

ACC 10000/146/638 091.46996 5

WAGES - TAX COLLECTORS - SIENA - NAPLES

DEC. 1944 - JAN. 1945



COLLECTORS - SIENA - NAPLES

1944. JAN. 1945



HEADQUARTERS ALLIED COMMISSION  
APO 394  
LABOR SUB COMMISSION

~~MR. SACHS~~

*Capt. Tiplers*  
DEC/ao

~~09143212~~

REF : LSC/408-(809)

12 January 1945

SUBJECT: Wage Agreement Esattoria Comunale  
of Monte del Paschi di Siena at Naples.

TO : The Regional Commissioner Southern Region  
Attention Captain Botham.

1. This is in reply to your LS/325/201 of 10 January,  
reference above subject.

2. The representatives of the employers and employees  
were in this office and were requested to furnish additional  
information designed to show that the wage agreement was in  
line with wages paid to other employees performing similar  
work. Pursuant to this request, the information received was  
submitted to this Headquarters. On this basis, the wage  
agreement was approved.

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

5115



HEADQUARTERS ALLIED COMMISSION  
APO 394  
LABOR SUB COMMISSION

File

Capt. Topol  
DGS/ao

6 January 1945

SUBJECT: Wage Agreement, Employees Tax  
Collection Division of Monte dei  
Paschi di Siena at Naples.

TO : Col. Smith

FROM : David C. Sachs

1. I conferred this day with Sig. Esposito (Tel. 681586) representing the Monte dei Paschi di Siena, and Sig. Bernacchiaro representing the employees in the Tax Collecting Division of the aforesaid Bank, working in Naples.

2. The question is the approval of a wage agreement entered into on 3 November 1944 between the Bank and the syndicate representing the above described employees in Naples. The employees are engaged in work pertaining to the collection of taxes for which the bank holds an exclusive contract with the Government for the City of Naples. In substance this contract provides for wage increases to a level comparable to that of the employees in the Bank's tax division in Rome. The contract has been made retroactive to 16 August 1944.

3. The gentlemen brought in, apparently at our request, a comparison between the present and proposed wage scales and the wage scales of the Uffici Compartimentali delle Imposte Dirette, a Government Agency in Naples performing work similar to that performed by the employees covered by the above contract. This comparison disclosed that in the case of each comparable category, the scale proposed by the contract is less than that of the Statale Agency. It is to be noted, however, on both sides of the comparison, the scales used were those in force 16 August 1944, or in other words, prior to the Government decrees increasing wages both for Government and private employees. The Family Allowance is included in the figure on the basis of a wife and three children. Copies of these figures are herewith attached.

4. The figures describing the present salaries in force are composed of the wage scales in force in September 1943 plus the following increases:

(a) The 70% increase;

(b) A Mess Allowance of 15 lire a day for employees without dependents, and 25 lire a day for employees with dependents, effective 1 October 1943; 5114



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- (c) "presenza" of 18 Lire a day, augmented by the 70% scale.

Since, as I have mentioned above, the figures are as of 16 August 1944, they do not include the Carovita Allowance nor the increase in the Family Allowance effectuated at the same time as the Carovita decree.

5. I recommend that the contract be approved:

- (a) The contract has been agreed upon by all the parties interested through the processes of collective bargaining.
- (b) The representative of the Bank stated that negotiations to correct the inequality existing between the employees of the respective Tax Collecting Divisions of the Bank (Rome and Naples) had been in progress for some time and they had been suspended on account of the breakdown in communications between Rome and Naples due to military operations. It is most significant that the other (Bank) employees of this Bank at Rome and Naples receive the same rate of pay.
- (c) According to a statement in the file, the proposed scale is well within the Armed Force wage scale. In any event, the employees involved are permanent employees of this operation, a small number, and do not constitute any competition to Armed Force recruitment.
- (d) The proposal is not unreasonable on its merit, does not interfere with the prosecution of the war, and is not of a Fascist character.

DAVID C. SACHS  
Wages and Hours Section  
Labor Sub-Commission

1 incl.

