 4 (c) above.
6. Approval to this agreement is given with the same reservations stated in the memorandum mentioned in para. 4 (a) above.

3348

James O. Babcock
JAMES O. BABCOCK,
Major, Spec. Res.,
A/D/Director,
Labor Sub-Commission.

1 July
91

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

8 June, 1944

LAB 021,471

SUBJECT: Wage Rate Decision -- S.M.E. and S.E.D.A.C.

TO : Chief Commissioner

1. The Labor Sub-Commission received, at 1730 hours 6 June 1944, a resubmission of the agreement drawn between management and employees of S.M.E. and S.E.D.A.C. providing for certain salary and wage increases. The submission had been previously approved by the Regional Commissioner, Region III.

2. In the study of this agreement, there are a number of points which deserve serious consideration if it is to be accepted:

a. There must be an assumption that the data are in fact, as represented.

b. It must also be assumed that real comparability between jobs in S.M.E. and S.E.D.A.C. as compared with jobs in other industries, does actually exist. The data presented are very limited, but time and the size of the qualified staff has not permitted the making of detailed job analysis.

c. Again, time has not permitted the Labor Sub-Commission to pass upon all of the original seven utility company agreements at the same time. It would have been preferable to do so and would have materially assisted in checking the validity of claimed comparability between certain jobs.

d. Throughout the negotiations it is believed that undue pressure has been brought to bear upon the A.C.C. on the part of the representatives of labor and management. Pressure tactics have been the rule, not the exception. This is unfortunate because of the implications involved and the repercussive effects that may result from a favorable decision. If it had been possible not to accept figures presented by the interested parties and if time and staff had permitted the making of an independent study, it would be possible to accept the agreement with greater assurance as to its reliability than is now the case.

e. The comments immediately above, are especially pertinent when it is pointed out that management and labor generally band together, in the present situation in Italy, in making demands for wage increases and in the effort to pressure the A.C.C. There is a sad lack of managerial

LAB 091,471 dated 8 June 44 (Cont'd)

responsability that is especially noticeable in the various public utilities where deficit financing is the rule rather than the exception.

f. It is believed, after a careful reading of the entire agreement, that there has been a too easy tendency to secure as large an increase as possible once the opportunity to compare public utilities wages with Armed Forces wages was provided.

g. During the entire period of the negotiation there has been a tendency on the part of both management and labor, aided and abetted by some army officers, to oppose the "hold the line" directives under which the Labor Sub-Commission has been operating. The Labor Sub-Commission has viewed with alarm any effort to deviate too far from this "hold the line" policy and felt in so doing that it was not only following out the will of the higher command in A.C.G. but was also working for the best interests of the Italian people.

h. Wherever, in the agreement, an industrial wage is compared with an Armed Force wage it is noted that an average industrial wage is compared with the maximum Armed Force wage. As a matter of logic this is in error. There are, however, two reasons why this error can be overlooked as follows:

(1) It is known that within any given industrial category there is a wide spread in the wages received by the workers for the same type of job with the result that many receive a lesser wage than the average, and

(2) It is also known that there is a marked tendency on the part of various units of the Armed Forces to pay the maximum wage permitted in A.A.I. wage regulations.

3. If the agreement is approved, the Allied Control Commission should lay down two very positive stipulations:

a. The approval is given in the firm expectation that labor peace will be maintained, and

b. That if subsequent facts are brought to light that prove the statements contained in the agreement are in error, then the agreement will be nullified in whole or in part.

4. The agreement submitted, together with five more to follow, represent a wage adjustment effort far greater than the one originally proposed by the representative of labor. In the original conferences, the request for wage adjustment was effort far greater than the one originally proposed by the representative of labor. In the original conferences, the request for wage adjustment was limited to a small group of workers in P.M.S. Subsequent to the raising of that original issue, labor's representative cleverly expanded demands to include the workers in all public utilities and finally all employees in all public utilities. This "ballooning up" of the original issue has caused delay, confusion, and increased unrest on the part of labor. The Labor Sub-Commission deprecates this activity on the part of labor's representative and lays all responsibility for delay, undue pressure, and continued hits of labor unrest, squarely on his shoulders.

LAB 091,471 dated 8 June 44 (Cont'd)

5. The Labor Sub-Commission has never dissented from the thesis, developed in conference with higher authority in February, that food, not wages, is the answer to problems of industrial unrest. It believes that the tangible progress which has been made on the food front should have been sufficient answer to any grateful Italian. Starting with a 125 gram basic bread ration in February the food situation has progressed through several stages including the adding of a mid-shift meal, the increase of the basic ration to 200 grams of bread, the new "A" and "B" scale for heavy workers, and now the possibility of an increase in the basic bread ration to 300 grams. Such steps are the real answers to wage problems.

6. Due to pressure of time, the financial implications of the agreement have not been discussed with the Finance Sub-Commission.

7. In view of the above comments and statements of principles the Labor Sub-Commission believes that the final decision in regard to the subject agreement should come from higher authority. This Sub-Commission approves the agreement in full knowledge that it violates basic directives under which the Sub-Commission operates.

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

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

JRS/uv

LAB 091.471

9 June 1944

SUBJECT: Press Notices re S.M.E. - S.E.D.A.C.
Wage Rate Decision

TO: Chief Commissioner, A.C.C.

1. It is extremely important that information to the public regarding the wage rate decision in the case of S.M.E. - S.E.D.A.C., be correctly presented. It is only natural that various individuals, in order to make capital of this decision, may wish to elaborate the matter by mentioning percentage wage increases, their relation to the cost of living, and other factors to suit their purpose. Such discussion will only lead to confusion of thought and undoubtedly result in a flood of demands for similar increases or similar corrections, whether justified or not. Such possible developments must be avoided.

2. For the foregoing reasons, it is recommended most strongly that the attached press notice be forwarded to and published by the following news agencies, without change or comment:

Psychological Warfare Branch;
"Risorgimento";
"Battaglie Sindacali".

It is requested that officials within A.C.C. or the Regions also be instructed to comply with these instructions.

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

1 Incl:

Press Notice

3344

A.C.C. MAKES THE FOLLOWING ANNOUNCEMENT:

9 June 1944

PRESS NOTICE

FASCIST INJUSTICES IN ELECTRICAL WORKERS PAY CORRECTED

1. As a result of a claim that wages in the Electrical Companies had been kept artificially low under Fascism, and that, as a consequence, the standard of living of these workers was below that of other comparable trades in other industries, an agreement has been reached between the Electrical Companies, the representatives of the workers, the Regional and Provincial Labor Offices, A.M.C. Region III and A.C.C. that increases removing these Fascist imposed differences will be granted.

2. It is emphasized that this review has been made in the special circumstances outlined above, is not a general increase, and corrects Fascist injustice of long standing. This action by the military authorities, arrived at in conformance with recognized and proper democratic processes, gives further notice to the Italian worker of his obligation and trust in the war effort through the strict maintenance of industrial peace.

File

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

LAB. 091.471

6 July 1944

SUBJECT: Reported Wage Increase - Sardinia

TO : Major R.M. Albright, Hq. A.C.C. (Rear)

1. Attached:

a. Copy of message No.6894, 29 June 1944, Labor Sub-Commission to Region VI

b. Copy of reply to No.6894, 3 July 1944, No.2799.

2. By direction of office of the Acting Chief Commissioner, please inform Minister Gerabona of information contained in reply No.2799.

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

3342

COPI

COPI

2799

TO: ACC MAIN FOR BABCOCK
FROM: ACC REGION 6 SCD CARR

REFERENCE YOUR SIGNAL NR 6894 DATED 29 JUNE. RAILROAD WORKERS NOT REPEAT
NOT GRANTED A WAGE INCREASE DURING MONTH OF JUNE.

ACC MAIN DIST
ACTION/ECON SEC 3
INFO/ DCC
FILE
FLOAT 2

3341

File

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

6 June 1944

LAB. 091.471

SUBJECT: Reported Wage Increase - Sardinia

TO : Office of Acting Chief Commissioner

1. Reference Memo 5 July 1944, O.S.G. 466, requesting information be sent to Minister Cerabona.

2. See attachments:

a. Copy of reply No. 2799, 3 July 1944, in response to Message No. 6894, 29 June 1944

b. Copy of memorandum to Major Albright in Salerno.

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

ALLIED CONTROL COMMISSION
INCOMING MESSAGE

2799

TO: ACC MAIN FOR BABCOCK

SIGNAL MESSAGE CENTER No: N47/03

FROM: ACC REGION 6 SGD CARR

CLASSIFICATION: NONE

REFERENCE No: NONE

PRECEDENCE: NONE

DATE AND TIME OF ORIGIN: JUL 031335 OFFICE OF ORIGIN: CITE/ACC 505

REFERENCE YOUR SIGNAL NR 6894 DATED 29 JUNE. RAILROAD WORKERS NOT
REPEAT NOT GRANTED A WAGE INCREASE DURING MONTH OF JUNE.

ACC MAIN DIST
ACTION/ECON SEC 3
INFO/ DCC
FILE
FLOAT 2



3339

DATE and Time of RECEIPT JUL031355B

Distribution:

33
123

ECON SEC

2799
60pm

471

N47/03

Labour

R

acc

HAWA V LINE 13

T MJDY
FROM ACC REGION SIX NR 505 32830B

TO ACC MAIN FOR BRISCOCK

OR 3--BT

2753

REFEREC///REFERENCE YOUR SIGNAL NR ASSOCIATED 29 JUNE. RAILROAD WORKERS

NOT REPEAT NOT GRANTED A WAGE INCREASE DURING MONTH OF JUNE.

FROM ACC REGION SIX SIGNED CARR CITY ACC 505

BT

SENT NR 13 031335 LAV AR KIK

M RD BR13 ; 031335 2 JJP 00000

ACTION COPY

INT WA 29 FIRST LINE KICK

29 REMEX JUNE. JUNEJXX JUN JUNE

OK TB

5 Jul
123

3338

ACC MAIN DIST

ACTION - Econ. SEC (3)

INFO - DEP. C.C.

11 - FILE

11 - FLOAT (2)

HEADQUARTERS

3 JUL 1944

A. C. C.

ALLIED CONTROL COMMISSION
INTER OFFICE MEMO

(471)

From: Office of the Acting Chief Commissioner

FILE No. 5 JUL 1944

SUBJECT:

TO: Labor Sub-Commission, Hq ACC
(Thru: Economic Section)

5 July 1944

Reference Labor Sub-Commission's Message #6894, 29 June, to ACC Sardinia, and reply 2799, 3 July.

Acting Chief Commissioner requests that Minister Cerabona be informed of the information contained in the reply message.

L. D. Densmore
L. D. DENSMORE
Colonel, Sig C
Chief Staff Officer

3337

0-5-7

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

HEADQUARTERS
ALLIED CONTROL COMMISSION
APO. 394 U. S. ARMY

~~#~~
471

OFFICE OF CONTROLLER OF PROPERTY
122, VIA FRANCESCO CRISPI

NAPLES,

CP-3N 3617B

3 JUL 44

Subject: Compagnie Imprese Condotte di Acqua

To : Regional Labor Office
Region 3 ACC

Attached schedule of salary increases have the approval
of this Office.

E.M. Gard

E.M. GARD
Lt. Colonel, R.A.
Controller of Property
Region III

NHS/mn

C/ Capt. Taphin

3336

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

30 June 1944

LAB 091471

SUBJECT: Attached Wire

TO : Maj. A. M. Albright
Hq. ACC. (Rear)

Note the attached wire concerning possible unauthorized increase in wages to railroad workers in Sardinia. We have no other information in this office. Please find out if the Italian Government knows anything about it.

JAMES O. BABCOCK
Maj. Spec. Res.
A/D/Director
Labor Sub-Commission

3335

RESTRICTED

6894

File

29 June 1944

LABOR SUB-COMMISSION

RESTRICTED

ROUTINE

ACC. SARDINIA

IT HAS BEEN REPORTED HERE THAT A WAGE INCREASE WAS AUTHORIZED BY SOMEONE FOR RAILROAD WORKERS DURING MONTH OF JUNE PD PAREN TO ABLE GEORGE CHARLIE SARDINIA FOR AND REGION SIX FROM ACC MAIN FOR BABCOCK SIGNED MACFARLANE PAREN IS THIS INFORMATION CORRECT PD IF SO CMA UNDER WHAT AUTHORITY WAS INCREASE GIVEN PD HOW MANY WORKERS WERE AFFECTED PD WHAT WAS THE AMOUNT OF THE INCREASE PD WERE YOU CONSULTED PD YOUR ATTENTION CALLED TO FACT THAT WAGES ARE STILL FROZEN UNLESS INCREASES ARE AUTHORIZED BY SUBMISSION OF COMPLETE WAGE STUDY AND JUSTIFICATION TO ALLIED CONTROL COMMISSION CMA LABOR SUB-COMMISSION CMA THROUGH THE ITALIAN GOVERNMENT

ROGER B. DERBY
Captain AGD
Deputy Adjutant

RESTRICTED

3334

471

SALERNO 11 12 Giugno 1944

Gentile Sig. Colonnello J.T.R.BAIN
HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
A.P.O. 394

Il Sig Maggiore Mullen mi dette comunicazione, fin dai primi di Maggio, della lettera LAB.091.471 del 27 Aprile u.s. di cui allego copia.

Poiché fino a questo momento non sono state richiamate in servizio, mi sono rivolte alle Ferrovie dello Stato le quali mi hanno detto di non avere ricevute alcuna comunicazione in proposito da Cotesta Commissione.

A me preme ritornare in servizio in questo periodo di guerra per servire la Patria e la Causa Alleata e non dopo, in quanto io ho una certa età. Sono quindi a pregare di informare il Capo Compartimento Ing. Morandi delle investigazioni effettuate nei miei confronti, non sembrandomi che dopo di essi se ne debbano fare altre.

La ringrazio Sig Colonnello dell'interessamento che verrà prendere e mi tenga ai suoi ordini

(EDMONDO IMBERTI)

Edmondo Imberti

SALERNO
Via Michele Vernieri 26

3233

MA/tbw

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
A P O 394

LAB.09I.47I

27 April, 1944

SUBJECT : Edmondo Imberti

TO : Major C.C.Mullen, Asst Superintendent
727 th Railway Operating Battalion, APO 400, U.S. Army

1. Reference to the attached correspondence apertaining to the said Edmondo Imberti, Inspector of the Italian State Railways.

2. After very careful investigation of the case from various sources, including your own letter dated 21 February, 1944, this office has no hesitation in recommending that the Inspector be reinstated to his usual appointment where he would be of more use to the war effort due to his railway experience.

By Command of Lt General MASON MACFARLANE:

/s/J.T.R.BAIN
/t/J.T.R.BAIN
Colonel,
Director Labor Sub-Comm.

3332

Salerno 17 June 1944

file
J.O.B.

To: Col. J. T. R. Bain
Headquarters
Allied Control Commission
Salvo Sub-Commission

Major Mullen forwarded the attached copy
of letter LAB.091.471 Dated April 27

Up to the present time I have not been
recalled into service, I have turned to the
State Railways who told me that they had not
received any communication in regards to it
from the Commission.

I am anxious to return to work during
this period of war to serve my country and
the Allied cause and not after because I
am alone in years. I therefore ask you to
please inform the "Capo Compartimenti" I am.
Memoranda of the investigation carried on in my
behalf, it seems to me that after that
nothing more should have to be done.

I thank you very much Sir for the
interest you have taken, and do remain at
your orders.

3231

(Edmond L. Mulla)

UFFICIO DEL LAVORO PER LA II^a ZONA

Divisione DIREZIONE Matera , 11 7 Giugno 1944.
N. di prot. 428
Risp. alla nota del

OGGETTO:

Adeguamento salariale
"Compagnia Meridionale del Gas".-

ALL'UFFICIALE ALLEATO DEL LAVORO

M A T E R A

Sull'annesso accordo intervenuto tra l'organizzazione dei lavoratori dell'industria e la Società Anonima "Compagnia Meridionale del Gas", avente per oggetto l'adeguamento salariale dei dipendenti della detta "Compagnia Meridionale del Gas", quest'Ufficio esprime parere favorevole per la sua approvazione.-

Tenuti presente l'attuale reale costo della vita e il principio che il salario deve essere in misura da mettere il lavoratore in condizione di provvedere ad un tenore di vita decente per sè e per la famiglia, l'ufficio ritiene che il salario raggiunto, dai dipendenti della "Compagnia Meridionale del Gas" con l'attuale accordo sia da ritenersi equo.-

IL DIRETTORE
(Avv. Alessandro Bruni)

A. Bruni

3330

Labor Office - Gone II

471
Matera 7 June 1944

Salary Adjustment
"Compagnia Meridionale del Gas"

To: Allied Labor Officer
Matera

This Office is in favor of approving the attached agreement between the workers of in industry and the "Societa Anonima" "Compagnia del Gas" for the adjustment of salaries for the employees of the "Compagnia Meridionale del Gas".

Keeping in mind ~~that~~ the present cost of living, the salary has to be such as to place the worker in a position to provide a decent living for he and his family, the salary now paid the Gas Co. employees is insufficient.

L. C. Dietton
/s/ Alessandro Bruni

3329

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
AFS 394

8 June, 1944

LAB 091.471

SUBJECT: Wage Rate Decision -- S.M.S. and S.S.D.A.C.

TO : Chief Commissioner

1. The Labor Sub-Commission received, at 1730 hours 6 May, 1944, a resubmission of the agreement drawn between management and employees of S.M.S. and S.S.D.A.C. providing for certain salary and wage increases. The submission had been previously approved by the Regional Commissioner, Region III.

2. In the study of this agreement, there are a number of points which deserve serious consideration if it is to be accepted:

a. There must be an assumption that the data are in fact, as represented.

b. It must also be assumed that real comparability between jobs in S.M.S. and S.S.D.A.C. as compared with jobs in other industries, does actually exist. The data presented are very limited, but time and the size of the qualified staff has not permitted the making of detailed job analysis.

c. Again, time has not permitted the Labor Sub-Commission to pass upon all of the original seven utility company agreements at the same time. It would have been preferable to do so and would have materially assisted in checking the validity of claimed comparability between certain jobs.

d. Throughout the negotiations it is believed that undue pressure has been brought to bear upon the A.C.C. on the part of the representatives of labor and management. Pressure tactics have been the rule, not the exception. This is unfortunate because of the implications involved and the repulsive effects that may result from a favorable decision. If it had been possible not to accept figures presented by the interested parties and if time and staff had permitted the making of an independent study, it would be possible to accept the agreement with greater assurance as to its reliability than is now the case.

e. The comments immediately above, are especially pertinent when it is pointed out that management and labor generally band together, in the present situation in Italy, in making demands for wage increases and in the effort to pressure the A.C.C. There is a sad lack of managerial

LAS 092.471 dated 8 June 44 (Cont'd)

responsibility that is especially noticeable in the various public utilities where deficit financing is the rule rather than the exception.

f. It is believed, after a careful reading of the entire agreement, that there has been a too easy tendency to secure as large an increase as possible once the opportunity to compare public utilities wages with Armed Forces wages was provided.

g. During the entire period of the negotiation there has been a tendency on the part of both management and labor, aided and abetted by some Army officers, to oppose the "hold the line" directives under which the Labor Sub-Commission has been operating. The Labor Sub-Commission has viewed with alarm any effort to deviate too far from this "hold the line" policy and felt in so doing that it was not only following out the will of the higher command in A.C.C. but was also working for the best interests of the Italian people.

h. Wherever, in the agreement, an industrial wage is compared with an Armed Force wage it is noted that an average industrial wage is compared with the maximum Armed Force wage. As a matter of logic this is in error. There are, however, two reasons why this error can be overlooked as follows:

(1) It is known that within any given industrial category there is a wide spread in the wages received by the workers for the same type of job with the result that many receive a lesser wage than the average; and

(2) It is also known that there is a marked tendency on the part of various units of the Armed Forces to pay the maximum wage permitted in A.A.I. wage regulations.

3. If the agreement is approved, the Allied Control Commission should lay down two very positive stipulations:

a. The approval is given in the firm expectation that labor peace will be maintained, and

b. That if subsequent facts are brought to light that prove the statements contained in the agreement are in error, then the agreement will be nullified in whole or in part.