5113



Prospetto comparativo fra le retribuzioni in vigore dal 16 agosto 944 per il personale dipendente dei Uffici Compartimentali delle Imposte Dirette e loro Ispettorati (Retribuzioni esatte dal prontuario personale netto delle competenze dovute dal 16 agosto 944 al personale civile di ruolo e non di ruolo) e per i dipendenti dell'Esattoria Comunale di Napoli.

| Retribuzioni del personale dipendente<br>dagli Uffici Compartimentali delle Imposte<br>Dirette. |                       |         | Retribuzioni del personale dipendente<br>dell'Esattoria Comunale di Napoli |                       |         |
|-------------------------------------------------------------------------------------------------|-----------------------|---------|----------------------------------------------------------------------------|-----------------------|---------|
| Grado                                                                                           | Retribuzioni al netto |         | Grado                                                                      | Retribuzioni al netto |         |
| PROCURATORE SUPERIORE                                                                           | 2                     | 6261,00 | CAPO UFFICIO PRINCIPALE                                                    | 2                     | 5923,00 |
| PROCURATORE CAPO                                                                                | "                     | 5923,00 | CAPO UFFICIO                                                               | "                     | 5865,00 |
| PRIMO PROCURATORE                                                                               | "                     | 5865,00 | VICE CAPO UFFICIO                                                          | "                     | 5132,00 |
| PROCURATORE (col massimo stipendio)                                                             | "                     | 5132,00 | IMPIEGATO DI 1 <sup>a</sup> classe                                         | "                     | 5020,00 |
| PROCURATORE (col minimo stipendio)                                                              | "                     | 5020,00 | " 2 <sup>a</sup> "                                                         | "                     | 5085,00 |
| ARCHIVISTA                                                                                      | "                     | 5085,00 | " 3 <sup>a</sup> "                                                         | "                     | 4792,00 |
| APPLICATO                                                                                       | "                     | 4792,00 | NOTIFICATORE DI 1 <sup>a</sup> classe                                      | "                     | 4511,00 |
|                                                                                                 |                       |         | " 2 <sup>a</sup> "                                                         | "                     |         |
|                                                                                                 |                       |         | PERSONALE FEMMINILE                                                        | "                     |         |
|                                                                                                 |                       |         | USCIERI DI 1 <sup>a</sup> classe                                           | "                     |         |
| USCIERE                                                                                         | "                     | 4511,00 | " 2 <sup>a</sup> "                                                         | "                     |         |
|                                                                                                 |                       |         | " 3 <sup>a</sup> "                                                         | "                     |         |

N.B. Nel presente prospetto non sono compresi gli Ufficiali Esattoriali ed i Cassieri poiché non trovano riscontro con quelle degli Uffici Compartimentali delle Imposte Dirette.

|                                                |                  |                  |                   |   |         |           |
|------------------------------------------------|------------------|------------------|-------------------|---|---------|-----------|
| UFFICIALE ESATTORIALE DI 1 <sup>a</sup> CLASSE |                  |                  | Stipendio attuale | £ | 5075,60 | stipendio |
| "                                              | "                | 2 <sup>a</sup> " | "                 | " | 4415,40 |           |
| "                                              | "                | 3 <sup>a</sup> " | "                 | " | 4415,40 |           |
| "                                              | "                | 4 <sup>a</sup> " | "                 | " | =====   |           |
| CASSIERI DI 1 <sup>a</sup> CLASSE              |                  |                  | "                 | " | 5075,60 |           |
| "                                              | 2 <sup>a</sup> " | 5112             | "                 | " | 4081,85 |           |
| "                                              | 3 <sup>a</sup> " |                  | "                 | " | 4081,85 |           |
| "                                              | 4 <sup>a</sup> " |                  | "                 | " | 4081,85 |           |



fra le retribuzioni in vigore dal 16 agosto 944 per il personale dipendente dagli Uffici Compartimentali Dirette e loro Ispettorati ( Retribuzioni esatte dal prontuario per la ratificazione men-  
tenenze dovute dal 16 agosto 944 al personale civile di ruolo e non di ruolo ), e quelle proposte  
dell'Esattoria Comunale di Napoli.

| Personale dipendente<br>Compartimentali delle Im |           | Retribuzioni del personale dipendente dall'Esattoria Comunale<br>di Napoli |      |                       |          |
|--------------------------------------------------|-----------|----------------------------------------------------------------------------|------|-----------------------|----------|
| Retribuzioni al netto                            |           | Grado                                                                      |      | Retribuzioni al netto |          |
|                                                  |           |                                                                            |      | Attuali               | Proposte |
| E                                                | £ 6261,00 | CAPO UFFICIO PRINCIPALE                                                    |      | £ 5799,30             | 6143,35  |
| "                                                | 5923,00   | CAPO UFFICIO                                                               |      | " 5237,80             | 5751,70  |
| "                                                | 5865,00   | VICE CAPO UFFICIO                                                          |      | " 4728,05             | 5192,15  |
| imo stipendio)"                                  | 5132,00   | IMPIEGATO DI 1^ classe                                                     |      | " 4646,50             | 4994,10  |
| no stipendio) "                                  | 5020,00   | "                                                                          | 2^ " | " 4347,10             | 4792,85  |
| "                                                | 5085,00   | "                                                                          | 3^ " | " 4129,30             | 4668,40  |
| "                                                | 4792,00   | NOTIFICATORE DI 1^ classe                                                  |      | " 3732,10             | 3818,15  |
| {                                                |           | " 2^ "                                                                     |      | " 3871,00             | 4263,75  |
|                                                  |           | PERSONALE PRELIMINARE                                                      |      | " 3124,50             | 3830,00  |
| {                                                | 4511,00   | USCIERI DI 1^ classe                                                       |      | " 3979,60             | 4250,65  |
|                                                  |           | "                                                                          | 2^ " | " 3700,90             | 4241,40  |
|                                                  |           | "                                                                          | 3^ " | " 3700,90             | 3812,30  |

petto non sono compresi gli Ufficiali Esattoriali ed i Cassieri poiché essi disimpegnano funzio-  
no riscontro con quelle degli Uffici Compartimentali delle Imposte Dirette.

|                   |   |                   |           |                    |           |
|-------------------|---|-------------------|-----------|--------------------|-----------|
| IALE DI 1^ CLASSE |   | Stipendio attuale | £ 5075,60 | stipendio proposto | £ 6129,85 |
| 2^                | " | "                 | " 4415,40 | "                  | " 4991,20 |
| 3^                | " | "                 | " 4415,40 | "                  | " 4709,35 |
| 4^                | " | "                 | "         | "                  | " 4134,90 |
| LASSE             |   | "                 | " 5075,60 | "                  | " 6129,85 |
| "                 | " | "                 | " 4081,85 | "                  | " 5251,70 |
| "                 | " | "                 | " 4081,85 | "                  | " 4970,40 |
| "                 | " | "                 | " 4081,85 | "                  | " 4530,05 |



ESATTORIA

COMUNALE

NAPLES

See file in General Office  
for further correspondence and  
memorandum from Capt. TOPPIS



See file in General Office  
for further correspondence with  
Museum of Natural History per Capt T. P. H. S.

5111



CAPTAIN TOPLISS

HEADQUARTERS ALLIED COMMISSION  
APO 394  
LABOR SUB-COMMISSION

JRS/rsw

TEL : 478904

20 December 1944

REF : 091.43262

SUBJECT: Wage Equalization Agreement - Esattoria Comunale, Naples.

TO : Captain Denis L. Botham, R.A.  
Regional Labor Officer  
Southern Region

1. Reference is made to your letter of 12 December enclosing copies of wage agreement regarding the Esattoria Comunale of Naples (LS/296/201).