4. The agreement submitted, together with five more to follow, represent a wage adjustment effort far greater than the one originally proposed by the representative of labor. In the original conference, the request for wage adjustment was limited to a small group of workers in S.M.E. Subsequent to the raising of that original issue, labor's representative cleverly expanded demands to include the workers in all public utilities and finally all employees in all public utilities. This "ballooning up" of the original issue has caused delay, confusion, and increased unrest on the part of labor's representative and lays all responsibility for delay, undue pressure, and continued bits of labor unrest, squarely on his shoulders.

3327

LAS 091.471 dated 8 June. (Cont'd)

5. The Labor Sub-Commission has never dissented from the thesis, developed in conference with higher authority in February, that food, not wages, is the answer to problems of industrial unrest. It believes that the tangible progress which has been made on the food front should have been sufficient answer to any grateful Italian. Starting with a 125 gram basic bread ration in February the food situation has progressed through several stages including the adding of a mid-shift meal, the increase of the basic ration to 200 grams of bread, the new "A" and "B" scale for heavy workers, and now the possibility of an increase in the basic bread ration to 300 grams. Such steps are the real answers to wage problems.

6. Due to pressure of time, the financial implications of the agreement have not been discussed with the Finance Sub-Commission.

7. In view of the above comments and statements of principles the Labor Sub-Commission believes that the final decision in regard to the subject agreement should come from higher authority. This Sub-Commission approves the agreement in full knowledge that it violates basic directives under which the Sub-Commission operates.

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

3326

*For Labor Office,**LD/57**galt*

HEADQUARTERS
REGION 3, ALLIED CONTROL COMMISSION
APO 394, 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 Italiana Costruzioni Idrauliche (S.I.C.I.)" is
attached herewith.

2. A study of the wage schedules would show that
the two fundamental principles of (i) keeping the proposed
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: -

Operaio In the case of "Alutanti artigiani manova-
li (A)" a difference of 10 lire daily.

3. The above differences are slight and an insis-
tence 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.

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

3325

To: Labor Office

HEADQUARTERS
REGION 3, ALLIED CONTROL COMMISSION
APO 394, 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
"Compagnia Napoletana del Gas" is attached herewith.

2. A study of the wage schedules would show that the two fundamental principles of (i) keeping the proposed 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: -

- (a) Operaio III Categoria - a difference of 5 lire for the "Maximum" daily wage.
- (b) Impiegati Subalterni di I Classe - a difference of 350 lire monthly in the case of "Sorveglianti di Corte" and "Infermieri"; a difference of 330 lire monthly in the case of "Dattilografe".

3. The above differences are slight and an insistence to bring them into line would involve (i) a revision of the terms of agreement, and (ii) a regrouping of categories under the existing collective contracts.

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

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

3324

To: Labor Officer

HEADQUARTERS
REGION 3, ALLIED CONTROL COMMISSION
APO 374, 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 proposed
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 "Autisti"; 3^a Categoria - a difference
of 5 lire per day in the case of "Manovali".

3. The above differences are slight and an insistence
to bring them into line would involve (i) a revision
of the terms of agreement, and (ii) a regrouping of categories
under the existing collective contracts.

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

J.W.C.

JOHN W. CHAPMAN,
Colonel, J.A.C.S.,
Acting Regional Commissioner.

HEADQUARTERS
REGION 3, ALLIED CONTROL COMMISSION
APO 394, 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
"Compagnia Napoletana del Gas" is attached herewith.

2. A study of the wage schedules would show that
the two fundamental principles of (i) keeping the proposed
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: -

- (a) Operaio III Categoria - a difference of 5 lire for the
"Maximum" daily wage.
- (b) Impiegati Subalterni di I Classe - a difference of
350 lire monthly in the case of "Sorveglianti di Corte"
and "Infermieri"; a difference of 330 lire monthly in
the case of "Dattilografe".

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 categories
under the existing collective Contracts.

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

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

3322

HEADQUARTERS
REGION 3, ALLIED CONTROL COMMISSION
APO 394, 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.

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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 "Autisti"; 3^a Categoria - a dif-
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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.

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

3321

33

471
HEADQUARTERS
REGION 3, ALLIED CONTROL COMMISSION
APO 394, U.S. ARMY

LA-60

SUBJECT: Wage Adjustment - Public Utilities

TO : Director, Labor Sub-Commission, HQ. A.C.C.

1. Reference is made to the fact that four public utility wage agreements were sent to you to day by the Regional Commissioner.

2. The agreement of Ente Autonomo Volturno, will be sent to you when it has been received and approved - probably within two or three days.

3. The management and employees of S.E.T. have not yet reached a full agreement. You will be advised of progress in this respect.

LGN/lg

Lee G. Williams
Lee G. Williams, Capt.
Regional Labor Officer
Received 4/7/60

3320

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

E/ 1047 CP:TT

15 June 1944

SUBJECT: Wage Adjustment - Public Utilities

TO : Director, Labor Sub-Commission, Hq. A.C.C.

1. Herewith, preliminarily approved, are submitted wage agreements between employers and employees of S. I. C. I. Compagnia Meridionale and Compagnia Napoletana (Gas), and Societa' Acquedotto.

2. On the basis of the detailed information with respect to public utility workers (comparisons with army wage scales, comparisons with comparable industrial scales, job descriptions and data from the Regional Labor Office - Italian) previously submitted in connection with the SME and SEDAC agreements, approval of the attached agreements is urged.

3. These agreements conform completely to the pattern of the SME - SEDAC agreements. It is our opinion that there is no need of supplementing the agreements with all the detailed comparison data which accompanied the SME agreement. The standards have already been established.

Charles Poletti
CHARLES POLETTI
Colonel
Regional Commissioner.

4 incl.
agreements.

3319

CONFEDERAZIONE ITALIANA LAVORATORI DELL'INDUSTRIA

UNIONE PROVINCIALE DI BARI

Ufficio **SEGRETERIA** dr/nc

Prot. N. 6164 Allegati N. 1

Risposta a nota N.

del

OGGETTO

Perequazione salariale lavoratori dipendenti Officina Gas Bari.-

BARI, 3/6/1944

Via Imbriani, 69 - Tel. 1236 - 1237 - 1240
Cable Mare 11987 - Colloquio 11927
Ind. Teleg. Unione Lavoratori Industria - Bari

ALLA COMMISSIONE ALLEATA DI CONTROLLO
Sottocommissione del Lavoro per la II
Regione

M A T E R A

La Organizzazione dei Lavoratori dell'Industria di Bari, nello interesse dei lavoratori del Gas rappresentati, si onora rimettere all'esame ed approvazione di codesta Sottocommissione, copia di accordo per l'adeguamento e perequazione delle retribuzioni del personale dipendente dalla Officina di Bari della Compagnia Meridionale del Gas.

I lavoratori avevano richiesto l'adeguamento delle paghe a quelle dei civili alle dipendenze delle Forze Alleate, disposto con decisione del Quartiere Generale Alleato - Commissione Alleata di Controllo - Sottocommissione del Lavoro - con nota del 1° maggio 1944 APO 394 - LAB 091.46143 trattandosi nella specie di lavoratori addetti a servizi pubblici.

Per quanto l'accordo tra i prestatori di opera ed i datori di lavoro sia stato raggiunto su basi inferiori di quelle richieste, già mantenute nei limiti dettati dalla Sottocommissione Centrale del Lavoro, esso può dirsi soddisfacente ed è stato dai lavoratori accettato con la comprensione dei sacrifici imposto dall'ora grave attraversata dalla Patria.

Ed infatti la media delle paghe percepite dai lavoratori gassisti di Bari si aggira intorno alle 47 lire giornaliere, che maggiorate degli altri compensi di legge e di contratto collettivo, non supera al netto delle ritenute le L.75, paga molto inferiore di quella corrisposta dal Comando Alleato ai nostri lavoratori, specializzati e qualificati, come quelli considerati addetti alla produzione e distribuzione del gas.

Negli stessi limiti e per le categorie di riferimento sono stati determinati gli adeguamenti degli impiegati.

Per questo motivo l'Unione ritiene che l'accordo in

Prot. N. 6164 Alleg. N.

Risposta a nota N.

del

OGGETTO

Perequazione salariale lavoratori dipendenti Officina Gas Bari.-

ALLA COMMISSIONE ALLEATA DI CONTROLLO
Sottocommissione del lavoro per la II
Regione

M A T E R A

La Organizzazione dei Lavoratori dell'Industria di Bari, nello interesse dei lavoratori del Gas rappresentati, si onora rimettere all'esame ed approvazione di codesta Sottocommissione, copia di accordo per l'adeguamento e perequazione delle retribuzioni del personale dipendente dalla Officina di Bari della Compagnia Meridionale del Gas.

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Per quanto l'accordo tra i prestatori di opera ed i datori di lavoro sia stato raggiunto su basi inferiori di quelle richieste, già mantenute nei limiti dettati dalla Sottocommissione Centrale del lavoro, esso può dirsi soddisfacente ed è stato dai lavoratori accettato con la comprensione dei sacrifici imposto dall'ora grave attraversata dalla Patria.

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Negli stessi limiti e per le categorie di riferimento sono stati determinati gli adeguamenti degli impiegati.

Pertanto questa Unione nutre fiducia che l'accordo in parola, stipulato nello spirito e nella lettera della suricordata decisione del Comando Alleato, possa ottenere la dovuta approvazione da parte di codesta Sottocommissione.

IL COMMISSARIO IN CARICA DELL'UNIONE
(Avv. Vittorio De Grecis)

Trans. - Data - v. 541 - pag. 5010

Il - In esecuzione di ordine di numero di protocollo della lettera alla quale si risponde e di trattare un solo argomento per foglio

L'anno 1944 il giorno 2 giugno in Bari

t r a

la Società Anonima "Compagnia Meridionale del Gas" rappresentata dal Dott. Ing. Alberto Martini, nella sua qualità di Direttore della Società stessa, assistito dal sig. Raffaele Venafra gerente della Officina di Bari,

e
la Unione Provinciale dei Lavoratori dell'Industria di Bari, in persona del suo Commissario sig. avv. Vito De Grecis, assistito dal Capo Gruppo A.G.E. sig. Domenico De Rosa e dalla Commissione interna aziendale, della detta officina di Bari della Compagnia in parola, nelle persone, per gli impiegati del sig. Triggiani Giuseppe e per gli operai dei signori Florio Stefano, Garbellano Francesco e Russo Lorenzo;

tenuta presente la richiesta avanzata dai lavoratori dipendenti dalla Compagnia Meridionale del Gas per la officina di Bari, a mezzogiorno della Unione Lavoratori dell'Industria di Bari, con lettera in data 27 aprile u.s., per una perequazione ed un adeguamento dei salari, dopo laboriose trattative condotte nello spirito della massima comprensione e collaborazione, in cui la situazione salariale dei predetti lavoratori è stata esaminata sotto tutti gli aspetti:

determinano

di stipulare il presente accordo da valere per i lavoratori dipendenti dalla officina di Bari della Compagnia Meridionale del Gas.

A) Ai lavoratori, impiegati ed operai, dipendenti dalla predetta Società è corrisposta, in aggiunta alle normali competenze di Legge e di Contratto Collettivo, una indennità giornaliera nelle seguenti misure:

IMPIEGATI: £. 40.00 - donne £. 30

OPERAI: " 30.00 - " e minori £. 15. =

B) La indennità di cui al comma precedente non sarà corrisposta nei giorni festivi, domenicali o di riposo compensativo, sempre che in detti giorni non vi sia prestazione di opera, ed in caso di assenza ingiustificata.

C) Dell'indennità in parola non viene tenuto conto agli effetti dei contributi sindacali, di previdenza e di assistenza obbligatoria disposta per Legge o per Contratto Collettivo di Lavoro.

D) Il presente accordo entra in vigore il 1 aprile 1944 ed avrà la durata di tre mesi, e s'intenderà prorogato di tre mesi in tre mesi qualora non venga disdetto da una delle parti almeno quindici giorni prima della scadenza.

E) Le parti sin da ora stabiliscono che qualora dovessero intervenire aumenti salariali di Legge, essi, si incontreranno nuovamente per un riesame della situazione in considerazione del principio sul trattamento più favorevole.

F) Salvo a cura della parte più diligente di sottoporre quando necessario e possibile il presente accordo alle ratifiche di legge. Il presente accordo avrà esecuzione dopo l'approvazione della A.C.C.

ri,

e

la Unione Provinciale dei Lavoratori dell'Industria di Bari, in persona del suo Commissario sig. avv. Vito De Grecis, assistito dal Capo Gruppo A.G.E. sig. Domenico De Rosa e dalla Commissione interna aziendale, della detta officina di Bari della Compagnia in parola, nelle persone, per gli impiegati del sig. Triggiani Giuseppe e per gli operai dei signori Florio Sterano, Garbellano Francesco e Russo Lorenzo;

tenuta presente la richiesta avanzata dai lavoratori dipendenti dalla Compagnia Meridionale del Gas per la officina di Bari, a mezzogiorno della Unione lavoratori dell'Industria di Bari, con lettera in data 27 aprile u.s., per una perequazione ed un adeguamento dei salari, dopo laboriose trattative condotte nello spirito della massima comprensione e collaborazione, in cui la situazione salariale dei predetti lavoratori è stata esaminata sotto tutti gli aspetti:

determinano

di stipulare il presente accordo da valere per i lavoratori dipendenti dalla officina di Bari della Compagnia Meridionale del Gas.

A) Ai lavoratori, impiegati ed operai, dipendenti dalla predetta Società è corrisposta, in aggiunta alle normali competenze di Legge e di Contratto Collettivo, una indennità giornaliera nelle seguenti misure:

IMPIEGATI: £. 40.00 - donne £. 30

OPERAI: " 30.00 - " e minori £. 15.-

B) La indennità di cui al comma precedente non sarà corrisposta nei giorni festivi, domenicali o di riposo compensativo, sempre che in detti giorni non vi sia prestazione di opera, ed in caso di assenza ingiustificata.

C) Dell'indennità in parola non viene tenuto conto agli effetti dei contributi sindacali, di previdenza e di assistenza obbligatoria di spesa per Legge o per Contratto Collettivo di Lavoro.

D) Il presente accordo entra in vigore il 1 aprile 1944 ed avrà la durata di tre mesi, e s'intenderà prorogato di tre mesi in tre mesi qualora non venga disdetto da una delle parti almeno quindici giorni prima della scadenza.

E) Le parti sin da ora stabiliscono che qualora dovessero intervenire aumenti salariali di Legge, essi si incontreranno nuovamente per un riesame della situazione in considerazione del principio sul trattamento più favorevole.

F) Salvo a cura della parte più diligente di sottoporre quando necessario e possibile il presente accordo alle ratifiche di Legge.

G) Il presente accordo avrà esecuzione dopo l'approvazione della A.C.C.

Letto, confermato e sottoscritto.

f/to ING. DOTT. ALBERTO MARTINI f/to RAFFAELLE VENAFRA f/to AVV. VITO DE GRECIS

" Domenico De Rosa f/to Florio Sterano f/to Garbellano F. sco

" G. Triggiani f/to Russo Lorenzo

The year 1944, 2nd. Year in Bari
Between

the "Societa Anonima" "Compagnia Meridionale del Gas, represented by Dott. Ing. Alberto Martini, in his capacity as Director of the Society itself, assisted by Sig. Raffaele Venafia manager of the Bari branch,

And

the "Unione Provinciale dei Lavoratori dell'Industria" of Bari, represented by its Commissioner Sig. avv. Vito De Grecis, assisted by Group Head A. S. E. sig. Domenico De Rosa and by the internal Commission of the firm, consisting of Sig. Triggiani Giuseppe representing the office help, and signori Florio Stefano, Marceliano Francesco and Russo Lorenzo representing the shop workers.

Sept present the request advanced by the employees dependent of on the "Compagnia Meridionale del Gas" for the Bari establishment through the "Unione Lavoratori dell'Industria di Bari", with letter dated 27 April 1944, for an equalization and adjustment of wages, after much discussion on the subject, the below topics were ³³¹⁶ "exchanged"

Determined

to stipulate the present accord ~~for~~ so that the salary valuation may be determined for the employees of the "Compagnia Meridionale del Gas."

- 2 -

- a) To the workers, office employees, and shop employees of the "Societa". There will be paid in addition to the regular provisions by law and of Collective Contracts, a daily indemnity as follows:

Office Employees -- \$ 40.00 - Women \$ 30.00
 Shop Employees -- \$ 30.00 - " + minor 15.00

- b) The indemnity as per the above, will not be paid on holidays, Sundays or time off, provided that they do not work on these days, and in cases of unjustified absence.
- c) The indemnity in question will not be affected by syndical contributions, compulsory benefit and assistance payments as per the Law or Collective Labor Contracts.
- d) The present agreement will be effective as of 1 April 1944 and will last for three months, and will be extended on a three month basis provided it is not done away with at least a fifteen day advance notice.
- e) The parties ~~as to the present~~ agreed that if salary increases should be granted by law, they would meet again for an examination of the situation.
- f) ~~Except~~ Whenever necessary and possible the present accord will be gone over and changed to agree with the law.
- g) The present accord will be effective after approval by the A.C.C.

- 3 -

~~ffto~~

Read, Approved and Signed

ffto Ing. Dott. Alberto Martini

ffto Raffaele Venafra

ffto Av. Vito Vito De Grecis

ffto Domenico De Rosa Florio Stefano

Garbellano Fico N. Triggiani

Russo Lorenzo.

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

JOS/tbw

LAB 091.46143

1 May, 1944

SUBJECT: Tentative Wage Adjustment -- Decision -- Public Utilities.

1. This decision applies to the following Public Utilities Companies, in the Naples Area:

- a. Ante Autonomo Volturco
- b. Soc. Elettrica della Campania
- c. S.M.S.
- d. S.I.C.I.
- e. Compagnia del Gas
- f. S.R.T.
- g. Soc. Acquedotto di Napoli

2. The decision in reference to wage adjustment is that:

- a. Employers and employees in the above stated companies may negotiate by agreement for an upward wage and salary adjustment.
- b. The agreement thus reached, must then be submitted to:
 - (1) A.M.C., Region III for preliminary review and approval, and
 - (2) Thence to A.C.C., Labor Sub-Commission for final approval.
- c. The final approved agreement will be given the retroactive and effective date of 1 March, 1944.
- d. A specific ceiling is placed upon all revised salaries and wages.

- (1) The net maximum income of the employee shall be less than the Armed Force wage, by not less than five (5) lire, for the equivalent position or job, as per tentative schedule attached;
- (2) The net maximum income shall be the amount of each the employee receives, for the normal working day, including any indemnities, bonuses, family allowances, gifts, premiums, subsidies, and other payments, after all contributions covering social insurances and taxes have been deducted.

Copies to:

Jt Col. J. J. Reynolds Sec. PBS

BPA PBS (Col. Richerson)

Col. E. H. Foley, Fin. & C.

Capt. Albright

Col. Politti Col. Genny & Col. Adams

J. T. R. BAIN,
Colonel.

Director, Labor Sub-Commission

1 May, 1944

WAGES OF PAY

1. The wages are not to be published, nor are they to be used for any purpose other than as a typical guide for determining like positions or jobs in general industry and trade.
2. Where there is no position stated to fill the required job, a comparable wage may be applied based on equivalent skill and duties, upon approval by AHD/AGU.
3. A normal working day will be eight (8) hours, exclusive of meal times, and a thirty (30) day month.

MINIMUM AND MAXIMUM RATES

	Min.	Max.
Accountant	4500	per month
Asst. Purchasing Agent	5500	" "
Bookkeeper (Male)	4000	" "
Bookkeeper (Female)	3500	" "
Clerk, Office (Male)	110	per day
Clerk, Office (Female)	90	" "
Cashier, Chief (Male)	3500	per month
Draughtsman	4000	" "
Draughtsman, Chief	4500	" "
Typist (Male)	110	per day
Typist (Female)	90	" "
Telephone Operator (Female)	75	" "
Shop Superintendent	5000	per month
Warehouseman Superintendent	4000	" "

CLASSIFIED ARTISAN AND SKILLED GRADES

Foreman (artisan and skilled labor) 10 lire per day more than highest paid man under his supervision.
 Chief Foreman (artisan and skilled labor) 10 lire per day more than highest paid foreman under his supervision.

Maximum
per day

Apprentices, all grades	60
Artisan Mate (helper)	90
Armature Winder	150
Armorer	130
Asphalt Layer	105
Blacksmith	110
Battery Workers	105
Baker	105
Boilermaker	110
Bricklayer	105
Drumman	105
Gas fitter	100
Boilerman	105

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meal times, and a thirty (30) day month.

CLERICAL AND SUPERVISORY GRADES

	Lira max.
Accountant	4500 per month
Asst Purchasing Agent	5500 "
Bookkeeper (Male)	4000 "
Bookkeeper (Female)	3500 "
Clerk, Office (Male)	110 day
Clerk, Office (Female)	90 "
Cashier, Chief (Male)	3500 per month
Draughtsman	4000 "
Draughtsman, Chief	4500 "
Typist (Male)	110 day
Typist (Female)	90 "
Telephone Operator (Female)	75 "
Shop Superintendent	5000 per month
Warehouseman Superintendent	4000 "

CLASSIFIED ARTISAN AND SKILLED GRADES

Foreman (artisan and skilled labor) 10 lira per day more than highest paid man under his supervision.
 Chief foreman (artisan and skilled labor) 10 lira per day more than highest paid foreman under his supervision.

Maximum
per day

Apprentices, all grades
 Artisans Mate (helper)
 Armature Winder
 Armorer
 Asphalt Layer
 Blacksmith
 Battery Workers
 Baker
 Boilermaker
 Bricklayer
 Breakman
 Bus Driver
 Boilerman
 Carpenter
 Caulker
 Checker
 Coach Builder
 Copy Smith
 Compositor
 Compositor's Asst
 Compositor's Chief
 Chainman
 Concretor

60
90
150
130
105
110
105
105
110
105
105
100
105
105
105
80
105
120
110
90
120
100
105

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- 2 -

	Maximum per day
Copper	105
Chauffeur or Mechanic	100
Core Maker (Foundry)	105
Drier, M/c and Preparers (Male)	90
Drier, M/c and Preparers (Female)	60
Driver, Truck	100
Driver, Truck Trailer	120
Driver, Mech., Truck	105
Driver, Crane or Winch	100
Driver, H.R. Electric	100
Driver, Engine, Loco	110
Driver, Steam Roller or L.O. Stationary	100
Electrician	120
Elevator, Repairer Mechanic	120
Farrier (without anvil)	100
Farrier (with anvil)	100
Fireman, Oil, Fuel	105
Fireman, Coal, Steam, Loco	105
Fitter or Mechanic, Automobile	110
Fitter, Aero (R.A.F.)	110
Fitter, Gun	120
Foundryman	100
Glazier	100
Greaser	90
Grinder, Precision	120
Hammerman or Striker	90
Joiner	110
Lineeman	120
Markers and Sorters (Female)	70
Machinist	120
Mason	110
Mechanica, Instrument, Sewing Machine, Typewriter, Wireless	120
Mechanic, Ammo	120
Mechanic, M.T.	110
Mechanic's Asst.	90
Moulders	120
Machine Winder	90
Machiner Minder's Asst.	70
Painter, Varnisher, Signwriter	105
Pavement Layer	100
Parquet Layer	100
Pattern Maker	110
Pointsmen	80
Plater (Printing)	110
Plumber	105
Plasterer	105
Printer	120
Quarryman	100
Rigger	105
Rivet Heater	90
Rivetter	105
Rivetter's Folder-up	90
Roadworker	70
Road Supervisor	110
Saddler	110

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Driver, Engine, Loco	100
Driver, Steam Roller or L.O. Stationary	120
Electrician	120
Elevator, Repairer Mechanic	100
Farrier (without anvil)	100
Farrier (with anvil)	105
Fireman, Oil, Fuel	105
Fireman, Coal, Steam, Loco	110
Fitter or Mechanic, Automobile	110
Fitter, Aero (R.A.F.)	120
Fitter, Gun	100
Foundryman	100
Glazier	90
Greaser	120
Grinder, Precision	90
Hammerman or Striker	110
Joiner	120
Linewoman	70
Markers and Sorters (Female)	120
Machinist	110
Mason	120
Mechanics, Instrument, Sewing Machine, Typewriter,	120
Wireless	110
Mechanic, Ammo	90
Mechanic, M.T.	120
Mechanic's Asst.	90
Mouldert	70
Machine Minder	105
Machine Minder's Asst.	100
Painter, Varnisher, Signwriter	110
Pavement Layer	80
Parquet Layer	110
Pattern Maker	110
Pointsmen	105
Plater (Printing)	120
Plumber	100
Plasterer	105
Printer	90
Quarrymen	105
Rigger	70
Rivet Hester	110
Rivetter	110
Rivetter's Holder-up	100
Roadworker	100
Road Supervisor	120
Saddler	105
Sawyer	90
Saw Repairer and Sharpener	105
Sheet Metal Worker	100
Smelter (Ore Smelting)	90
Shunter	90
Slater	105
Stone Hand Cutter	100
Stone Hand Cutter (Asst)	85
Stevadore	100
Stevadore Head	95
Stevadore, Coaling Ore	

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- 3 -

	Maximum per day
Tinsmith	105
Toolmaker	110
Trimmer, Coal	90
Turner	110
Time Keeper	120
Track Walker (Railroad)	90
Tile Layer	100
Vulcaniser	105
Welder	120
Watchman	70
Warehouseman or Storekeeper	120
Wheelwright	100
Wireless Operator (Sender and Receiver)	per month 1950

UNCLASSIFIED GRADES

Foreman or Ganger unskilled 10 lire per day more than rate paid to his men.
 Chief Foreman or Chief Ganger 10 lire per day more than rate paid to Ganger or Foreman.

Unskilled Labour (Male)
 Unskilled Labour (Female)
 Boys up to 17

65 lire per day
 50 lire per day
 35 lire per day

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SOCIETÀ ACQUEDOTTO D' NAPOLI

CON SEDE IN NAPOLI

CAPITALE L. 70.455.000 INTERAMENTE VERSATO

C. P. E. di Napoli N. 14143

F/B

Da citare / Prot. N. _____
nella /
risposta / **UFFICIO DI COMPETENZA**

Secretary's Office

Allegati N. 1

OGGETTO

Napoli, (52) li 9 maggio 1944

VIA COSTANTINOPOLI, 99

TELEF. INT. _____

50 - 554

To :
ALLIED MILITARY GOVERNMENT
Region III

N A P L E S

Per la vostra preliminare approvazione, ci preghiamo inviarvi, allegato alla presente, il Primo Verbale riguardante l'accordo fra i datori di lavoro ed i lavoratori di questa Società per lo adeguamento degli stipendi e dei salari, in conformità della lettera 1° maggio 1944 - Lab 091.46143 - Job/tbw. della Commissione Alleata di Controllo - Sottocommissione del Lavoro.

Vi preghiamo inoltre di trasmettere il suddetto verbale anche alla Commissione Alleata di Controllo - Sottocommissione del Lavoro - per la sua approvazione finale.

Ringrazianovi anticipatamente siamo rispettosamente vostri.

For your preliminary approval, we beg to file with you, herewith attached, the 1st Minute concerning the agreement between employers and employees of this Company on the adjustment of wages and salary, in accordance with the Allied Control Commission's - Labour sub-commission - letter dated 1st May 1944 - Lab 091.46143 - Job/tbw.

We beg you, moreover, to transmit the above-mentioned agreement also to the Allied Control Commission - Labour sub-commission, for its final approval.

Thanking you in anticipation, we remain respectfully yours.

ACQUEDOTTO DI NAPOLI
LA DIREZIONE

3310

VERBALE N.1ACCORDO SU PEREQUAZIONE STIPENDI E PAGA, A SEGUITO AUTORIZZAZIONE
DEL COMANDO ALLEATO DEL 1° MAGGIO 1944

--1--

Oggi 8 Maggio 1944 nei locali della Società Acquedotto di Napoli in Via Costantinopoli 98, si sono riuniti la Società dello Acquedotto di Napoli e la Commissione di Fabbrica degli impiegati e degli operai con l'intervento dei rappresentanti del Sindacato Acquedotto aderente alla Confederazione Generale del Lavoro ed il Sindacato Acquedotto aderente alla Federazione Regionale dei Pubblici Servizi.

La presente riunione fa seguito alle precedenti laboriose trattative svolte nei giorni scorsi nelle quali vari punti delle Aziende e del personale sono stati ampiamente discussi e valutati.

Sono presenti per la Direzione Acquedotto di Napoli i Sigg.:
Comm.Rag.Angelo TIBO', Cav.Ugo GHISELLI;

Per la Commissione mista di fabbrica: Ing.Dott.Alberto PIERANTONI, Cav.Pasquale CAPUANO, Sig.Pasquale AMATO, Luigi AMATO e Alberto D'AMATO;

Per il Sindacato dipendente dalla Confederazione del Lavoro i Sigg.: Mario RADENTE, Ferdinando PACINI, Eduardo COCOZZA;

Per il Sindacato Autonomo: il Sig.Salvatore PETRILLO, Giovanni DE FALCO.

Si premette anzitutto che l'accordo realizzato a seguito della comunicazione della Commissione Alleata di Controllo, Sotto Commissione del Lavoro, del 1° Maggio 1944, pervenuta alla Società, dovrà essere sottoposto per una preliminare revisione all'A.M.G. della Reg.3^a nei limiti territoriali della quale avrà

1st MINUTEAGREEMENT FOR AN ADJUSTMENT OF WAGES AND SALARIES IN ACCORDANCE
WITH THE ALLIED MILITARY GOVERNMENT'S AUTHORIZATION DATED 1st
MAY 1944.

---1---

Today 8th May 1944, in the premises of the Acquedotto di Napoli Company - situated at Via Costantinopoli, 98 - Naples - the Direction of the Acquedotto di Napoli Company and the Factory-Committee of this Company met in presence of the representatives of the Aqueduct Syndicate, adhering to the General Confederation of Labour, and the Aqueduct Syndicate, adhering to the Public Utilities Regional Federation.

This meeting follows the preceding exhaustive negotiations which have been carried on during the last few days and during which the various points of view of the Companies and of the employees have been discussed and considered.

- Comm.Reg. Angelo TIBO' and Ugo GHISELLI represented the Direction of the Acquedotto di Napoli Company;
- Mario RADENTE, Ferdinando PACINI and Eduardo COCOZZA represented the Syndicate adhering to the General Confederation of Labour;
- Salvatore PETRILLO and Giovanni DE FALCO represented the Autonomous Syndicate.

It is necessary to say first that the agreement realized in consequence of the communication of the Allied Control Commission - Labour Sub-Commission - dated 1st May 1944, addressed to the Company, will be submitted to the Allied Military Government - Region III - for a preliminary revision. This agreement will be,

applicazione e successivamente per la definitiva approvazione alla Sottocommissione del Lavoro dell'A.C.C.-

Si premette poi che dalla comunicazione stessa intesa a consentire la perequazione degli stipendi e delle paghe del personale si deducono i seguenti concetti fondamentali:

1) A perequamento effettuato le massime entrate complessive nette di ciascun dipendente dovranno essere inferiori di almeno 5 lire giornaliere ai corrispettivi massimi fissati nel dettaglio allegato alla suddetta comunicazione;

2) Gli stipendi e paghe percepite da tutte le categorie del personale della Società rientranti nei Contratti Collettivi degli impiegati e degli operai devono essere perequati entro i limiti disposti dagli Alleati per il loro personale;

3) In mancanza di una corrispondenza precisa tra le mansioni indicate dagli Alleati e quelle previste dai Contratti in vigore ed effettivamente prestate dal personale, gli stipendi e le paghe massime corrispondenti possono essere fissate soltanto con criterio di riferimento, restando pertanto sempre compresi entro i suddetti valori limite.

Tanto premesso, Azienda, Commissione di Fabbrica e Sindacati sono d'accordo per seguire il seguente sistema di perequazione che risulti essere il più aderente a quanto disposto dal Comando Alleato e che meglio accorda gli interessi del personale con quelli dell'Azienda:

a) PERSONALE IMPIEGATI, VERIFICATORI E SUBALTERNI ACQUEDOTTO DI NAPOLI

Gli stipendi medi di detto personale, suddiviso nelle cinque categorie contrattuali (uomini e donne), si confrontano con cinque valori massimi di cui il 1° ed il 5° indicati dal Governo Alleato

moreover, submitted to the final approval of the Allied Control Commission -- Labour Sub-commission -- before becoming valid within the territorial limits of the above-mentioned Region III.

Secondly, from this A.M.G. communication, regarding the new adjustment of employees' wages and pay, one must draw following fundamental conceptions:

1) When this adjustment is effected, the maximum total net income of each dependent must be less by at least 5 lire a day to the corresponding maximum fixed in the table attached to the above-mentioned communication;

2) Salaries and pay received by every category of the Company's personnel, who enter into employees' and workers' collective contract, must be adjusted within the limits laid down by the Allies Forces employees;

3) If there is no precise equivalent between the types of work indicated by the Allies and those contemplated in contracts already in force and jobs already effectively filled by personnel, corresponding maximum wages and pay can be fixed solely on a basis of comparison. Such wages however must always remain within the limits of the above-mentioned figure.

Given this, the Company, the Factory-Committee and the Syndicates agree to pursue the following system of adjustment which is that closest to the system laid down by the Allied Command and which best balances the interests of the employees and Company.

a) ACQUEDOTTO DI NAPOLI COMPANY'S EMPLOYEES, CHECKERS AND SUBAL-
TERNS

The average salaries of the above-mentioned personnel, who is parted in five categories (men and women), are compared with

e gli altri 3 ricavati per riferimento, con il criterio indicato dallo stesso Comando Alleato. Le differenze che si deducono tra i detti valori massimi di stipendi ed i rispettivi valori medi permettono di determinare altrettante percentuali d'aumento che verranno applicate al personale di ciascuna categoria, rimanendo fermo che nessun impiegato a seguito dell'applicazione di questo accordo potrà raggiungere uno stipendio complessivo superiore ai valori massimi suddetti. Si precisa inoltre che le dette percentuali vanno applicate al netto di onere e che ai fini delle competenze per assegni familiari, nelle cifre massime indicate o ricavate dagli elementi forniti dal Comando Alleato, gli assegni familiari incidono per un valore costante medio di lire 200,==.

Poichè la Società 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 gli accordi a suo tempo stipulati con l'Ufficio Regionale del Lavoro, questo contributo dovrà intendersi escluso dal presente adeguamento.

Il seguente prospetto pone in evidenza tutti gli elementi indicati:

<u>CATEGORIA</u>	<u>STIPENDIO MENSILE</u>		<u>DIFFERENZA</u>	<u>PERCENTUALE</u>
	Alleato	Media		
1) Personale di concetto con funzioni direttive	5.350	4.302	1.048	24.36

five maximum values the first and the fifth of which have been indicated by the Allied Government, while the three others have been inferred in accordance with the Allied Government's rules.

The differences resulting between the above-mentioned maximum values of wages and the corresponding average values, allow us to determine so many percentages of advancement which will be applied to the personnel of each category.

It is yet settled that, in pursuance of the application of this agreement, no employee may reach an aggregate salary higher than the above-mentioned maximum values.

One specifies exactly, moreover, that the above-mentioned percentages must be applied free of charges, and the family allowances are lying on the maximum figures, which have been indicated by the A.M.G. or inferred from given details, by the unchanged average value of 200 lire.

Since the Acquedotto di Napoli Company, in the place of the mess which has been established by other Companies on behalf of their personnels, will go on with allowing a temporary mess-contribution in conformity with the agreement stipulated in due time with the Labour Regional Office, such contribution will be left out of this adjustment.

The following schedule brings into evidence all above-indicated details:

<u>CATEGORIES</u>	<u>MONTHLY WAGES</u>	<u>DIFFERENCES</u>	<u>PERCENTAGES</u>
A.M.G. - Averages			
1) Personnel who fulfil an intellectual work and is entrusted with leading appointment	5.350	4.302	1.048
			24.36

<u>CATEGORIA</u>	<u>STIPENDIO MENSILE</u>		<u>DIFFERENZA</u>	<u>PERCENTUALE</u>
	<u>Allievo</u>	<u>Media</u>		
2) Impiegati di concetto (uomini)	4.500	3.200	1.300	40,62
Id. id. (donne)	3.350	1.883,60	1.466,40	77,85
3) Impiegati d'ordine - classe a) (uomini)	3.850	2.578,70	1.271,30	49,30
Id. id. (donne)	2.850	1.513,85	1.336,15	88,26
Impiegati d'ordine - classe b) (uomini e subalterni)	3.100	1.968,70	1.131,30	57,46
Impiegati d'ordine - classe b) (donne)	2.220	1.235,10	984,90	78,12
4) Verificatori	3.636	2.238,20	1.397,80	62,45

b) PERSONALE OPERAIO

Le paghe medie del personale operaio suddivise nelle tre categorie contrattuali, si confrontano con tre valori limite di cui il secondo indicato nella distinta allegata alla comunicazione Allievo, alla qualifica "meccanico-elettricista", depurato di £.5.-. Il primo si ricava dal secondo aumentandolo di £.10.-, come indicato nella stessa distinta, il terzo infine in mancanza di un preciso termine di riferimento, si ricava ancora dal secondo valore riducendolo nello stesso rapporto esistente tra il secondo ed il terzo valore delle paghe basi contrattuali.

Dalle differenze tra i valori massimi ed i valori medi di cui innanzi si ricavano tre percentuali di maggiorazione, una per ciascuna categoria, che rappresentano le quote di perequazione da por-

<u>CATEGORIES</u>	<u>MONTHLY WAGES</u>		<u>DIFFERENCES</u>	<u>PERCENTAGES</u>
	A.M.G. - Averages			
2) Employees who fulfil an intellectual work (men)	4.500	3.200	1.300	40.62
Employees who fulfil an intellectual work (women)	3.350	1.883,60	1.466,40	77,85
3) Employees in subordi nation - class a) (men)	3.850	2.578,70	1.271,30	49,30
Employees in subordi nation - class a) (women)	2.850	1.513,89	1.336,15	88,26
Employees in subordi nation - class b) and subalterns (men)	3.100	1.968,70	1.131,30	57,46
Employees in subordi nation - class b) (women)	2.220	1.235,10	984,90	78,12
4) Checkers	3.636	2.238,20	1.397,80	62,45

b) AGENZIA DI NAPOLI COMPANY'S WORKERS

The average wages of the workers, who are parted in three categories laid down by the collective contract, are compared with three limit-values the second of which is fixed, in the schedule attached to the Allied communication, under the rate of the "mechano-electrician" lessened by 5 lire.

The first limit-value is obtained from the second with increasing it by 10 lire, as stated in the same schedule.

At last, given that a basis of comparison is missing, the third limit-value is also drawn from the second with reducing it to the same ratio existing between the second and the third values of the base-pays as per contract.

Three percentages of advancement, one for each category, can

tare alle paghe effettive del personale di ciascuna categoria, fermo restando che nessun operaio potrà superare, a seguito dell'applicazione di questo accordo, il valore massimo di paga giornaliera stabilito per la sua categoria; precisandosi inoltre che l'applicazione stessa delle percentuali va effettuata al netto degli oneri e che ai fini della determinazione della paga massima giornaliera, l'incidenza degli assegni familiari è stata mantenuta nella misura costante e media di 8.8.

Il seguente prospetto pone in evidenza tutti gli elementi sopra citati:

<u>CATEGORIA</u>	<u>PAGA GIORNALIERA</u>		<u>DIFFERENZA</u>	<u>PERCENTUALE</u>
	Alleata	Media		
1 ^a Crt.	125	91,10	33,90	37,21
2 ^a "	115	72,--	43,--	59,72
3 ^a "	100	72,--	28,--	38,88

L'accordo di cui sopra, sempre dopo che si siano ottenute le già richieste approvazioni avrà decorrenza dal 1° marzo 1944.