2. A deputation, composed of representatives of the bank and of the employees, has called at this office.

3. After intimate study and discussion, the following facts have been developed:

- (a) No information has been given with respect to the salaries paid by the bank of "Monte dei Paschi di Siena". Were such figures available, we cannot accept the premise that the salaries of the Esattoria Comunale, Naples, should be compared with bank salaries either in Naples or Rome.
- (b) The contention that the granting of an equal carovita allowance to Rome and Naples by the Italian Government, justifies the system of equalizing Naples and Rome wages is completely fallacious, since the purpose of the carovita was merely to give an overall grant to meet the general high cost of living with an extra 5 lire given to large centers of population where the cost of living is obviously higher than in lesser centers. In no way can the action of the Italian Government be construed as a wage equalization plan.
- (c) As you have already pointed out, the agreement submitted is in effect a new collective contract which amends salaries and reclassifies categories.
- (d) The type of work done by the tax collectors is in a separate category, is not comparable to that done by bank employees, and has been considered a separate field of activity ever since its initiation in 1860.



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4. The deputation was advised that this office would be perfectly willing to consider a case for wage adjustments where injustices were proven by virtue of comparison with salaries paid by other tax organizations, or companies doing similar work, within the Commune of Naples. It was also stated that wherever possible the services of the Provincial Labor Office would be available for assistance in preparing the case properly.

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



## REGIONAL LABOR OFFICE

Prot. No. 11529/ES

Naples, December 9, 1944

TO: Capt. Denis L. Botham  
Southern Region - Naples

Herewith we enclose the report of the wage adjustment of the "Esattoria Comunale"-Naples, administered by "Monte dei Paschi di Siena".

The report which is forwarded in quintuplicate provides as follows:

- 1) The schedules of wage adjustment
- 2) The present economic treatment
- 3) The agreement made between the employees and the Directorate of the Institute
- 4) A brief relation made by the personnel

The object of the abovementioned adjustment is to equalize the economic treatment of the employees depending from the Naples' Offices and those depending from the Rome' Offices, who benefit by a more advantageous treatment as appears from scale A. The said adjustment, is composed of two scales which show the present wages paid in Naples and the wage adjustment made according to the present wages paid in Rome.

The request of the employees of Naples' Offices, which has already been approved by the Directorate of the Institute, is acceptable by this Regional Labor Office because concerning workers who performs the same functions both in Naples and in Rome.

As far as the enclosed statement is concerned it appears that the proceedings concerning the engagement of personnel in Rome has been also applied to the workers engaged by the Naples' Offices.

According to the new statement it appears that the cashier category has been classified in four classes, instead of two classes as previously provided for the tax-collectors.

A new statement has been made considering the seniority of the service of categories.

Having considered the special kind of work and that the above mentioned adjustment concerns only the personnel of the same Institute, it has not been deemed necessary to state a comparison with the wages granted by the Allied



The report which is forwarded in quintuplicate provides as follows:

- 1) The schedules of wage adjustment
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- 3) The agreement made between the employees and the Directorate of the Institute
- 4) A brief relation made by the personnel

The object of the abovementioned adjustment is to equalize the economic treatment of the employees depending from the Naples Offices and those depending from the Rome Offices, who benefit by a more advantageous treatment as appears from scale A. The said adjustment, is composed of two scales which show the present wages paid in Naples and the wage adjustment made according to the present wages paid in Rome.

The request of the employees of Naples Offices, which has already been approved by the Directorate of the Institute, is acceptable by this Regional Labor Office because concerning workers who performs the same functions both in Naples and in Rome.

As far as the enclosed statement is concerned it appears that the proceedings concerning the engagement of personnel in Rome has been also applied to the workers engaged by the Naples Offices.

According to the new statement it appears that the cashier category has been classified in four classes, instead of two classes as previously provided for the tax-collectors.

A new statement has been made considering the seniority of the service of categories.

Having considered the special kind of work and that the above mentioned adjustment concerns only the personnel of the same Institute, it has not been deemed necessary to state a comparison with the wages granted by the Allied Forces. A comparison has been made only with some categories of bank-personnel of Monte dei Paschi di Siena.