Per la SOCIETA' ACQUEDOTTO DI NAPOLI

Per la COMMISSIONE DI FABBRICA

Per il SINDACATO ABBONNATO ALLA CONFEDERAZIONE GENERALE DEL LAVORO

Per il SINDACATO AUTONOMO

Per la CONFEDERAZIONE GENERALE DEL LAVORO

be drawn from the differences between the maximum values and the above-mentioned average values.

These percentages must be considered as the shares of adjustment to be added to the pays effectively cashed by the personnel of each category, being settled that no worker will be permitted to exceed the maximum value of daily-pay fixed for his category, owing to the application of this agreement.

One specifies, moreover, that the same application of the percentages must be effected free of charges and that the family allowances, in order to fix the maximum daily-pay, have been continued in the unchanged average measure of 8 lire.

The following schedule brings into evidence all above-stated details:

<u>CATEGORIES</u>	<u>DAILY-PAYS</u>		<u>DIFFERENCES</u>	<u>PERCENTAGES</u>
	A.M.G. - Averages			
1st Cat.	125	91,10	33,90	37,21
2nd "	115	72,—	43,—	59,72
3rd "	100	72,—	28,—	38,88

The above-written agreement will run from the 1st March 1944, on condition that the above-reported approvals have been granted.

On account of: *Acquedotto di Napoli Company*

On account of: *Acquedotto di Napoli Factory-Committee*

On account of: *Acqueduct Syndicate, Adhering to the Labour General Confederation*

On account of: *Acqueduct Autonomous Syndicate*

On account of: *Labour General Confederation*

C. P. E. ROMA N. 114188



SOCIETÀ ITALIANA PER COSTRUZIONI IDRAULICHE

(S. I. C. I.)

ANONIMA PER AZIONI CAPITALE SOCIALE L. 990.000 VERSATO

SEDE LEGALE: ROMA - Via Quattro Fontane, 143

DIREZIONE: NAPOLI - Via Vecchia Poggioreale, 39

Protocollo N. _____

Allegati N. _____

OGGETTO _____

Napoli, 17 maggio 1944

TELEFONO 53713

To:

ALLIED MILITARY GOVERNMENT

Region III

N A P L E S

Per la vostra preliminare approvazione, ci preghiamo inviarvi, allegato alla presente, il Primo Verbale riguardante l'accordo fra i datori di lavoro ed i lavoratori di questa Società per lo adeguamento degli stipendi e dei salari, in conformità della lettera 1° maggio 1944 - Lab 091. 46143 - Job/tbw della Commissione Alleata di Controllo - Sottocommissione del Lavoro.

Vi preghiamo inoltre di trasmettere il suddetto verbale anche alla Commissione Alleata di Controllo - Sottocommissione del Lavoro - per la sua approvazione finale.

Ringraziandovi anticipatamente siamo rispettosamente vostri

For your preliminary approval, we beg to file with you, herewith attached, the 1st Minute concerning the agreement between employers and employees of this Company on the adjustment of wages and salary, in accordance with the Allied Control Commission's - Labour sub-commission - letter dated 1st May 1944 - Lab 091.46143 - Job tbw.

We beg you, moreover, to transmit the above mentioned agreement also to the Allied Control Commission - Labour sub-commission, for its final approval.

Thanking you in anticipation, we remain respectfully yours.

S. I. C. I.
SOCIETÀ ITALIANA
per Costruzioni Idrauliche
LA DIREZIONE

54

3205

VERBALE N. 1ACCORDO SU PEREQUAZIONE STIPENDI E PAGA, A SEGUITO AUTORIZZAZIONE
DEL COMANDO ALLEATO DEL 1° MAGGIO 1944

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Oggi 17 maggio 1944 nei locali della Società Italiana per Costruzioni Idrauliche - S.I.C.I. - in Via Vecchia Poggioreale n.39 - Napoli - dopo di aver sottoposto la questione all'Ufficio Regionale del Lavoro - Conciliazione ed Arbitrato - si sono riuniti la Direzione della S.I.C.I. e la Commissione di Fabbrica degli Impiegati e degli operai, questa assistita dalla Confederazione Generale del Lavoro.

La presente riunione fa seguito alle precedenti laboriose trattative svolte nei giorni scorsi, nelle quali vari punti delle Azienze e del personale sono stati ampiamente discussi e valutati.

Sono presenti per la Direzione S.I.C.I. i sigg.ing.Giovanni Gianotti e Giovanni Dusmet.

Per la Commissione mista di fabbrica: ing.Ugo Potenza, i sigg. Petrillo Emilio, Del Giudice Antonio, Annunziata Raffaele, Caramiollo Luigi;

Per la Confederazione Generale del Lavoro il sig.Dino Gentili.

Si premette anzitutto che l'accordo realizzato a seguito della comunicazione della Commissione Alleata di Controllo, Sotto commissione del Lavoro - del 1 maggio 1944 - pervenuta alla Società, dovrà essere sottoposto per una preliminare revisione all'A.M.C. della Reg.3^a nei limiti territoriali della quale avrà applicazione successivamente per la definitiva approvazione alla Sotto Commissione del Lavoro dell'A.C.C.

1st MINUTEAGREEMENT FOR AN ADJUSTMENT OF WAGES AND SALARIES IN ACCORDANCE WITH
THE ALLIED MILITARY GOVERNMENT'S AUTHORIZATION DATED 1st MAY 1944

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Today 17th May 1944, in the premises of the "Società Italiana per Costruzioni Idrauliche" --(S.I.C.I.)-- situated at Via Vecchia Poggio reale n.39 - Napoli - ^{after having} ~~before to have~~ submitted the question to Labor Regional office - Conciliation and Arbitration Section - met the Direction of S.I.C.I. and the Factory Committee of this Society with the assistance of the General Confederation of the Labour.

This meeting follows the preceding exhaustive negotiations which have been carried on during the last few days and during which the various points of view of the Companies and of the employees have be en discussed and considered.

Ing. Giovanni Gianotti e sig. Giovanni Dusmet represented the Di rection of the S.I.C.I.

Ing. Potenza Ugo - sigg. Petrillo Emilio - Del Giudice Antonio - Annunziata Raffaele - Caramiello Luigi of the Factory Committee of S.I.C.I.

Sig. Gentili Dino represented the General Confederation of La-
bour.

It is necessary to say first that the agreement realized in con-
sequence of the communication of the Allied Control Commission La-
bour Sub-Commission - dated 1st May 1944 - addressed to the Company,
will be submitted to the Allied Military Government - Region III -
for a preliminary revision. This agreement will be, moreover, submit-
ted to the final approval of the Allied Control Commission - Labour
Sub-Commission - before becoming valid within the territorial limits

Si premette poi che dalla comunicazione stessa intesa a consentire la perequazione degli stipendi e delle paghe del personale si deducono i seguenti concetti fondamentali:

1) A perequamento effettuato le massime entrate complessive nette di ciascun dipendente dovranno essere inferiori di almeno 5 lire giornaliere ai corrispettivi massimi fissati nel dettaglio allegato alla suddetta comunicazione;

2) Gli stipendi e paghe percepite da tutte le categorie del personale della Società rientranti nei Contratti Collettivi degli Impiegati e degli operai devono essere perequati entro i limiti disposti dagli Alleati per il loro personale;

3) In mancanza di una corrispondenza precisa tra le mansioni indicate dagli Alleati e quelle previste dai Contratti in vigore ed effettivamente prestate dal personale, gli stipendi e le paghe massime corrispondenti possono essere fissate soltanto con criterio di riferimento, restando pertanto sempre compresi entro i suddetti valori limite.

Tanto promesso, Azienda, Commissione di Fabbrica e Confederazione Generale del Lavoro sono di accordo per seguire il seguente sistema di perequazione che risulta essere il più aderente a quanto disposto dal Comando Alleato e che meglio accorda gli interessi del personale con quelli dell'azienda:

A) PERSONALE IMPIEGATI

Gli stipendi medi di detto personale, suddivisi nelle quattro categorie contrattuali (uomini e donne) si confrontano con 4 valori massimi di cui due indicati dal Governo Alleato e gli altri due ricavati per riferimento con il criterio indicato dallo stesso Comando Alleato. Le differenze che si deducono da questi valori massimi di stipendi e i rispettivi valori medi permettono di determinare al-

of the above-mentioned Region III.

Secondly, from this A.M.C. communication, regarding the new adjustment of employees' wages and pay, one must draw following fundamental conceptions:

1) When this adjustment is effected, the maximum total net income of each dependent must be less by at least 5 lire a day to the corresponding maximum fixed in the table attached to the above mentioned communication;

2) Salaries and pay received by every category of the Society's personnel, who enter into employees' and workers' collective contract must be adjusted within the limits laid down by the Allied Forces employees;

3) If there is no precise equivalent between the types of work indicated by the Allied and those contemplated in contracts already in force and jobs already effectively filled by personnel, corresponding maximum wages and pay can be fixed solely on a basis of comparison. Such wages however must always remain within the limits of the above mentioned figure.

Given this, the Society, the Factory-Committee and the General Confederation of Labour agree to pursue the following system of adjustment which is that closest to the system laid down by the Allied Command and which best balances the interests of the employees and Society.

A) EMPLOYEES

The average salaries of the above-mentioned personnel, who is parted in four categories (men and women) are compared with four maximum values two of which have been indicated by the Allied Government, while the two others have been inferred in accordance with the Allied Government's rules.

trettante percentuali di aumento che verranno applicate al personale di ciascuna categoria, rimanendo fermo che nessun impiegato, a seguito dell'applicazione di questo accordo, potrà raggiungere lo stipendio complessivo superiore ai valori massimi suddetti. Si precisa inoltre che le dette percentuali vanno applicate al netto di oneri e che ai fini delle competenze per assegni familiari nelle cifre massime indicate o ricavate dagli elementi forniti dal Comando Alenteo, gli assegni familiari incidono per un valore costante medio di L.200.

Poiché la Società S.I.C.I. in sostituzione della mensa che le altre Aziende dei Pubblici Servizi hanno 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 dal presente adeguamento.

Il seguente prospetto pone in evidenza tutti gli elementi indicati:

CATEGORIA	STIPENDIO MENSILE		DIFFERENZA PERCENTUALE	
	Alloato	Media		
1) personale di concetto con funzioni direttive	5.350,00	—	—	—
2) Impiegati di concetto (uomini)	4.500,00	3.095,90	1.404,10	46
3) Impiegati di ordine (gruppo a) uomini	3.500,00	2.324,45	1.175,55	51
4) Impiegati d'ora. (gr. b) uomini	3.150,00	1.979,75	1.170,25	59
donne	2.550,00	1.669,55	880,45	53

The differences resulting between the above-mentioned maximum values of wages and the corresponding average values, allow us to determine so many percentages of advancement which will be applied to the personnel of each category.

It is yet settled that, in pursuance of the application of this agreement, no employee may reach an aggregate salary higher than the above mentioned maximum values.

One specifies exactly, moreover, that the above-mentioned percentages must be applied free of charges, and the family allowances are lying on the maximum figures, which have been indicated by the A.M.C. or inferred from given details, but the unchanged average values of 200 £. - Since the S.I.C.I. in the place of the mess which has been established by Society on behalf of their personnels, will go on with allowing a temporary mess contribution in conformity with the agreement stipulated in due time with the Labour Regional Office, such contribution will be left out of this adjustment.

The following schedule brings into evidence all above indicated details:

CATEGORIES	MONTHLY WAGES		DIFFERENCES	PERCENTAGES
	A.M.C.	Averages		
1) Personnel who fulfils an intellectual work and is entrusted with leading appointment	5.350,00	—	—	—
2) Employees who fulfil an intellectual work (men)	4.500,00	3.095,90	1.404,10	46
3) Employees in subordination (class a) (men)	3.500,00	2.324,45	1.175,55	51
4) Employees in subordination - class b) (men)	3.150,00	1.979,75	1.170,25	59
women	2.550,00	1.669,55	880,45	53

B) PERSONALE OPERAIO

In dipendenza del parere espresso dall'Ufficio Regionale del Lavoro, interpellato in proposito, il quale ha ritenuto di dover classificare l'operaio qualificato della S.I.C.I. nella categoria degli operai "meccanici elettricisti" della distinta alleata (£.120 al giorno), le paghe media del personale operaio, suddivise nelle quattro categorie contrattuali, si confrontano con quattro valori limite, di cui il terzo indicato nella distinta allegata alla comunicazione alleata, alla qualifica "meccanico elettricista" (£.120 al giorno, decurtate di £.5, quindi £.115 giornaliero). Il secondo si ricava dal valore-limite base aumentato di £.10 (e cioè £.120+10-5) = £.125 giornaliero - 2ª categoria contrattuale capisquadra o capi operai). Il primo si ricava dal valore limite ottenuto per il secondo aumentato di £.10 (e cioè £.130+10-5 = £.135 giornaliero - 1ª categoria contrattuale controllori e capipizza). Il quarto si ricava infine dal valore base limite diminuito di £.10 (e cioè £.120 - 10 - 5 = £.105 giornaliero - 4ª categoria contrattuale: aiutanti artigiani)/ - Agli apprendisti e guardiani si applicano i valori limiti riportati dalla distinta del Comando Alleato.

Dalle differenze tra i valori massimi ed i valori medi di cui innanzi si ricavano le percentuali di maggiorazione, una per ciascuna categoria, che rappresentano le quote di perequazione da portare alle paghe effettive del personale di ciascuna categoria, fermo restando che nessun operaio potrà superare, a seguito dell'applicazione di questo accordo, il valore massimo di paga giornaliera stabilito per la sua categoria; precisandosi inoltre che l'applicazione stessa delle percentuali va effettuata al netto degli oneri e che ai fini della determinazione della paga massima giornaliera, l'incidenza degli assegni familiari è stata mantenuta nella misura costante media di lire otto.

Il seguente prospetto pone in evidenza tutti gli elementi sopra

B) S.I.C.I.'S WORKERS

In consequence of the opinion expressed by the Labour Regional Office-Conciliation and Arbitration Section - which has been heard from in respect of this, it deemed the "qualified worker" of S.I.C.I. must be enrolled into the category of "mechanico-electrician" considered by the list compiled by the A.M.G. (£.120 per day). The average wages of the workers, divided into four categories as per contract, are compared with four limit-values the third of which has been indicated by the roll attached to the communication of the A.M.G. under the rate of the "mechanico-electrician" (£.120 per day less 5 lire, hence £.115 per day). The second limit-value is drawn from the base limit-value increased by lire 10 (that is, £.120 + £.10 = £.130 per day, IInd Category as per contract, Foremen of gangs and Foremen) The first is drawn from the limit value inferred from the second increased by £.10 (viz. £.130 + 10 = 5 P £. 135 per day - Ist Category as per contract "Comptrollers and chief of zones") The fourth finally, is drawn from the base-limit-value less £.10 (that is, £.120 less £.10 less £.5 = £.105 per day - IVth Category as per contract "mate-artisan") To the apprentices and watchmen must be applied the limit-value borne by the roll of the A.M.G.

Three percentages of advancement, one for each category, can be drawn from the differences between the maximum values and the above-mentioned average values.

These percentages must be considered as the shares of adjustment to be added to the pays effectively cashed by the personnel of each category, being settled that no worker will be permitted to exceed the maximum value of daily-pay fixed for his category, owing to the applications of this agreement. One specifies, moreover, that the same application of the percentages must be effected free of charges and that the family allowances in order to fix the maximum daily pay, have been con

indicati:

CATEGORIA	PAGA GIORNALIERA		DIFFERENZA PERCENTUALE	
	Alleato	media		
Capi zona e controlli	135	79,80	55,20	69
Capi squadra	125	66,35	58,65	88
Operai qualificati	115	63,75	51,25	82
Aiutanti artigiani	105	60,75	44,25	73
guardiano	65	54,60	10,40	19
apprendisti	55	44,45	10,55	24

L'accordo di cui sopra, sempre dopo che si siano ottenute le già richieste approvazioni avrà decorrenza dal 1° marzo 1944

PER LA SOCIETA' ITALIANA PER COSTRUZIONI IDRAULICHE

ing. Giovanni Fianotti
Giovanni Fianotti

PER LA COMMISSIONE DI FABBRICA

ing. Ugo Pizzi *Pizzobonini* *Del Giudice Antonio*
Caramello Luigi

PER LA CONFEDERAZIONE GENERALE DEL LAVORO

tinued in the unchanged average measure of 8 lbs.
The following schedule bring into evidence all above-stated details:

CATEGORIES	DAILY PAYS		DIFFERENCES	PERCENTAGES
	A.M.C. Averages			
Comptroller and chief of zone	135	79,80	55,20	69
Foremen of gangs	125	66,35	58,65	88
Workmen	115	63,75	51,25	82
Mate-artisan	105	60,75	44,25	73
watchman	65	54,60	10,40	19
apprentices all grades	55	44,45	10,55	24

The above-written agreement will run from the 1st March 1944, on condition that the above-reported.

On account of: S.I.C.I.

G. Giovanni Lianotti
Giovanni Dupont

On account of: S.I.C.I. FACTORY COMMITTEE

ing. M. S. R. T. G. *Petillo Lucio* *De Sandoz anferio*
Carminello Luigi

On account of: LABOUR GENERAL CONFEDERATION

W. J. P. T. G.

HEADQUARTERS
REGION 3, ALLIED CONTROL COMMISSION
APO 394, 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 Italiana Costruzioni Idrauliche (S.I.C.I.)" is
attached herewith.

2. A study of the wage schedules would show that
the two fundamental principles of (i) keeping the proposed
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 In the case of "Aiutanti artigiani manove-
li (A)" a difference of 10 lire daily.

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.C.D.,
Acting Regional Commissioner.
3301

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

CATEGORIA	N.ro Imp.	Stipendio min. contratt.le	Stipendio medio	Stip. minimo+ ind. pres. + ann. dic. 43	idea netto 16%	stipendio medio+ind. +ann. dic.
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IMPIEGATI

I categoria	4	1316	1408	2843.10	2388.20	2990.30
Ordine	3	897	966	2162.40	1816.40	2279.70
"	1	724	724.50	1869.15	1570.==	1869.15
Donne	1	707.25	707.25	1542.30	1295.50	1542.30

CATEGORIA	N.ro operai	paga minima giornaliera	paga media	paga minima +ind. e ann. dic. 1943	paga mini- ma netta	paga media ind. pres. mento 9 bre 1943
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OPERAI

1 Categoria	17	32.80	34.08	72.76	63	74.95
2 "	36	25.20	25.60	59.85	51.30	60.52
3 "	49	23.60	24.24	57.12	49.45	58.20
4 "	13	20.80	22	52.36	45.30	54.40
Apprendisti						
dai 16 ai 18 anni	5	15.60	15.60	36.72	31.78	36.72
Apprendisti						
dai 18 ai 21 anni	7	17.68	17.68	47	40.67	47.==

- (1) Per gli apprendisti non sono stati considerati gli assegni familiari.
- (2) Gli assegni familiari per i soli uomini sono calcolati in base a tre figli e

MINIMI CONTRATTUALI E GLI STIPENDI E LE PAGHE MEDIE CORRISPOSTE DALLA S.I.C.I.

Stipendio medio	Stip. minimo + ind. pres. + aum. dic. 43	idem netto 16% det. 16%	stipendio medio + ind. pres. + aum. dic. 43	idem netto 16% det. 16%	stip. minimo con ass. fam. + quota parte 13° mensilità	stipendio medio con ass. fam. + quota parte 13° mensilità
1408	2843.10	2388.20	2990.30	2511.85	2976.80	3110.75
966	2162.40	1816.40	2279.70	1914.95	2356.90	2464.10
724.50	1869.15	1570.==	1869.15	1570.==	2090.40	2090.40
707.25	1542.30	1295.50	1542.30	1295.50	1378.25	1378.25
paga media	paga minima + ind. e aum. dic. 1943	paga minima netta det. 13.47%	paga media + ind. pres. + aumento 9 dicembre 1943	paga media netta det. 13.47%	paga minima netta + quota 53° settim. + ass. famiglia	paga media netta + ass. fam. + quota 53° settimana
34.08	72.76	63	74.95	64.85	75.46	77.35
25.60	59.85	51.30	60.52	52.40	64.04	64.65
24.24	57.12	49.45	58.20	50.40	61.65	62/61
22	52.36	45.30	54.40	47.10	57.40	59.24
15.60	36.72	31.78	36.72	31.78	32.23 (1)	31.78
17.68	47	40.67	47.==	40.67	41.17 (1)	40.67

stati considerati gli assegni familiari.

li uomini sono calcolati in base a tre figli e moglie.



TABELLA DI PEREQUAZIONE DELLE PAGHE DELLA SOCIETA' ITALIANA COSTRUZIONI ELETTRICHE

C A T E G O R I E	Paghe attuale netta		Paghe proposta		Paghe allentate meno 4,5	Società Elettriche minimo
	minimo	massimo	minimo	massimo		
Capi zona e addetti al controllo	78.18	- 82.57	132.12	- 135	135 (1)	
Capi squadra e montatori impianti nuovi	65.59	- 66.99	123.50	- 125	125 (2)	106.30 -
Montatori comuni	63.12	- 65.12	114.08	- 115	115 (3)	92.50 -
Aiutante artigiani manovali (A)		60.75		105	95 (4)	85.60 -
Guardiani (B)		54.60		65	95 (4)	85.60 -
Apprendista	35.45	- 53.47	43.97	- 55	55 (5)	

(A) Non esiste minimo e massimo di paga perchè percepiscono tutti lo stesso salario.

(B) Tale categoria è composta di un solo dipendente perciò manca il minimo e il massimo di paga.

(1) I capi zona e addetti al controllo dirigono parecchie squadre e quindi essi vanno equiparati al più dei capi squadra. Data la specialità delle mansioni non è possibile paragonarli ad altre categorie esplicite del personale impiegatizio.

(2) Capo squadra elettricista, capo turno elettricista, capo squadra meccanico.

(4) Aiuto scalpellino.

(6) Capo squadra, capo turno e quadristi, montatore specialista, meccanico, montatore specializzato elettricista.

(8) Aiutanti e manovali.

(10) Montatore meccanico, elettricista.

(12) Elettricista specializzato.

(14) Capo squadra.

(16) Manovale.

(18) Elettricista, saldatore elettricista.

OPERAI

AGENZIE DELLA SOCIETA' ITALIANA COSTRUZIONI IDRAULICHE (S.I.C.I.)

Paga proposta	Paga Alleata meno 2,5	Paga percepita da:				
		Società Merid. Elettrica	Laminazione	Cantieri Metallurgici	Ilva	Navalsec- canica
minimo	massimo	minimo	massimo			
112	135					
120	125	106.30 - 125 (6)	148.50 (9) 139.20 (10)	153.20 (12)	124.30 (14)	115. (17)
108	115	98.50 - 115 (7)		115.95 (13)	118.75 (15)	114 (18)
105	95	85.50 - 100 (8)	108.50 (11)		115. (16)	102 (19)
95	95	85.50 - 100 (8)				102 (19)
93.97	55					

otto lo stesso salario.
es il minimo e il massimo di paga.

edre e quindi essi vanno equiparati ai capi squadra principali per ciò debbono percepire 10 lire in
or è possibile paragonarli ad altre categorie industriali perchè normalmente funzioni simili sono

squadre meccanico.

to, meccanico, montatore specializzato

- (3) Eletttricista, tirafili.
- (5) Apprendista di ogni grado.
- (7) Fucchieta, elettricista, quadrista e tirafili.
- (9) Operai specializzati.
- (11) Operai e manovali comuni.
- (13) Fuciniatore, tubista, meccanico, fresatore.
- (15) Fuciniatore.
- (17) Fabbro allestimenti, caldaiaio, fuciniatore, meccanico.
- (19) Manovale.

UFFICIO REGIONALE del LAVORO

M. G. Aruffi



TRATTAMENTO DEI DIPENDENTI DELLA SOCIETA' ITALIANA COSTRUZIONI IDRAULICHE

OPERAI

CATEGORIE		Paga giornaliera				Rite- nute	Netto
		Base	Ind. pres.	Ass. fam.	Totale		
<u>Capi-Zona e addetti al controllo</u>	{ minimo	56.99	17.	8.==	81.99	3.81	78.18
	{ massimo	61.65	17	8.==	86.65	4.08	82.57
<u>C.squadra-montatori impianti nuovi</u>	{ minimo	43.74	17	8.==	68.74	3.05	65.69
	{ massimo	45.12	17	8.==	70.12	3.13	66.99
<u>Montatori comuni</u>	{ minimo	40.96	17	8.==	65.96	2.84	63.12
	{ massimo	43.08	17	8.==	68.08	2.96	65.12
<u>Aiutanti artigiani-san- novali</u>	paga unica	38.50	17	8.==	63.50	2.75	60.75
<u>Guardiani</u>		31.99	17	8.==	56.99	2.42	54.60
<u>Apprendisti</u>	{ massimo	30.77	17	8.==	47.77	2.30	53.47
	{ minimo	27.14	10.30	8.==	37.34	1.88	35.46

ANNOTAZIONI

Paga base - aumentata del 70% e comprensiva di una quota giornaliera della settimana di fine d'anno.

Indennità di presenza - aumentata del 70% ed al lordo di ritenute.

Assegni familiari - indidono per un valore medio costante di 8.8 giornaliere

Ritenute - in ragione del 5.75% in queste è compreso la percentuale di una quota di indennità di presenza non corrisposta per ferie o malattie durante l'anno.

Nel suddetto computo non è considerato il contributo mensa di 8.10 giornaliere (al lordo di rit.2%) che si corrisponde agli operai per le sole giornate di presenza fisica.

Apprendisti - computati assegni familiari soltanto per la paga massima, poichè solo in essa sono compresi elementi che fruiscono degli assegni.



TABELLA DI PEREQUAZIONE DELLE PAGHE DELLA SOCIETA' ITALIANA COSTRUZIONI

C A T E G O R I E	Paga attuale netta		Paga proposta		Paga Alleata meno £.5	Società Mer Eletttrica minimo
	minimo	massimo	minimo	massimo		
Capi zona e addetti al controllo	78.18	- 82.57	132.12	- 135	135 (1)	==.==
Capi squadra e montatori impianti nuovi	65.69	- 66.99	123.50	- 125	125 (2)	106.30 - 1
Montatori comuni	63.12	- 65.12	114.88	- 115	115 (3)	92.50 - 1
Aiutante artigiani manovali (A)		60.75		105	95 (4)	85.60 -
Guardiani (B)		54.60		65	95 (4)	85.60 -
Apprendista	35.46	- 53.47	43.97	- 55	55 (5)	==.==

(A) Non esiste minimo e massimo di paga perchè percepiscono tutti lo stesso salario.

(B) Tale categoria è composta di un solo dipendente perciò manca il minimo e il massimo di paga.

(1) I capi zona e addetti al controllo dirigono parecchie squadre e quindi essi vanno equiparati a più dei capi squadra. Data la specialità delle mansioni non è possibile paragonarli ad altre esplicitate da personale impiegatizio.

(2) Capo squadra elettricista, capo turno elettricista, capo squadra meccanico.

(4) Aiuto scalpellino.

(6) Capo squadra, capo turno e quadristi, montatore specialista, meccanico, montatore specializzato elettricista.

(8) Aiutanti e manovali.

10) Montatore meccanico, elettricista.

12) Elettricista specializzato.

14) Capo squadra.

16) Manovale.

18) Elettricista, saldatore elettricista.

O P E R A I

AGHE DELLA SOCIETA' ITALIANA COSTRUZIONI IDRAULICHE (S.I.C.I.)

a proposta minimo massimo	Paga Alleata meno £.5	Paga percepita da:				
		Società Merid. Elettrica	Laminazione	Cantieri Metallurgici	Ilva	Navalmec- canica
		minimo massimo				
12 - 135	135 (1)	==.==	==.==	==.==	==.==	==.==
50 - 125	125 (2)	106.30 - 125 (6)	148.50 (9) 139.20 (10)	153.20 (12)	124.30 (14)	==.==
88 - 115	115 (3)	92.50 - 115 (7)	==?==	115.95 (13)	118.75 (15)	(115. (17) (114 (18)
105	95 (4)	85.60 - 100 (8)	108.50 (11)	==.==	115.== (16)	102 (19
65	95 (4)	85.60 - 100 (8)	==.==	==.==	==.==	102 (99
3.97 - 55	55 (5)	==.==	==.==	==.==	==.==	==.==

tti lo stesso salario.

a il minimo e il massimo di paga.

ire e quindi essi vanno equiparati ai capi squadra principali per ciò debbono percepire 10 lire in
n è possibile paragonarli ad altre categorie industriali perchè normalmente funzioni simili sono

quadra meccanico.

(3) Elettricista, tirafili.

(5) Apprendista di ogni grado.

a, meccanico, montatore specializzato

(7) Fuochista, elettricista, quadrista e tirafili.

(9) Operai specializzati.

(11) Operai e manovali comuni.

(13) Fucinatori, tubista, meccanico, fresatore.

(15) Fucinatori.

(17) Fabbro allestimenti, calderai, fucinatori, meccanico.

(19) Manovale.

UFFICIO REGIONALE del LAVORO





TRATTAMENTO DEI DIPENDENTI DELLA SOCIETA' ITALIANA COSTRUZIONI IDRAULICHE

OPERAI

CATEGORIE		Paga giornaliera				Ritenute	Netto
		Base	ind. pres.	ass. fam.	Totale		
<u>Capi-Zona e addetti al controllo</u>	{ minimo	56.99	17.	8.==	81.99	3.81	78.18
	{ massimo	61.65	17	8.==	86.65	4.08	82.57
<u>C.squadra-montatori impianti nuovi</u>	{ minimo	43.74	17	8.==	68.74	3.05	65.69
	{ massimo	45.12	17	8.==	70.12	3.13	66.99
<u>Montatori comuni</u>	{ minimo	40.96	17	8.==	65.96	2.84	63.12
	{ massimo	43.08	17	8.==	68.08	2.96	65.12
<u>Aiutanti artigiani-manovali</u>	paga unica	38.50	17	8.==	63.50	2.75	60.75
<u>Guardiani</u>		31.99	17	8.==	56.99	2.42	54.60
<u>Apprendisti</u>	{ massimo	30.77	17	8.==	47.77	2.30	53.47
	{ minimo	27.14	10.20	8.==	37.34	1.88	35.46

ANNOTAZIONI

Paga base - aumentata del 70% e comprensiva di una quota giornaliera della settimana di fine d'anno.

Indennità di presenza - aumentata del 70% ed al lordo di ritenute.

Assegni familiari - Indidono per un valore medio costante di £.8 giornaliere

Ritenute - in ragione del 5.75%: in queste è compreso la percentuale di una quota di indennità di presenza non corrisposta per ferie o malattie durante l'anno.

Nel suddetto computo non è considerato il contributo mensa di £.10 giornaliera (al lordo di rit.2%) che si corrisponde agli operai per le sole giornate di presenza fisica.

Apprendisti - computati assegni familiari soltanto per la paga massima, poichè solo in essa sono compresi elementi che fruiscono degli assegni.



NOTE AL PROSPETTO IMPIEGATI

- (1) Capi di servizio di particolare importanza o di gruppi di impianti coadiutori diretti della Direzione della Società.
- (2) Impiegati di concetto tecnici ed amministrativi.
- (3) Idem di ordine.
- (4) Idem donne.
- (5) Impiegati aiuto e subalterni.
- (6) Cassiere, non principale.
- (7) Ingegnere aggiunto.
- (8) Alunni.
- (9) Aiuto di cassa.
- (10) Assistenti tecnici.
- (11) Alunni avventizii.
- (12) Aiuto di cassa avventizii.
- (13) Usciere capo.
- (14) Assistenti tecnici avventizii.
- (15) Alunne avventizie.
- (16) Usciere.
- (17) Impiegati tecnici-amministrativi con funzioni direttive.
- (18) Impiegati tecnici-amministrativi di concetto.
- (19) Idem di ordine.
- (20) Impiegati con funzioni equivalenti a quelle di grado comune.
- (21) Stipendio di L. 5350# corrispondente allo stipendio conferito dagli Alleati all'assistente agente di compera.
- (22) Stipendio di L. 3850 corrispondente allo stipendio conferito dagli Alleati al contabile (uomo) al disegnatore, al capo magazzino.
- (24) e (25) Gli stipendi ai numeri a fianco segnati come allegato nel verbale di accordo sono stati calcolati con sistema di analogia, mantenendo ferme le distanze esistenti fra le varie categorie del contratto collettivo di lavoro.



TABELLA DI PEREQUAZIONE DEGLI STIPENDI DELLA SOCIETA' ITALIANA COSTRUZIONE IDRAULICHE

C A T E G O R I E	Stipendio attuale netto		Stipendio proposto	Stipendio leato meno L.150
	minimo	massimo	minimo mass.	
CATEGORIA DI CONCETTO DI I°		5640.52	5350.==	5350 (1)
a) Capo Ufficio tecnici con funzioni direttive (A)				
CATEGORIA DI CONCETTO DI II°		2902.88 - 3185.55	4238.20 - 4500	4500 (2)
Ramo amministrativo:				
a) Contabili.				
b) Cassiere.				
c) Magazziniere.				
Ramo tecnico:				
a) Ingegnere				
III° CATEGORIA GRUPPO A		2250.64 - 2472.24	3398.46 - 3500	3850 (2)
Ramo amministrativo:				
a) Aiuto contabile magazziniere				
b) Aiuto contabile paghe e mano d'opera				
Ramo tecnico:				
a) Aiuto ufficio tecnico				
b) Aiuto cont.le paghe e dattilografa (A)		1668.97	2550	2850 (1)
III° CATEGORIA GRUPPO B		1969.56	3150.	3100 (1)
Mansioni sussidiarie contabile (A)				

(A) Tale categoria è composta di un solo dipendente perciò manca il minimo e il massimo dello stipendio

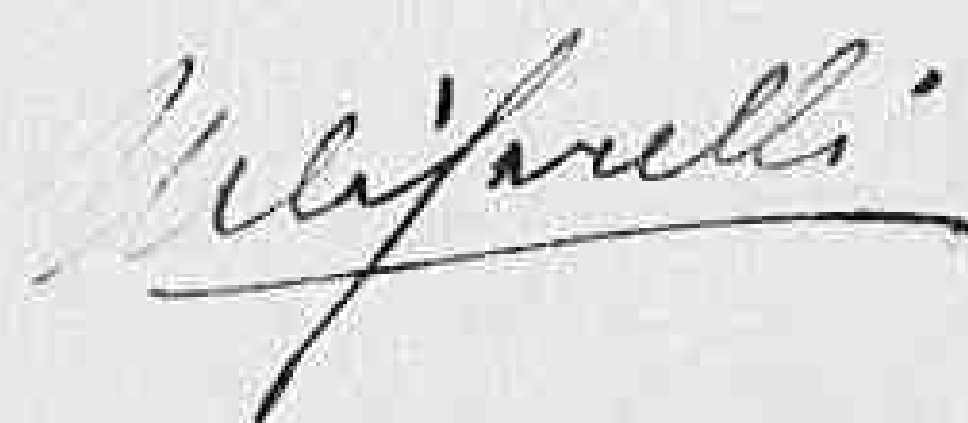
IMPIEGATI

Società ITALIANA COSTRUZIONE IDRAULICHE (S. I. C. I.)

Stipendio attuale massimo	Stipendio proposto minimo massimo	Stipendio Al- leato meno L. 150	Stipendi percepiti da:			
			Società Meridionale Elettrica minimo massimo	Banco di Napoli minimo massimo	Raffinerie minimo massimo	
0.52	5350.==	5350 (21)	4420 - 5350 (1)	5492 - 6905 (6) 4215 - 6212 (7)	5000 - 5591 (17)	
3185.55	4238.20 - 4500	4500 (22)	3770 - 4500 (2)	{ 3623 - 4440 (8) 3898 - 4723 (9) 4036 - 4691 (10)) (	4178 - 4580 (28)	
2472.24	3398.46 - 3500	3850 (23)	3400 - 3850 (3)	{ 2723 - 3842 (11) 3186 - 4426 (12) 3216 - 3700 (13) 3480 - 4067 (14) 2723 - 3167 (15)	3884 - 4189 (19)	
8.97	2550	2850 (24)	2420 - 2850 (4)	3021 - 3700 (16)		
9.56	3150.	3100 (25)	2890 - 3100 (5)		3332 (20)	

anca il minimo e il massimo dello stipendio.

UFFICIO REGIONALE del LAVORO



TRATTAMENTO DEI DIPENDENTI DELLA SOCIETA' ITALIANA COSTRUZIONI IDRAULICHE
IMPIEGATI



C A T E G O R I E	Base	Inden. pres.	Ass. fam.	TOTALE	rite- nute	Netto
Cat. Concetto	5.483.35	537.50	200	6.320.85	680.33	5.640.52
Cat. Concetto {	minimo 2.388.90	637.50	200	3.226.40	323.52	2.902.88
	massimo 2.708.30	637.50	200	3.545.80	360.25	3.185.55
3a Categ. Gr. A { -uomini -	minimo 1.651.90	637.50	200	2.489.40	238.76	2.250.64
	massimo 1.902.30	637.50	200	2.739.80	267.56	2.472.24
3a Categoria Gruppo A -donne -	1.302.90	340.=	200	1.842.90	173.93	1.668.97
3a Categoria Gruppo B	1.334.30	637.50	200	2.171.80	202.24	1.969.56

ANNOTAZIONI

Stipendio base è aumentato del 70% e comprensivo di un 12° della 13a mensilità.

Indennità di presenza

Calcolata per giorno 25 con l'aumento del 70% ed al lordo di ritenute.

Assegni familiari.

Incidono per un valore medio costante di L.200.

Ritenute

In ragione dell'11.50%: in queste è compreso l'ammontare di 1/12° della indennità di presenza non corrisposta per ferie o malattia durante l'anno.

Nel suddetto computo non è considerato il contributo mensile di L.1050 giornaliero (al lordo di ricchezza mobile) che si corrisponde agli impiegati per le sole giornate di presenza fisica.

INTE AL PROSPETTO IMPIEGATI



- (1) Capi di servizio di particolare importanza o di gruppi di impianti coadiutori diretti della Direzione della Società.
- (2) Impiegati di concetto tecnici ed amministrativi.
- (3) Idem di ordine.
- (4) Idem donne.
- (5) Impiegati aiuto e subalterni.
- (6) Cassiere, non principale.
- (7) Ingegnere aggiunto.
- (8) Alunni.
- (9) Aiuto di cassa.
- (10) Assistenti tecnici.
- (11) Alunni avventizzi.
- (12) Aiuto di cassa avventizzi.
- (13) Usciere capo.
- (14) Assistenti tecnici avventizzi.
- (15) Alunne avventizie.
- (16) Usciere.
- (17) Impiegati tecnici-amministrativi con funzioni direttive.
- (18) Impiegati tecnici-amministrativi di concetto.
- (19) Idem di ordine.
- (20) Impiegati con funzioni equivalenti a quelle di grado comune.
- (21) Stipendio di £.5350A corrispondente allo stipendio conferito dagli Alleati all'assistente agente di compera.
- (23) Stipendio di £.3850 corrispondente allo stipendio conferito dagli Alleati al contabile (uomo) al disegnatore, al capo magazzino.
- (22) (24) e (25) Gli stipendi ai numeri a fianco segnati come spiegati nel verbale di accordo sono stati calcolati con sistema di analogia, mantenendo ferme le distanze esistenti ~~tra~~ fra le varie categorie del contratto collettivo di lavoro.