The necessity and the justice of the adjustment is proved by the fact that the Italian Government, in connection with the high cost of living, has considered Rome and Naples in the same way. The aforesaid reason justifies the necessity of equalizing the wages of both cities.

We beg this Labor Sub-Commission to authorize the above mentioned wage adjustment and to take into account that the adjustment is to be applied to the workers of the same Institute and we believe that the authorization of the Labor Sub-Commission is more than sufficient and it is not necessary to get that of the Allied Commission of Rome.

Truly yours

THE DIRECTOR  
Signed: (Angelo Michele Gifarelli)



Naples, November 3, 1944

M E M O R A N D U M

As far as the examination of the request of wage adjustment by the Regional Labor Office is concerned, we deem it necessary to inform you that no comparison has to be made with the wage scales of other Institutes, because the functions performed by the tax collectors are special functions and they deal with questions contemplated by many law-provisions.

Having remarked that the above mentioned request is not an "ex-novo" (a new-one) but a simple equalization to be made with the employees which are performing equal functions and equal duties in the same Institute, we believe that is not necessary to speak about "comparative statistics" which could cause an unfavourable situation and consequently deprive the employees of such benefits which have been recognized by the same Institutes and which has granted, without delay, their desires in order to avoid an unjustified disparity of economic treatment among the employees working in the same Institutes

THE COMMISSION

Signed (Sanacchiaro)



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THE COMMISSION

Signed (Sennacchiaro)

5108



In the year 1944 on the third day of the month of November, in the seat of the Regional Labor Office of Naples, under the presidency of Lawyer Leopoldo Rabinacci, General Secretary of the Regional Labor Office of Naples, assisted by Eng. Roberto Controtto and Doct. Pietro Piegari, functionaries of said Office, have met the following:

Comm. Nancini Solferino, Director of the Naples' tax collecting Office, as representative of the "Monte dei Paschi di Siena".

Bolide Raffaele, Boni Rosario, Coppola Cesare, d'Aquinio Riccardo, Jorio Gioacchino, Perciavalle Gabriele and Samacchiaro Pasquale members of the Internal Commission of the Personnel, acting for the interests of the Personnel of Naples' tax collecting Office.

For many years the personnel of Naples' tax collecting Office, managed by the "Monte dei Paschi di Siena" has repeatedly expressed the desire to get an economic treatment equal to that granted to the personnel of the Rome's tax collecting Office, managed by the same Institute.

This legitimate desire has never been accepted by the Central Syndical Organization that had agreed with the thesis of the employer who objected that the minor economic possibility that the Institute of Naples offered in comparison with that of Rome and guaranteeing - with the imposition of compulsory labor contracts - a disproportion of wage among the employees of the same Institute having equal duties, and equal functions.

After the ending of the compulsion exerted by the syndical fascist provisions on the will and on the rights of the workers, the Internal Commission of the tax collecting Office of Naples, last May put forth a request that the economic treatment of the employees of Naples be equalized with those of the Rome Office.

Immediately after the resumption of communications with Rome, the above mentioned request was formally repeated to the Inspectorate of tax collecting Offices administered by "Monte dei Paschi di Siena".

In order to recompense the personnel of Naples Office for the sacrifices that they have suffered and the behaviour they had during the present war, the above mentioned Inspectorate has immediately accepted the request of the employees concerning the wage adjustment, after that the same request was approved by the Allied Command.

To conclude the arrangement made between the Internal Commission and the representative of the Institute, the present agreement has been made with the object of adjusting the economic treatment of the personnel depending from Naples tax collecting Office and that depending from the Rome tax collecting Office. Both offices are administered by the "Monte dei Paschi di Siena".

Art. 1

The personnel depending from the tax collecting Office of Naples is



For many years the personnel of Naples' tax collecting Office, managed by the same Institute, by the "Monte dei Paschi di Siena" has repeatedly expressed the desire to get an economic treatment equal to that granted to the personnel of the Rome's tax collecting Office, managed by the same Institute.

This legitimate desire has never been accepted by the Central Syndical Organization that had agreed with the thesis of the employer who objected that the minor economic possibility that the Institute of Naples offered in comparison with that of Rome and guaranteeing - with the imposition of compulsory labor contracts - a disproportion of wage among the employees of the same Institute having equal duties, and equal functions.

After the ending of the compulsion exerted by the syndical fascist provisions on the will and on the rights of the workers, the Internal Commission of the tax collecting Office of Naples, last May put forth a request that the economic treatment of the employees of Naples be equalized with those of the Rome Office.

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To conclude the arrangement made between the Internal Commission and the representative of the Institute, the present agreement has been made with the object of adjusting the economic treatment of the personnel depending from Naples tax collecting Office and that depending from the Rome tax collecting Office. Both offices are administered by the "Monte dei Paschi di Siena".

#### Art. 1

The personnel depending from the tax collecting Office of Naples is entitled to the same economic treatment as the personnel depending from the tax collecting Office of Rome. Said economic treatment is granted in order to adjust the wages of the Naples Office according to the wages paid in the Rome Office.

#### Art. 2

The schedule A concerning the wages fixed by the Integrative Collective Contract issued on May 24, 1937, is substituted as follows:

|                   | Basic Wages | Increased wages<br>(1936 and 1937) |
|-------------------|-------------|------------------------------------|
|                   |             |                                    |
| First Chief Clerk | 1.770,-     | 2.101.35                           |
| Chief Clerk       | 1.630,-     | 1.935.15                           |



|                                    | Basic Wages | Increased Wages<br>(6 and 12%) |
|------------------------------------|-------------|--------------------------------|
| Vice Chief Clerk                   | 1.495,-     | 1.774,85                       |
| First Class employee               | 1.190,-     | 1.412,75                       |
| Second Class employee              | 1.055,-     | 1.252,50                       |
| Third Class employee               | 875,-       | 1.038,80                       |
| Apprentice                         | 700,-       | 831,05                         |
| First Class cashier                | 1.730,-     | 2.053,35                       |
| Second Class cashier               | 1.415,-     | 1.679,90                       |
| Third Class cashier                | 1.200,-     | 1.424,65                       |
| Fourth Class cashier               | 960,-       | 1.139,70                       |
| Tax collecting officer (1st Class) | 1.265,-     | 1.501,80                       |
| " (2nd Class)                      | 1.075,-     | 1.276,25                       |
| " (3rd Class)                      | 875,-       | 1.038,80                       |
| " (4th Class)                      | 700,-       | 831,05                         |
| Tax messenger (1st Class)          | 325,-       | 385,85                         |
| " (2nd Class)                      | 275,-       | 326,50                         |

FEMALE PERSONNEL

|                       |       |        |
|-----------------------|-------|--------|
| First Class employees | 830,- | 985,35 |
| Second Class "        | 710,- | 842,90 |
| Third Class "         | 545,- | 647,-  |

TEMPORARY PERSONNEL

|                   |       |          |
|-------------------|-------|----------|
| Usher (1st Class) | 380,- | 1.044,75 |
| " (2nd Class)     | 750,- | 890,40   |
| " (3rd Class)     | 650,- | 771,70   |

The employees are entitled to 6 bonus of lire 50 each to be paid every three years (with the increases of 6 and 12% = lire 59.35)

Temporary personnel are entitled to 6 bonus of lire 30 each to be paid every three years (with the increases of 6 and 12% = lire 35.60)

ALLOWANCES.

The personnel is entitled to an allowance to be paid every year, as follows:

- a) An extra-monthly wage to be paid on Christmas according to the present wage-scale.
- b) 1/4 of the wage paid on Christmas of the preceeding year will be paid on Easter.

RISK INDEMNITY.