TABELLA DI PEREQUAZIONE DEGLI STIPENDI DELLA SOCIETA' ITALIANA COSTRUZIONE IDRAULICHE

C A T E G O R I E	Stipendio attuale		Stipendio proposto	Stipendio leato men £.150
	netto minimo	massimo	minimo mass.	
<u>CATEGORIA DI CONCETTO DI I°</u>		5640.52	5350.==	5350
a) Capo Ufficio tecnici con funzioni direttive (A)				
<u>CATEGORIA DI CONCETTO DI II°</u>		2902.88 - 3185.55	4238.20 - 4500	4500
Ramo amministrativo:				
a) Contabili.				
b) Cassiere.				
c) Magazziniere.				
Ramo tecnico:				
a) Ingegnere				
<u>III° CATEGORIA GRUPPO A</u>		2250.64 - 2472.24	3398.46 - 3500	3850
Ramo amministrativo:				
a) Aiuto contabile magazziniere				
b) Aiuto contabile paghe e mano d'opera				
Ramo tecnico:				
a) Aiuto ufficio tecnico				
b) Aiuto cont.le paghe e dattilografa (A)		1668.97	2550	2850
		1969.56	3150.	3100
<u>III° CATEGORIA GRUPPO B</u>				
Mansioni sussidiarie contabile (A)				

(A) Tale categoria è composta di un solo dipendente perciò manca il minimo e il massimo dello st

IMPIEGATI

SOCIETA' ITALIANA COSTRUZIONE IDRAULICHE (S. I. C. I.)

attuale massimo	Stipendio proposto minimo mass.	Stipendio Al- leato meno £.150	Stipendi percepiti da:			
			Società Meridionale Elettrica minimo massimo	Banco di Napoli minimo massimo	Raffinerie minimo massimo	
0.52	5350.==	5350 (21)	4420 - 5350 (1)	5492 - 6905 (6) 4215 - 6212 (7)	5000 - 5591 (17)	
3185.55	4238.20 - 4500	4500 (22)	3770 - 4500 (2)	{ 3623 - 4440 (8) 3898 - 4723 (9) 4036 - 4691 (10) ((	4178 - 4580 (28)	
2472.24	3398.46 - 3500	3850 (23)	3400 - 3850 (3)	((2723 - 3842 (11) (3186 - 4426 (12) (3216 - 3700 (13) (3480 - 4067 (14) 2723 - 3167 (15)	3884 - 4189 (19)	
3.97	2550	2850 (24)	2420 - 2850 (4)	2723 - 3167 (15)		
9.56	3150.	3100 (25)	2890 - 3100 (5)	3021 - 3700 (16)	3332 (20)	

anca il minimo e il massimo dello stipendio.

UFFICIO REGIONALE del LAVORO

M. S. M.

3289

TRATTAMENTO DEI DIPENDENTI DELLA SOCIETA' ITALIANA COSTRUZIONI IDRAULICHE
IMPIEGATI

C A T E G O R I E	Base	Inden. pres.	Ass. fam.	TOTALE	rite- nnte	Netto	
Cat. Concetto	5.483.35	637.50	200	6.320.85	680.33	5.640.52	
Cat. Concetto	minimo	2.388.90	637.50	200	3.226.40	323.52	2.902.88
	massimo	2.708.30	637.50	200	3.545.80	360.25	3.185.55
3a Categ. Gr. A -uomini -	minimo	1.651.90	637.50	200	2.489.40	238.76	2.250.64
	massimo	1.902.30	637.50	200	2.739.80	267.56	2.472.24
3a Categoria Gruppo A -donne -	1.302.90	340.=	200	1.842.90	173.93	1.668.97	
3a Categoria Gruppo B	1.334.30	637.50	200	2.171.80	202.24	1.969.56	

ANNOTAZIONI

Stipendio base è aumentato del 70% e comprensivo di un 12° della 13a mensilità.

Indennità di presenza

Calcolata per giorno 25 con l'aumento del 70% ed al lordo di ritenute.

Assegni familiari.

Incidono per un valore medio costante di £.200.

Ritenute

In ragione dell'11.50%: in queste è compreso l'ammontare di 1/12° della indennità di presenza non corrisposta per ferie o malattia durante l'anno.

Nel suddetto computo non è considerato il contributo mensa di £.1050 giornaliero (al lordo di ricchezza mobile) che si corrisponde agli impiegati per le sole giornate di presenza fisica.

HEADQUARTERS
ALLIED CONTROL COMMISSION
Legal Subcommittee
APO 394

157 471

ACC/ALM/A/1

30 April 1944

SUBJECT: Increase of wages in particular industries.

TO : Director, Labour Subcommittee.

1. The question has today been discussed with you as to the legal formalities required to authorize an immediate increase of wages in certain particular industrial undertakings.

2. As regards occupied territory, I confirm that no General or Provincial Order is required. It is within your power, acting on the Authority of the Chief Commissioner, to alter the rates of wages fixed by Article II of Proclamation 8; and you may properly do this by letter addressed to specific industrial corporations or undertakings, or by giving them your verbal authority.

3. As regards unoccupied territory, the Italian decree No. 52 of 11 February 1944 applies. The Italian Government should accordingly be informed of your action and should be required to issue parallel instructions in order to ensure uniformity throughout Southern Italy.

G. R. HITCH
G. R. HITCH
Colonel
Chief Legal Officer.

3288

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

28 April 1944

LABOR 091.471

SUBJECT: Wage Adjustment - Public Utilities

TO: Captain Moore, Legal Sub-Commission, Fatima (Rear)

1. The following material, in substance, should be drafted into an authorizing letter addressed to the Regional Commissioner, Region III for the signature of M. S. LUSH, Brigadier, Executive Commissioner.

"a. The General Order freezing wages is to be further amended so as to permit wage negotiation between employees and employers in all public utilities subject to the following provisions:

- (1) All such proposals which provide for an upward adjustment in wages and salaries must be submitted to A.A.C. before being adopted.
- (2) Any agreement providing for an upward adjustment of wages and salaries must not result in the receipt of a net wage or salary which will be higher than 1.5 or its equivalent per ordinary working day less than the maximum wage or salary received for comparable or equivalent skills as set by the Allied Local Resources Board, Hq., A.A.I., Naples Basic Rate, Administrative Instruction No. 24, dated 24 January, 1944, and amendments thereto.
- (3) Any finally approved upward adjustment in wages or salaries will become effective as of 1 April, 1944."

2. For your information the following definitions and items of information are submitted:

a. The term "Public Utilities" for purposes of this letter should refer only to electric power, gas, water, and telephone and telegraph companies.

b. The phrase "ordinary working day" in 1 (a) (2) above is to be based on the provisions of the collective contract covering any one of the specific industries. In the case of the gas companies, it is known to be six hours, whereas, in the case of the telephone company, the "ordinary working day" is eight hours.

c. "Net wage" is composed as follows: the contractual base wage, adjustments to the base wage, indemnities ordinary and extraordinary and "assegni familiari" or family allowances all added together to form the "gross wage" from which is to be subtracted employees' payments for social insurances. Deductions for taxes are not to be considered in arriving at the "net wage".

d. The regular base wage shall be the remuneration a worker receives for his labors, based upon the legal collective rate, pertinent A.C.C. wage increase orders and in accordance with percentages and computations.

Where no such rate is available, a deemed comparable rate may be used, upon A.C.C. approval.

e. "Assegni familiari" is variable, but all wage calculations in the Armed Forces are based on the allowance for a worker, his wife, and three dependents. The payment for this "standard family" of five is usually 11.50 lire per day.

f. "Comparable or equivalent skills" as used in para. 1 (a) (2) above is so used because the Armed Forces have not set wages for all occupations found in the industries concerned, but they have set a sufficiently large number of wages for various occupations so as to permit of reasonable and workable definitions on a comparable or equivalent basis.

g. "Maximum wage or salary" as used in para. 1 (a) (2) refers to the upper limits of the range of wage permitted for direct employees of the Armed Forces. All Armed Force wages provide for both a minimum and a maximum.

4. The proposed authorizing letter should instruct the Regional Commissioner of Region III to submit plans for upward adjustment of wages to A.C.C. Labor Sub-Commission for final approval.

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

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

28 April, 1944

SUBJECT : Unfreezing of wage structure
TO : Col J.T.R. Bain Director Labor Sub-Commission
FROM : Capt. E. Scicluna Labor Relation Officer

Reference the proposed unfreezing of the present wage structure and the introduction as a criterion of wage control the wage scales fixed by AAI (Naples Basic Wage), wish to submit the following considerations.

(a) The AAI (Naples Basic Wage) scales are the result of an arbitrary criterion of wage fixation, while the present wage discrepancies is the direct result of labour relationship on a test of strength between employers and employees. It might appear as if we were abandoning a quasi - scientific criterion for one which is purely arbitrary.

(b) In so far as the present wage structure was the result of economic interaction, a certain justifiable ^{differentiation} existing between the wages paid in one region and those paid in another. The new system would place a workman from a country district (where cost of living is lower) in an advantageous position vis a vis an equivalent or comparable workmen, say, in Naples.

(c) In accepting the Service Wage Scale as the ruling factor in wage fixation, A.C.C. would be forfeiting to another agency its controlling power over wages in the civil field, with the added disadvantage that an upward adjustment of any Service Wage would immediately have a repercussion in the industrial field where workmen would be able to re-open bargaining negotiations with their employers to obtain the equivalent increase.

(d) The suggestion that a wage readjustment be allowed only in respect of those industries as are considered essential to the war effort (such as public services), would inevitably lay A.C.C. open to the following leading questions:

- (i) Will it be possible to draw a definite dividing line between industries essential to the war effort and those that are not?
- (ii) On what grounds is the principle of social justice to be applied only to certain industries to the greater disadvantage of other classes of workmen who would be faced with still higher black market prices for essential commodities?

(e) I take it that the proposed resulting increases would have to be paid to the workmen in the form of a new "indemnity" -- it were well to give this indemnity a name.

3285

2. The problem of wage readjustment is one that primarily affects those workmen who have been denied a revision of collective contracts, in order to pay lip-service to employers who were well in with the Fascist Hierarchy. In attempting to rectify this injustice, it should not be necessary to depart entirely from the principles or factors governing the present wage structure. A scheme for revision on a basis of comparative wage schedules for similar industries should suffice to increase the wages of workmen who are now at a disadvantage vis a vis equivalent or comparable grades, without at the same time abandoning the fundamental criteria underlying the present wage structure.

3. The scheme of readjustment on a basis of comparative wage schedules for similar industries would work as follows:

(a) The wages shall remain frozen, but it shall be allowed to revise the wages of workmen who are at a disadvantage vis a vis equivalent or comparable workmen in similar industries.

(b) The Regional Labor Office shall be responsible for grouping up similar industries within the Region.

(c) The Regional Labor Office, in concert with representatives of employers and employees, shall work out a comparative wage schedule, taking into account the grouping up of comparable activities, specialization, any difference in working conditions, etc.

(d) The maximum limit of increase to be allowed shall be governed by the highest wage (in respect of each type of workman) appearing in the comparative schedule of the group of similar industries under consideration.

(e) The wages agreed upon between employers and employees (within the limits specified above) and the comparative schedules prepared by the Regional Labor Office shall be submitted to A.C.C., through A.M.G. for information and final approval. In "unoccupied" territories the Ministry's approval would be necessary.

4. The scheme outlined in para. 3, may reveal that the wage of some particular type of workman is higher than that now paid to an equivalent or comparable workman employed by the Services. This possibility is remote, but in that eventuality it would be necessary to readjust the Service Scale accordingly.

E. Scicluna

E. SCICLUNA,
Captain,
Labor Relations Officer,
Labor Sub-Commission.

Ente Autonomo Volturno	83.55	99.33	77.47	89.57	72.23 67.48	81.96 74.67	3rd Class 4rd Class
Soc. Elettrica della Campania	66.20	75.---	63.05	68.30	58.54	59.22	
S M E	66.20	77.82	63.05	66.82	58.54	60.43	
S I C I	75.46	77.35	64.04	64.65	61.65 23.23	62.61 31.78	
G A S	74.18	78.93	65.16	65.40			
			62.35	62.66	59.75	63.43	
	74.18	77.50	66.13	68.93	63.07	64.29	
S E T		84.75	65.10	76.65	56.60	59.95	
					39.---		
Soc. Acquedotto di Napoli	79.75	84.74	72.20	.	67.70	68.22	
							3283

apprentice

Opificio
Operai
Menov ex
fuochisti
Aiutanti

Distribuzione
Operai
Aiutante

women

A. ROXIMATE GROSS AVERAGE WAGE

INDUSTRY	SKILLED	SEMI SKILLED	UNSKILLED	REMARKS
Ente Autonomo Volturno	110	99	91	
Soc. Elettrica della Campania	83 120	76	66	
S M E	86	74	67	
S I C I	86	71	69	
Soc. Nap. Gas opificio	88	72	70	
distribuzione	86	77	71	
S E T	93	83	66 Commutazione) 62 Fattoria) This coys. 43 Women) figures are actual	
Soc. Acquedotto di Napoli				
			3282	

	Labourer		Aver.	-	Aver.	101.-	1908
PRINTING	Chief Compositor Lithographer Typographer Compositor Asst. Binder	- - -	99.80 83.59 82.-	-	79.12 70.16		
NEWSPAPER PRINTING	Operator Printer 2nd class	- -	91.90 83.71				
ROAD REPAIRS etc.	Pavement Layer Labourer		87.74		56.72		
BUILDING	Stuccoer Bricklayer Stonecutters labourer	- -	81.45 74.55	-	62.72		
MECHANICS	Blacksmith		77.98	-	63.60		3281

HEADQUARTERS
ALLIED CONTROL COMMISSION
ECONOMIC SECTION
APO 394

JOB/tbw

LAB 091.471

27 April, 1944

SUBJECT: Wage Adjustment -- Public Utilities.

TO : Chief Commissioner, Allied Control Commission

1. The Labor Sub-Commission is under orders, at the present time, to "hold the line" on wages.

2. The fundamental problem at the present moment is:

a. Shall the "hold the line" order continue in force, or

b. Shall the present orders be changed so as to permit upward wage adjustment.

3. The situation:

a. Mr. Gentile, claiming to represent organized workers in the Public Utilities, including electric power, gas, water, and communications, has asked for a L. 50 per day increase in wages for all types of workers.

b. There have been several public meetings held, attended by many workers, where this demand has been stressed, and there appears to be the possibility of a strike in the very near future.

c. The representative of the workers has been told:

(1) That a strike in this territory would be treated as an act of sabotage;

(2) That sabotage is punishable by death;

(3) That any strikers would have their own and their families' ration cards lifted;

(4) That the Labor Sub-Commission would undertake to:

(a) Inquire into propriety of a revision in the basic orders freezing wages;

(b) Make a study of the wage structure for skilled, semi-skilled, and unskilled workers in the electric power industry as compared with similar wage structures in other industries. It was pointed out at this time that no time limit could be set in the making of such a study. (This promise was made about three weeks ago.)

d. Since undertaking the study as outlined in 3 a (4) (b) above, Mr. Gentile has expanded his original request for study and now demands that the study include all workers (operai and impiegati) in all public utilities. This expansion of demand has complicated the problem immeasurably for the very limited staff of the Labor Sub-Commission.

4. The Labor Sub-Commission feels impelled to point out the fact that adequate food and not upward wage adjustment is the real problem facing work-

ers in Italy. This belief influences the development of the plan for the solution of the problem.

5. The Plan for solution: The workers should be told the decision is as follows:

a. Food rations will be immediately increased for all public utility workers in accordance with the provisions of category "A" in the attached exhibit "A". *It is pointed out however that the company will not meet the demands made by the workers on behalf of their families*

b. That no flat salary or wage increase will be permitted.

c. That the basic General Orders freezing wages will be amended so as to permit wage negotiation between employers and employees in all public utilities subject to the following provisions:

(1) All such agreements providing for an upward adjustment of salaries or wages must be submitted through A.M.C./acc. channels to the Labor Sub-Commission, A.C.C., for approval before being put into effect.

(2) Any agreement providing for an upward adjustment of salaries and wages must not result in a total net wage which will be more than 1.5 per ordinary working day less than the ^{war service} comparable or equivalent wage as set by Allied Local Resources Board, A.A.I. (Naples Basic Rate) for employees of the Armed Forces.

(3) Any finally approved upward adjustment in salaries or in wages will become effective as of ~~1 March, 1944~~ 1st April 44 *in the receipt*

6. Public Utilities will include electric power, gas, water, and telephone and telegraph companies.

Recorded in only including

D. S. ADAMS,
Colonel, C.E.,
Executive Officer,
Economic Section.

3278

COMUNICAZIONI

La Confederazione Generale del Lavoro invita tutto il personale (impiegati ed operai) addetto ai pubblici servizi ad intervenire all'Assemblea generale che avrà luogo nei locali della Società Meridionale di Elettricità, al Corso Garibaldi n° 388 (presso Circumvesuviana) alle ore 7.30 antimeridiane del giorno 25 aprile corr. anno, per comunicazioni di interesse vitale. =

La Direzione della S.E.T. è stata pregata dalla detta Confederazione di lasciar libero il personale per il tempo strettamente necessario. =

3277

46142

UFFICIO REGIONALE DEL LAVORO

DIVISIONE *Economico Statistica*N. di Protocollo *2208-68-1-3*

OGGETTO:

Subject: Personnel of "Società Meridionale di Eletticità"

NAPOLI

VIA DUOMO, 219

Telef. 5065a

21-4-944

To: Capt. Williams
 Chief Labour Division -Region III
N a p l e s

Enclosed is a copy of the Order of the day, which has been voted on 19th instant by the Southern Electric Society (Società Meridionale di Eletticità) offices and department's representatives.

As you may perceive in the said order of the day, the economical situation of the S.M.E.'s dependent personnel has been examined again in reference to the continue exacerbation of the living cost.

Independently of the black market's course of prices, and considering only the prices established by official lists, a study of the matter displayed by the office's and department's representative of the said society, has stated that, since April 1941 till to day, maximum official prices have reached an average increase of 428% for food-stuffs, 566-1010% for clothes articles, while on the contrary, wages have been increased in the same period only by the 70%.

All this, without taking into consideration that, unfortunately, it is not possible to find abovementioned articles of fixed prices, whilst it is necessary to purchase them ~~at~~ the black market.

Considering, therefore, this clear disproportion existing between the personnel's payment and the excessive increase of living cost, I beg you to spend all your attention about the matter, signaling it also for examination to the Superior Offices, just to grant an improvement of the economical treatment of this Society's personnel.

3276

UFFICIO REGIONALE DEL LAVORO

DIVISIONE.....

N. di Protocollo.....

OGGETTO:

NAPOLI.....
VIA DUOMO, 219
Telef. 5663a

= 2 =

The question, besides, ought to be considered in reference to all working categories living a fixed income, whose situation is the hardest one.

This Office don't conceal to itself the "inflazionistiche" (financial growing burden) preoccupation, but it is to be noted that the classes which would draw advantage from the improvement are only a part of the total population, and that the eventual repercussions, might be dammed up by the strong measures undertaken by A.M.G. against the black market.

Attached are copies of the said order of the day and the English letter which we beg you to forward to the Labour Sub-Commission.

Distinct regards.

General Secretary
(Leopoldo Rubinacci)

Leopoldo Rubinacci

3275

UFFICIO REGIONALE DEL LAVORO

DIVISIONE ES/EG/pm

N. di Protocollo

2208-88-1-3

OGGETTO: Personale Società Meridionale di
Elettricità.-

Napoli,
Via Duomo, 219
Telef. 51-297

21-6-964

Al Capt. Williams
Chief Labor Division Region III A.M.G.
N A P C L I

Le rimetto copia dell'Ordine del Giorno votato il 19 corrente dai fiduciari di ufficio e di reparto della Società Meridionale di Elettricità.

Come rileverà, in questo Ordine del Giorno è stata di nuovo esaminata la situazione economica del personale dipendente dalla S.M.E. in rapporto al continuo inasprimento del costo della vita.

Indipendentemente dall'andamento dei prezzi del mercato nero e soffermandosi solamente all'esame dei prezzi contenuti nei listini ufficiali, è risultato, infatti, da uno studio svolto dai fiduciari di ufficio e di reparto della Società, che dall'aprile 1941 ad oggi, i prezzi massimi del listino ufficiale hanno registrato un aumento medio del 42% per i prodotti alimentari e del 56-101% per i generi di abbigliamento, mentre gli stipendi risultano aumentati, nello stesso periodo di tempo, del 70%. Ciò senza contare che purtroppo non è possibile trovare tali generi calunierati mentre è necessario rivolgersi al mercato nero.

Considerata quindi questa manifesta sperequazione esistente fra le retribuzioni del personale e l'eccessivo aumento registrato nel costo della vita, la prego di voler mettere tutta la

Al Capt. Williams

Chief Labor Division Region III A.M.G.

N A F C L I

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Considerata quindi questa manifesta sperequazione esistente fra le retribuzioni del personale e l'eccessivo aumento registrato nel costo della vita, la prego di voler mettere tutta la

./.

0658

sua attenzione sulla situazione e prospetterla altresì agli Uffici Superiori perchè venga riesaminato e migliorato il trattamento economico del personale di questa Società.

La questione, peraltro, va considerata nei rapporti di tutte le categorie lavoratrici a reddito fisso, che sono quelle che si trovano nella più difficile posizione. Questo Ufficio non si dissimula le preoccupazioni di carattere inflazionistico, ma va pur tenuto presente che le categorie che dovrebbero beneficiare del miglioramento rappresentano pur sempre una frazione della popolazione attiva, e che le eventuali ripercussioni potranno essere arginate dalla vigorosa azione intrapresa dall'A.N.G. contro il mercato nero.

Le rimetto copia dell'Ordine del Giorno e la nostra lettera scritte in lingua inglese perchè lei possa inviarli alla Labour Sub-Commission.

Distinti saluti.

IL SEGRETARIO GENERALE
(Leopoldo Rubinacci)

Leopoldo Rubinacci

2204-38.1-3
ORDER OF DAY - APRIL 19TH 1944

The Works Commission representatives for offices and factory departments of the Southern Electric Company assembled for a General Meeting today, April 19th 1944 at 16.00 hours; the Committee of the promoters for the creation of a Trade Union are present too;

After hearing the Secretary's report as to the moderate results obtained at the last meeting of the Commission members with the Southern Electric Company representatives on March 14th;

Taking knowledge that the economical situation, especially as to foodstuffs is still precarious, and that this situation is much more worsened by seizure, carried on by the Allied Authorities in Serracapriola, of the foodstuffs which were to be distributed to the personnel on account of the 2000 lire credit sale, agreed upon on March 19th, 1944 and approved by Col. Poletti's letter dated March 30th;

Taking into account the highest selling detailed prices established by the current price list NO. 1 of the 15th April;

Considering that said highest prices, in comparison to those in force on April 1941, show an average increase by 428% for foodstuffs and 565% for men clothing and 1010% for women clothing, while, on the contrary salaries show to have increased, during the same period, by 70% in consequence of the Regional Order N. 2, as well as by an average 16% in consequence of the granted presence allowance;

Considering finally that the official character of said price list, makes it fair to adjust salaries to prices considering that it is of no use to file a further itemised request, for the very high discrepancy, between official prices and salaries is, by itself, sufficient to make every conscientious man take into consideration such a situation,

Approve unanimously the following Works Commission's proposals:-

- 1) To start, as soon as possible, dealings with the Southern Electric Co's Management in order to adjust salaries to the official cost of living, according to the said price list N. 1 of April 15th, 1944;
- 2) To obtain, in the shortest possible time, a definite reply to the already filed requests of the workers, - tired with the tardiness in the examination of the problem and tired with the useless adjournments and delays in finding the necessary solution - being such replies necessary in order to allow workers to timely arrive at a decision and to decide upon their prospective conduct.
- 3) To file copies of this Order of Day to the Allied Control Department, to the Regional Commissary of Naples, to His Excellency the Prefect of the Naples Province and to the Regional Labour Office.

Read and Approved:

3273

Taking knowledge that the economical situation, especially as regards foodstuffs, is still precarious, and that this situation is much more worsened by seizure, carried on by the Allied Authorities in Serracapriola, of the foodstuffs which were to be distributed to the personnel on account of the 2000 lire credit sale, agreed upon on March 19th, 1944 and approved by Col. Poletti's letter dated March 30th;

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- 3) To file copies of this Order of Day to the Allied Control Department, to the Regional Commissary of Naples, to His Excellency the Prefect of the Naples Province and to the Regional Labour Office.

Read and Approved:

Luigi Rapin
Indro Montanelli
Carrozzieri
Quindici

Luigi Rapin
Indro Montanelli
Carrozzieri
Quindici

Luigi Rapin
Indro Montanelli
Carrozzieri
Quindici

3273

Franklin
Delaware

Home
L. Greening
P. Leath

W. F. B.

Leath

Brune

Greening

W. F. B.

Brune

Leath

0865

ALLIE. CONTROL COMMISS ON
INCOMING MESSAGE

471
395
Insup
Lab
Food
etc

TO: REPORTS FOR ADV REGION 4 INFO 22 AREA FOR ADV REGION 4 ADV FOR
RECEIVED AND MAIL FOR FOOD SUB SIGNAL MESSAGE CENTER No: W77/26
FROM: ADV REGION 4TH ARMY CLASSIFICATION: NONE
REFERENCE No: 4/675 PRECEDENCE: NONE
DATE AND TIME OF ORIGIN: MAY 23 1944 OFFICE OF ORIGIN: CYTR/NONE

FOR SMITH TRANSPORTATION. WET SUN 28 MAY PLEASE RESTORE MAIL CONSIGN-
MENTS TO FULL QUANTITIES PLANNED BY PROGRAMME NO 9. AM DRINKING UP
EXTRA PLATON OF TPT TO OFFSET LABOUR DIFFICULTIES WET WOULD
APPROPRIATE EARLIER REPORTS YOUR WIT TO AVOID ARRIVAL END OF MORE THAN
100 TONS ANY 1 DAY. WHEN DATE COMING FORWARD REQUEST TRY ARRANGE
CORRESPONDING REDUCTION FLOUR DELIVERED DELIVERIES ON THAT DAY.
REQUEST ALSO NO ADDITIONAL CONSIGNMENTS OUTSIDE PROGRAMME WITHOUT
REFERENCE HERE. YOUR HELP MUCH APPRECIATED

AUG DIST

ACTION - REG 4 1
INF - DCC 1
ECONSECT 4
FILE 1
FLOAT 1

SEEN	
Col. Bain	MRB
Lt. Col. Smith	GKS
Major	20th
Capt	
Capt. Sci. 100	ES

HEADQUARTERS
27 MAY 1944
A. C. C.

3272

DATE and Time of RECEIPT MAY 27

Distribution:

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

Cross Reference Sheet

File: 46993/B

Subject: Increase of wages in particular industries (public utilities)

Date: 30 April 1946

To: Director, Labor Subcommission

From: G. R. LITCHER - Colonel, Chief Legal Officer 3271

Documents Filed: T-27 Statistical Labor Section

File

3814

471

FATIMA (LABOR SUB COMMISSION)

25 APRIL 1944

RESTRICTED

VAPOR 21

ROUTINE

COLONEL BAIN

MOVEMENTS REGGIO

RATE OF PAY FOR TRAFFIC INSPECTORS ONE ZERO ZERO TO ONE THREE ZERO LINE PER
DAY APPROVED BAREN TO MOVEMENTS REGGIO FOR BLAIR FROM FATIMA FOR BAIN SIGNED
MACFARLANE BAREN RATE FOR TRAFFIC CHECKERS SEVEN ZERO TO ONE ONE ZERO LINE PER
DAY APPROVED

3270

L. T. MONTAGNI,
2nd. Lt., AGO.
Adjutant

✓
Major Walker
at - Hambro - 250
or
15921

#57

Transportation Sub-Commission ACC.,
c/o Mov & Tr.,
H.Q., A.A.I. (Adm. Echelon),
C.M.F.

Our reference : ACC Tr/34/12

Date : 9 April 44.

TO : Labour Sub-Commission, ACC.

SUBJECT : Proposed Rates of Pay for Traffic Inspectors & Traffic Checkers.

1. Following message received from Mov. Reggio :-

100-120 1/2
" PROPOSED RATES OF PAY FOR TRAFFIC INSPECTORS AND TRAFFIC CHECKERS NOT NOW INCLUDED IN ACC LIST. INSPECTORS DUTIES TO CONTROL ALL TRAFFIC WITHIN HIS AREA. ENSURE NO UNAUTHORISED MOVEMENT TRAIN OR WAGON. ASSIST IN WAGON DISTRIBUTION. SUPERVISE WORK OF CHECKERS AND CLERKS. DETECT AND REPORT IRREGULARITIES. ASSIST IN PROSECUTING OFFENDERS. SUGGESTED RATE FROM 100 TO 150 LIRE PER DAY. CHECKERS TO EXAMINE EACH WAGON LOAD AND LABEL REPORT IRREGULARITIES. INTERPRET POLICY OF SUB-COMMISSION TO CAPO STAZIONE. OBTAIN INFORMATION FOR COMPILATION OF RETURNS. SUGGESTED RATES 70 TO 110 LIRE PER DAY. DO YOU APPROVE".

2. Strongly recommend that requested approval be granted, and that advice of action be given by signal to : MOV REGGIO FOR BLAIR.

To be Direct employees of A.F. (ACC)
1600/14/44

for S.A. FITCH,
Colonel,
Director, Transportation Sub-Commission, ACC.

3269

Soc. Elettrica
della Campania

S M E

S I C I

G A S

apprendista

PoliziaOperai
Manov ex
fuochisti
AiutantiDistribuzioneOperai
Aiutante

S E T

Soc. Acquedotto
di Napoli

66.20 75.00 63.05 68.30 52.54 59.22

66.20 77.32 63.05 66.82 53.54 60.43

75.46 77.35 64.04 64.65 61.65 62.61
23.23 31.78

74.13 78.93 65.16 65.49

62.35 62.66

74.13 77.50 66.13 63.93 63.07 64.23

84.75 65.10 76.65 56.60 59.95
39.00

73.75 84.74 72.20 67.70 68.22

3268

APPROXIMATE GROSS AVERAGE WAGE

INDUSTRY	SKILLED	SEMI SKILLED	UNSKILLED	REMARKS
Ente Autonomo Volturno	110	99	91	
Soc. Elettrica della Campania	83	76	66	
S M E	86	74	67	
S I C I	86	71	69	
Soc. Nap. Gas opificio	88	72	70	
distribuzione	86	77	71	
S E T	93	83	66 Commutazione) 62 Fattoriali) This coys. 43 Women) figures are actual	
Soc. Acquedotto di Napoli				

3266

INDUSTRY	OCCUPATION	NET WAGE								REMARKS
		SKILLED		SEMI-SKILLED		UNSKILLED				
		Min.	Aver.	Min.	Aver.	Min.	Aver.			
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)		
SHIP BLDG and REPAIRING	Carpenter etc.	•	77.93	•	63.60					
	tailor male	•	74.05							
CLOTHING	female	•	43.46							
	Cobbler			•	53.54					
TRUCK DRIVERS			71.49	•	66.22					
MINES SULPHUR	Below surface	•	77.88	•	53.96				adult	
	surface	•	70.12		53.96				adult males	
DOCK WAREHOUSES				57.49	65.90	•		56.43		
FLAX	Starcher			•	65.50	•		43.10		
LAUNDRY	Hand Presser				59.55				male	
	washer				35.84			51.93	male	
	Hand Presser							34.33	female	
	washer								female	

3263

SCHEDULE OF MONTHLY SALARIES PAID BY PUBLIC UTILITY CONC

CATEGORY OF IMPIEGATI (a)		S E T			S M E			Ente Autonomo Volturno			Soc. Elettrica della Campania			Soc. Acquedotto di Napoli			S I C I		
		NET		GROSS	NET		GROSS	NET		GROSS	NET		GROSS	NET		GROSS	NET		GROSS
		Min.	Aver.	Aver.	Min.	Aver.	Aver.	Min.	Aver.	Aver.	Min.	Aver.	Aver.	Min.	Aver.	Aver.	Min.	Aver.	Aver.
(a)		(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)	(s)
MANAGERS etc.			9	10000		6078	6841												
Gp. A																			
1st. Category															4514				
Asst. Managers	Male		5888	6479		4513	5082	3683	5213		4038	4673		3244	3537				
Heads of Department	Female													2114	489				
Gp. B	Male					3782	4264	3412	4228		3343	3995		2624	2979		2976	3110	
1st. Category	Female													1599	1627				
2nd Category	Male		3810	4269		3196	3608	2563	3783		3001	3309		2547	2624		2356	2464	
1st. Class Clerks etc.	Female					2333	2651				1729	2745					1378	1378	
Gp. A																			
3rd Category	Male		2374	2651		2316	2624	2380	2643		2355	2538		2369	2394		2090	2090	
2nd Class Clerks	Female		1463	1640		1728	1974				1368	1488		1239	1362				
Gp. B																			
3rd Category	Male					1904	2155				2079	2119		2237	2506				
Asst. Typists etc.	Female					1464	1666				1100	1117							

NOTE : - Categories have been approximated since method of categorisation of schedules provided is not uniform.

MONTHLY SALARIES PAID BY PUBLIC UTILITY CONCERNS

S M E			Ente Autonomo Volturno			Soc. Elettrica della Campania			Soc. Acquedotto di Napoli			S I C I		C.ia Napolitana dei GAS		REMARKS			
GROSS	NET		GROSS	NET		GROSS	NET		GROSS	NET		GROSS	NET		GROSS				
	Min.	Aver.		Min.	Aver.		Min.	Aver.		Min.	Aver.		Min.	Aver.					
(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)	(s)	(t)	(u)	(v)	(w)
0000		6078	6841																
6479		4513	5082	3683	5213		4038	4673		3214	3537								
										2114	489								
										2624	2979		2976	3110					
		3782	4264	3442	4228		3343	3995		1599	1627								
4269		3196	3608	2563	3783		3001	3309		2547	2624		2356	2464			2479	2810	
		2333	2651				1729	2745					1378	1378					
2651		2316	2624	2380	2643		2355	2538		2369	2394		2090	2090			2077	2351	
1640		1728	1974				1368	1488		1239	1362								
		1904	2155				2079	2119		2237	2506								
		1464	1665				1100	1117											

Estimated since method of categorisation of schedules provided is not uniform.

COMPARATIVE TABLE OF SELECTED
ARMED FORCES AND CIVILIAN DAILY RATES OF PAY

NAPLES AREA

OCCUPATION (a)	ARMED FORCES		CIVILIAN		REMARKS (f)
	Min. (b)	Max. (c)	Net. (d)	Gross. (e)	
BLACKSMITH	80	110	77	87	
BOOKBINDER	85	110	75	84	
BOOKBINDERS ASST.	70	85	70	78	
COBBLER	80	110	58	64	
BRICKLAYER	80	105	74	83	
COMPOSITOR	90	110	79	88	
COMPOSITORS ASST.	80	90	73	81	
COMPOSITE OF CHIEF	100	120	99	112	
COOPER	80	105	74	82	
DRIVER, TRUCK	80	100	66	73	
DRIVER, TRUCK TRAILER	85	120	70	78	
GLAZIER	75	100	72	81	
JOINER	85	110	77	87	
PAINTER	85	105	79	88	
PAVEMENT LAYER	80	100	75	84	
PARQUET LAYER	80	100	78	87	
PLUMBER	80	105	77	87	
RIVITTER	85	105	63	70	
SADDLER	75	110	70	78	
TAILOR (Without Machine)	60	90	74	82	
TAILORESS "	45	70	48	55	

3263

OCCUPATION (a)	ARMED FORCES		CIVILIAN		REMARKS (f)
	Min. (b)	Max. (c)	Net. (d)	Gross. (e)	
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COMPOSITE CHIEF	100	120	99	112	
COOPER	80	105	74	82	
DRIVER, TRUCK	80	100	66	73	
DRIVER, TRUCK TRAILER	85	120	70	78	
GLAZIER	75	100	72	81	
JOINER	85	110	77	87	
PAINTER	85	105	79	88	
PAVEMENT LAYER	80	100	75	84	
PARQUET LAYER	80	100	78	87	
PLUMBER	80	105	77	87	
RIVITTER	85	105	63	70	
SADDLER	75	110	70	78	
TAILOR (Without Machine)	60	90	74	82	
TAILORESS " "	45	70	48	53	
WASHER MACHINE (Male)	70	90	51	57	
WASHER MACHINE (Female)	50	60	22	24	
WASHER HAND (Female)	50	60	34	36	

3263

from Sec.
Minutes of the SECOND MEETING

of the

Transportation Committee

Held at Palermo, 1400 hours

17 April 1944

477
J-4903

Reference: ACC In/35/18
Date: 17 April 1944

PRESENT:

Lt. Col. C.H. LINDBERG,
Trans. Sub-Comm., ACC, in the chair.

TRANSPORTATION SUB-COMM., ACC.
Capt. P.C. WATSON

Capt. C.H. LONG

ITALIAN MILITARY TRANSPORTATION
DELEGATION

Lt. Col. FRANCESCO GIORDANO
Capt. ALONCO GIOVANNI

ITALIAN STATE RAILWAYS
Ing. Dr. PIETRO TUCCIO

ISLAND BASE SECTION
Not represented

DISTRICT No. I
Not represented

SHIPPING SECTION, TCUPT & M.
Not represented

Lt. Col. Lindberg expressed apology for the non-attendance
of representatives of IBS, District No. I, and Shipping Section.

11. QUESTIONS ARISING FROM LAST MEETING. None.
12. PASSENGER SERVICE.

The Trans. Sub-Comm. received from Dr. Tuccio a request for
increased passenger service. Dr. Tuccio was told that Lt. Col.
Lindberg, Capt. Watson and Long will consider passenger service
schedule and make recommendations to the Transportation Sub-
Committee. It is felt that weekly passenger service for west-
ern Sicily is not sufficient and increased service is necessary.

13. CIVILIAN RAIL SERVICE.

This service is now in operation and working satisfactory.
PLIMMING OF RAILWAY PROPERTY.

Several complaints were received from Dr. Tuccio relative
to railway property being stolen by the Army. Dr. Tuccio was
told that each case is being investigated and all will be done
to stop this situation.

15. REPAIRS TO LOCOMOTIVES.

Dr. Tuccio asked that more work be done at the Navy Yard.
He was told that the Naval authorities would be contacted and
the importance of getting more repairs done, particularly heavy
repairs, would be explained to them. Dr. Tuccio stated that if
more workmen can be engaged in this repair work that if
could pay the wages if the Navy

ITALIAN MILITARY TRANSPORTATION
DELEGATION

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Capt. ALONZO GIOVANNI

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Not represented

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This service is now in operation and working satisfactory.

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3262

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16. MESSINA FERRY.

The Messina Ferry has been handed over to the railways for operation. Dr. Tuccio asked that better use be made of this. Inasmuch as civilians are now not paying fare for riding on the ferry it was decided that fares should be paid, and instructions that civilians should pay would be issued.

HEADQUARTERS
21 APR 1944
A. C. C.

174 THREATENED STRIKE OF RAILWAY MEN. X

This morning there was a gathering of clerical staff in the area of the building demanding an increase in wages in order to pay the high prices for bread, etc. It was ascertained that the High Commissioner had agreed to pay 2 month's salary as a bonus to these men. It was also learned that on a previous occasion 4 month's salary was paid to the men, but as a loan. Lt. Col. Lindberg asked whether or not it was ever repaid. Dr. Tuccio stated that it was not; that it had been given to the men at the time of the Allied Invasion when the Italian Government moved out. It was further stated that the men are all asking for increase in salaries or that the prices of foodstuffs be reduced. Lt. Col. Lindberg stated that no increase in wages could be granted without the sanction of the Transportation Sub-Commission, ACC, and that by giving 2 months bonus is going the wrong way around and the Sub-Commission is not in accord. Dr. Tuccio stated that the bonus was not solicited and that any claim or investigation should be taken up with the High Commissioner. Lt. Col. Lindberg said that the Transportation Sub-Commission is quite satisfied to leave the running of the railroads to Dr. Tuccio and his officers, but the proviso still remains that an increase in salaries, tariffs or fares must be submitted to him (Lt. Col. Lindberg), who in turn would submit it to the Transportation Sub-Commission. He explained that the reason for this is that all wages paid on the Island are to be on a par with those paid on the mainland. Dr. Tuccio agreed to this and offered his help in the matter at any time. Lt. Col. Lindberg said that on seeing the crowd of men collecting he reported the matter to the Regional Commissioner and to the Regional Labour Officer. The latter had called a meeting of the men's representatives and the Railway officials. It was not thought that a strike would actually take place.

18. PASSENGER SERVICE.

Lt. Col. Giordano brought up the question of increasing the number of passenger trains now in service and stated that troop movements between Palermo and Syracuse at the rate of once a week was insufficient. It was explained to him that movement of Italian troops had priority over civilians, and that more trains would be recommended in the future.

19. NEXT MEETING. The next meeting of the Transportation Committee to be held at 1330 hours, Monday 15 May 1944.

20. DISTRIBUTION.

2 4 (Movements) Mov. J AMHQ	3
2 Tr. (Br) AMHQ	2
AD Tr. (T) (Pr) AMHQ	1
Movements AAI (Adm Ecn)	3

men are all asking for increase in salaries of about 10%. Lt. Col. Lindberg stated that no increase in wages could be granted without the sanction of the Transportation Sub-Commission, ACC, and that by giving 2 months bonus is going the wrong way around and the Sub-Commission is not in accord. Dr. Tuccio stated that the bonus was not solicited and that any claim or investigation should be taken up with the High Commissioner. Lt. Col. Lindberg said that the Transportation Sub-Commission is quite satisfied to leave the running of the railroads to Dr. Tuccio and his officers, but the proviso still remains that an increase in salaries, tariffs or fares must be submitted to him (Lt. Col. Lindberg), who in turn would submit it to the Transportation Sub-Commission. He explained that the reason for this is that all wages paid on the Island are to be on a par with those paid on the mainland. Dr. Tuccio agreed to this and offered his help in the matter at any time. Lt. Col. Lindberg said that on seeing the crowd of men collecting he reported the matter to the Regional Commissioner and to the Regional Labour Officer. The latter had called a meeting of the men's representatives and the Railway officials. It was not thought that a strike would actually take place.

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C 4 (Movements)	Rev. J AHHQ	3
D Tn (Dr) AHHQ		2
AD Tn (F) (Dr) AHHQ		1
Movements AAI (Adm Ech)		3
D Tn AAI (Adm Ech)		2
DEALS AAI (Adm Ech)		2
Col. Fitch, Tn Sub-Comm,		2
c/o AAI (Adm Ech)		2
Hq No I District		3
Tn No I District		1
Coal Section		1
Hq IES		4
Lt Col Lindberg, Tn Sub-Comm.		3
Rep, Hq ACC Palermo		1
Hq ACC RES.		1
Q Movements Catania		5
Extras		

Translation Pfc. Pirani

Main Babcock

You have the other papers

B 57/4/44

We bring to your attention the fact that the Factory and Directors Commission of Syndicates for public servants held a meeting to re-examine the grave salary adjustment situation, which has already been presented to you.

We forward the Order of the Day as it was ^uvoted upon.

In anticipation of your authori^tative interest.

The Secretary

Tommaso Bolzano

3261

Translation Pfc. Pirani

ORDER OF THE DAY

The members of the Commission for Factories, and of the Syndicate Directors Council, connected with the General Confederation of Labor, have gathered to re-examine the grave condition of the workers;

For consideration of the state of tension existing amongst the majority of workers, because of the still pending salary adjustment.

We are certain that the visit paid by the Allied Officials to the workshops on the 15th of this month has convinced them of the necessity for the requests made, and of the disproportion existing between the actual work done and the wages paid;

They hope that a solution will be found before the general meeting of the Public Servants takes place, which will be in the near future,

In order to avoid trouble from the workers, who have for a long time been kept from a just solution of their vital food problem, we appeal to the Regional Commissioner, Col. Poletti, so that he may immediately make his authoritative suggestions to the proper offices, so that the just demands of the workers will be honored.

The Secretary

Tommaso Bolzano

*"Suggest" reiteration of
pending sweeping wage chart
and retroactive educational payments
when chart is finally adopted
Sept. 1944*

3260

FEDERAZIONE NAZIONALE PUBBLICI SERVIZI

Sezione Campana

*Col Base
from
Poletti*
Napoli, 17 aprile 1944

April 21

Al Colonnello P O L E T T I
Commissario Regionale delle Province di
Napoli, Avellino e Benevento

Portiamo a conoscenza dell'Eccellenza Vostra che le Commissioni di Fabbrica ed i Consigli Direttivi dei Sindacati dei dipendenti pubblici servizi si sono riuniti per esaminare nuovamente la grave situazione dei lavoratori in rapporto all'adeguamento salariale già a Voi prospettato.

Vi comunichiamo l'Ordine del Giorno votato ad unanimità dai convenuti e indirizzato a V.E.

In attesa del Vostro autorevole interessamento

IL SEGRETARIO

Tommaso Polano

allegati 1)

3259

FEDERAZIONE NAZIONALE P UBLICI SERVIZI

Sezione Campana

Napoli, 17 aprile 1944

ORDINE DEL GIORNO

I componenti le Commissioni di Fabbrica e quelli dei Consigli Direttivi dei Sindacati dipendenti pubblici servizi, aderenti alla Confederazione Generale del Lavoro, riuniti per riesaminare la gravissima situazione dei lavoratori rappresentati;

Considerato lo stato di tensione esistente fra le masse, a causa del non ancora concesso adeguamento delle paghe;

Certi che la visita compiuta dai Signori Ufficiali Alleati sui posti di lavoro il giorno 15 c. m. abbia convinto gli stessi della fondatezza delle richieste avanzate e, inoltre, della sproporzione esistente tra il lavoro compiuto dai lavoratori e le paghe ad essi corrisposte;

Confidano che una soluzione venga trovata prima dell'assemblea generale dei dipendenti Pubblici Servizi, che sarà prossimamente convocata.

Allo scopo di evitare che la massa, già provata dalla lunga estenuante attesa di una giusta soluzione dei suoi vitali problemi alimentari, proclamì di nuovo l'agitazione, si fa appello ai sentimenti di comprensione del Commissario Regionale Col. Poletti, perchè voglia prontamente dare i suoi autorevoli suggerimenti agli organi competenti, onde siano favorevolmente accolte le giuste richieste dei lavoratori.

IL SEGRETARIO

Tommaso Bakkano

ORDER OF DAY - APRIL 19TH 1944

The Works Commission representatives for offices and factory departments of the Southern Electric Company assembled for a General Meeting today, April 19th 1944 at 16.00 hours; the Committee of the promoters for the creation of a Trade Union are present too;

After hearing the Secretary's report as to the moderate results obtained at the last meeting of the Commission members with the Southern Electric Company representatives on March 14th;

Taking knowledge that the economical situation, especially as to foodstuffs is still precarious, and that this situation is much more worsened by seizure, carried on by the Allied Authorities in Sarracapriola, of the foodstuffs which were to be distributed to the personnel on account of the 2000 lire credit sale, agreed upon on March 19th, 1944 and approved by Col. Poletti's letter dated March 30th;

Taking into account the highest selling detailed prices established by the current price list No. 1 of the 15th April;

Considering that said highest prices, in comparison to those in force on April 1943, show an average increase by 428% for foodstuffs and 566% for men clothing and 1010% for women clothing, while, on the contrary salaries show to have increased, during the same period, by 70% in consequence of the Regional Order N. 2, as well as by an average 16% in consequence of the granted presence allowance;

Considering finally that the official character of said price list, makes it fair to adjust salaries to prices considering that it is of no use to file a further itemised request, for the very high discrepancy, between official prices and salaries is, by itself, sufficient to make every conscientious man take into consideration such a situation,

Approve unanimously the following Works Commission's proposals:-

- 1) To start, as soon as possible, dealings with the Southern Electric CO's Management in order to adjust salaries to the official cost of living, according to the said price list N. 1 of April 15th, 1944;
- 2) To obtain, in the shortest possible time, a definite reply to the already filed requests of the workers, -tired with the tardiness in the examination of the problem and tired with the useless adjournments and delays in finding the necessary solution - being such replies necessary in order to allow workers to timely arrive at a decision and to decide upon their prospective conduct.
- 3) To file copies of this Order of Day to the Allied Control Department, to the Regional Commissary of Naples, to His Excellency the Prefect of the Naples Province and to the Regional Labour Office.

Read and approved:

3257

HEADQUARTERS
REGION 3, ALLIED CONTROL COMMISSION
A.P.O. 394, U.S. ARMY

4 March 1944

SUBJECT : Dismissal of Railroad Workers

TO : Allied Control Commission, Headquarters

1. Instructions were issued on 29 January 1944 by the Italian Ministry of Communications to the Capo Compartimento, Naples to effect a reduction of male workers and total discharge of all female workers. Number involved is approximately 3000 in this Region.

2. There had been no clearance or consultation by the Italian Ministry with any of the divisions of this Headquarters, or advice from Allied Control Commission Headquarters regarding this matter. It appears that it has been handled exclusively by the Italian Government, and this Headquarters is not yet officially advised that the instructions were issued.

3. The reaction among the workers to the proposed reduction in personnel has been most vigorous. Committees of workers (who brought the problem to our attention in the first instance) have protested the proposed reduction and complained that it was arbitrary, unnecessary, would injure the war effort, and would sever long-service employees from their employment without benefit of revised pension benefits which are now under consideration and calculated to improve the economic condition of pensioners.

4. In view of the problems aforementioned, and the absence of advice from Allied Control Commission Headquarters, the undersigned directed the chief of the Naples Compartimento not to discharge the employees in question until receipt of further orders.

5. The problem is serious and complicated and it is recommended that the Italian Government be consulted and investigation of the issues involved initiated pending which the instructions from the Italian Ministry be held in abeyance. This will assure that the war effort is not impaired and unnecessary labor problems not created.

3256

Charles Poletti

CHARLES POLETTI, LT. COL. A.U.S.

Regional Commissioner

Reg. 3, Allied Control Commission

Vice President Economic Section
Forwarded for immediate action
8 Feb 44
by Executive Committee



<u>Grade</u>	<u>Total now</u>	<u>Proposed Total</u>	<u>Total Increase</u>	
1 -	120	200	80	66 2/3 %
2 -	100	180	80	80 %
3 -	90	160	70	80 %
4 -	80	145	65	80 %
5 -	70	130	60	85 %
6-7 -	60	110	50	80 %
8-10 -	55	100	45	80 %
11-13 -	45	90	45	100 %
14-15 -	35	70	35	100 %

Is Menapau part
quarry then? -

<u>Total now</u>	<u>Proposed Total</u>	<u>Total Increase</u>			
120 ———	200	—	80	—	66 2/3 %
100 ———	180	—	80	—	80 %
90 ———	160	—	70	—	80 %
80 ———	145	—	65	—	80 %
70 ———	130	—	60	—	85 %
60 ———	110	—	50	—	80 %
55 ———	100	—	45	—	80 %
45 ———	90	—	45	—	100 %
35 ———	70	—	35	—	100 %

No-

only as

per
formula

∴ 5000 L. official
under per total
21900 in aem -
no more
in aem

Is Menapau part
query him?

TRASFERTE DEL PERSONALE FERROVIARIO

R.D.L. 27/2/1943 - n° 76

TABELLA A.				TABELLA B.				
Gradi	Diaria	Pernot- tazione	Totale	Gradi	Diaria	Pernot- tazione	Supplemen- to	Totale
1°	80	40	120	-	-	-	-	-
2°	65	35	100	-	-	-	-	-
3°	60	30	90	-	-	-	-	-
4°	54	26	80	4°	27	13	20	60
5°	47	23	70	5°	25	12	18	55
6°-7°	40	20	60	6-7°	23	11	16	50
8-10°	37	18	55	8-10°	20	10	15	45
11-13°	30	15	45	11-13°	18	7	10	35
14-15°	23	12	35	14-15°	16	6	8	30

Tali indennità devono intendersi al netto delle riduzioni di cui ai
RR.DD.LL. n°1491/1930 e n°561/1934.

471

Questions to be Settled:

1. Will all civilian labor be employed by the railroad?
2. Will all materials required which are available locally be paid for by R.R. (This includes steel for towers and cost of fabrication)
3. Will ACC arrange to do all financing required?
4. Will ACC arrange for the issue of rations either thru R.R. or thru the military unit in charge of work in the field?
5. If the owner of a particular material is not agreeable to dealing direct with R.R. we will have to have it requisitioned and made available to R.R. How will this be handled - merely reported to ACC? Can we arrange for ACC to requisition for account of R.R.?
6. Will ACC arrange thru R.R. to collect for food issued to civilian labor?
7. In case military stores and services are furnished, to whom do we report cost for charge against Italian Government and in what manner?

3253

SITUAZIONE COMPARATIVA DEL TRATTAMENTO ECONOMICO DEGLI OPERAI DEI
PUBBLICI SERVIZI.(paghe contrattuali nette più indennità di presenza, assegni familiari
(totali indennità).

C A T E G O R I E	S.E.T.	Società Meridio- nale di Elettri- cità.-	Ente Autonomo Vulturno	Società Elettri- ca della Campa- nia.-	Società Ita- liana di Costruzioni Idrauliche
1a	66.18	66.20	73.86	66.20	75.46
2a	63.05	63.05	68.46	63.05	64.04
3a	58.53	58.54	62.54	58.54	61.69
4a			57.59		57.40

(1) Poiché il numero delle categorie di operai del Gas è diverso da quello delle altre Società, è ritenuto opportuno calcolare la media ponderata dei salari delle singole categorie, tenendo conto della loro distribuzione.-

ATTAMENTO ECONOMICO DEGLI OPERAI OCCUPATI PRESSO LE AZIENDE DEI

indennità di presenza, assegni familiari, 53a settimana ed altre even^{te})

Società Elettri- ca della Campa- nia.-	Società Italiana Costruzioni Idrauliche	Società Acquedot- to di Napoli	G A S	
			opificio	distribuzione
66.20	75.46	79.75		
63.05	64.04	72.20	70.11(1)	68.35(1)
58.54	61.65	67.70		
	57.40			

verso da quello delle altre Società dei Pubblici Servizi e comprende molte specialità, abbiamo
lari delle singole categorie, tanto per gli operai dell'opificio, quanto per quelli della di-

SITUAZIONE COMPARATIVA DEL TRATTAMENTO ECONOMICO DEGLI OPERAI DEI
PUBBLICI SERVIZI.(paghe medie nette più indennità di presenza, assegni familiari,
(tuali indennità.

C A T E G O R I E	S.E.T	Società Meridio- nale di Elettri- cità.-	Ente Autonomo Vulturno	Società Elettri- ca della Campa- nia.-	Società Ita- liane Costruzioni Idrauliche
1a	91.26	77.82	89.64	75.==	77.35
2a	78.42	66.82	79.88	68.30	64.65
3a	68.08	60.43	72.27	59.22	62.61
4a			64.98		59.24
	×	✓	×	✓	✓

- (1) Poichè il numero delle categorie di operai del Gas è diverso da quello delle altre Società è ritenuto opportuno calcolare la media ponderata dei salari delle singole categorie, tanto per distribuzione.-

W. J. Dabcock

The above average wages have just been audited by the 3rd Region false figures already in our possession & given to you; there are no other

1973

0694

TRATTAMENTO ECONOMICO DEGLI OPERAI OCCUPATI PRESSO LE AZIENDE DEI

unità di presenza, assegni familiari, 53a settimana ed altre even)

no	Società Elettri- ca della Campa- nia.-	Società Italiana Costruzioni Idrauliche	Società Acquedot- to di Napoli	G A S	
				opificio	distribuzione
	75.==	77.35	84.74		
	68.30	64.65	68.22	72.40 (1)	69.05 (1)
	59.22	62.61	68.22		
		59.24			
	✓	✓	✓	*	*

eresso da quello delle altre Società dei Pubblici Servizi e comprende molte specialità, abbiamo
ri delle singole categorie, tanto per gli operai dell'opificio, quanto per quelli della di-

I have checked 3rd Regim. fabric office, There a name. I have ticked (v) agree with the
Gepens for you; there marked with a cross (x) differ.
[Signature]
May 4th

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

LAB 091.471

21 March 1944

SUBJECT: Employment of Workers for Reconstruction of the
Naples - Rome Power Line.

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

1. A meeting was held in the offices of the Railroad Transport Service on 18 March 1944, to discuss the employment of workers to reconstruct the old Railroad Power line between Naples and Rome for the purpose of bringing power to Rome when it is occupied. This work has been given a high priority. In attendance at the meeting were:

Col. Hosack (A) from the Transport Service
Lt. Col. Shoemaker (A) P.B.S.
Lt. Col. Cooley (A) P.B.S.
Lt. Col. Lapper (B) A.C.C.
Major Babcock (A) A.C.C.
and certain citizens representing the workers
in the electric railway yards.

2. There are about 140 Km of lines to build; 55 Km in the mountains and 85 Km on flat land. Six different work crews will be needed. The work will take from 60 to 80 days. About 450 workmen will be needed as follows:

2 Chief Engineers	} All imported workers
6 Chief Technicians	
6 Assistants	
70 Skilled Workmen	
130 Semi-skilled Workmen	
110 Laborers	

110 Laborers employed locally.

3. It was proposed that all imported workmen be furnished by the Electric Railroad. They were said to be available, have a fair knowledge of the right of way and related problems, and to have the required skill. The meeting was called to discuss the conditions of employment. All workers under consideration were para-statal employees and hence receive a standard wage at the present time through Government sources. Since they live at home now, some adjustment would be necessary to get them to work away from home on this project.

4. Briefly, the representatives of the workmen presented demands as follows:

- a. Standard base wage paid by the state plus the usual indemnity for working out of town.

- 2 -

*Not
NOT*

- b. 180 additional paid for top supervisors.
155 additional paid for skilled and semi-skilled workers.
140 additional paid for the unskilled workers.

c. Three meals a day and lodging.

? d. Shoes and possibly some work clothing.

A schedule will be submitted but is not now available showing all these points in detail.

5. This is a request entirely out of reason and should be denied in my estimation regardless of the priority of the work. It is proposed that one of the following be adopted:

(2) a. That because of the high priority of work, it be taken over by the Army, supplemented by local labor when possible in the unskilled grades; or

(1) -X- b. That an Italian Battalion be formed from the troops on the East to do the job. I am informed that such technicians are available; or

*Not enough
time.*

c. That the labor mobilization law be called into effect at once and the Naples people be forced to work at Armed Force wages and given three meals a day and lodging while away from home. I believe we are permitted to give that much when people are in work camps.

James O. Babcock
JAMES O. BABCOCK,
Major, Spec. Res.,
Wages and Hours Section,
Labor Sub-Commission.

3249

HEADQUARTERS
ARMED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

IAS 091.471

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3248

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JAMES O. BABCOCK,
Major, Spec. Res.,
Wages and Hours Section,
Labor Sub-Commission.

3247

COPY

U.S. CONFIDENTIAL EQUALS BRITISH CONFIDENTIAL

COPY

ALLIED FORCE HEADQUARTERS
APO 512

17 March 1944

AG 452-3 GDS-0

SUBJECT: Supervision and Operation of Sicilian Railways.

TO : All Concerned.

1. Under the provisions of paragraph I, 7, e, Administrative Memorandum Number 76, this headquarters, dated 9 November 1943, effective 18 March 1944, all railways in Sicily will be returned to civilian operation under the supervision of the Allied Control Commission, Internal Transportation Sub-Commission, as contemplated in paragraph 1, General Orders Number 60, this Headquarters, dated 22 October 1943.

2. The Director General, Military Railway Service, this headquarters, will retain the right to transfer locomotives and rolling stock from Sicily to the mainland of Italy, subject to the prior agreement of Headquarters Allied Armies in Italy and Headquarters Allied Control Commission.

Copies to:

Agric. S.C.
Ind. & Com. S.C.
P.W. & U. S.C.
Food S.C.
Int. Tpt. S.C.

By command of General WILSON:

—Labor S.C.
Shipping S.C.
Mining Div.
Finance S.C.

/s/ Albert W. Karr,

3246 ALBERT W. KARR,
1st Lt, AGC,

Asst. Adjutant General

U.S. CONFIDENTIAL EQUALS BRITISH CONFIDENTIAL

0700