Cashiers are entitled to a net risk indemnity that will be granted accord-



|               |             |             |       |        |
|---------------|-------------|-------------|-------|--------|
| "             | "           | (4th Class) | 700,- | 331,05 |
| Tax messenger | (1st Class) |             | 325,- | 385,85 |
| "             | "           | (2nd Class) | 275,- | 326,50 |

FIXAL PERSONNEL

|                       |  |       |        |
|-----------------------|--|-------|--------|
| First Class employees |  | 830,- | 985,35 |
| Second Class "        |  | 710,- | 842,90 |
| Third Class "         |  | 545,- | 647,-  |

TEMPORARY PERSONNEL

|                    |  |       |          |
|--------------------|--|-------|----------|
| Ushier (1st Class) |  | 280,- | 1.044,75 |
| " (2nd Class)      |  | 750,- | 890,40   |
| " (3rd Class)      |  | 650,- | 771,76   |

The employees are entitled to 6 bonus of lire 50 each to be paid every three years (with the increases of 6 and 12% = lire 59.35)

Temporary personnel are intitled to 6 bonus of lire 30 each to be paid every three years (with the increases of 6 and 12% = lire 35.60)

ALLOWANCES.

The personnel is entitled to an allowance to be paid every year, as follows:

- a) An extra-monthly wage to be paid on Christmas according to the present wage-scale.
- b) 1/4 of the wage paid on Christmas of the preceeding year will be paid on Easter.

RISK INDEMNITY.

Cashiers are entitled to a net risk indemnity that will be granted according to the rules issued by law. The extent is the following:

|                           |                  |
|---------------------------|------------------|
| Cashier 1st and 2nd class | Lire 1500 a year |
| Cashier 3rd and 4th class | " 1000 a year    |

The Cashier who is hold responsible for the Central Cash will be entitled to a 1st class Cashier's wage and of a risk indemnity of Lire 2500 a year.

The employees of any degree who will perform occasional cashier functions will be entitled to a risk indemnity of Lire 15 to be granted for each day of service, and a minimum of Lire 50 to be granted every two months.



Max- collector officers of any classes will benefit a risk indemnity of Lire 250 a year.

#### SPECIAL SERVICE INDEMNITY

The employee intrusted with steward's function is entitled to a monthly indemnity of Lire 200 granted for the whole period of the charge (The afore said amount is to be increased by 6 and 12% - Lire 237,45)

The usher intrusted with Chief Usher functions is entitled to a monthly indemnity of Lire 100 for all the period of his charge. (The aforesaid amount is to be increased by 6 and 12% - Lire 118,70)

#### WAR VETERANS ALLOWANCES

##### Personnel on duty since February 1, 1944

Wounded and decorated - Lire 151 (monthly) - ( Lire 179,25 with the increase of 6 and 12%)

Awarded the War Cross - Lire 114 (monthly) - ( Lire 135,25 with increase of 6 and 12%)

Combatants - Lire 75 (monthly) - ( Lire 89,05 with increase of 6 and 12%)

##### Personnel engaged after February 1, 1944

Wounded and decorated - L. 139 (monthly) - ( Lire 165,05 with increase of 6 and 12%)

#### ART. 3

The scale B. contained in the Integrative Collective Contract issued on May 27, 1937, is substituted by the following:

1) Tax-collector officers are entitled to get a share on the common duties rates actually collected which will be added to their wage.

The extent is the following:

a. duties collected at the office-windows. The Officer will be entitled to get 20 % for the restraint made in a town, and 40% for the restraint made in a country.

b. duties collected at the moment of the restraint.

The Officer will get 50% for the procedure made in the town and 80% for the procedure made in the country.

c. duties collected for collection-orders and for the 1st and 2nd functional scale. 20% to the officer who made the restraint. 20% to the officer



Personnel on duty since February 1, 1944

Wounded and decorated - Lire 151 (monthly) - ( Lire 179.25 with the increase of 6 and 12%)

Awarded the War Cross - Lire 114 (monthly) - ( Lire 135.25 with increase of 6 and 12%)

Combatants - Lire 75 (monthly) - ( Lire 89.05 with increase of 6 and 12%)

Personnel engaged after February 1, 1944

Wounded and decorated - L. 139 (monthly) - ( Lire 165.05 with increase of 6 and 12%)

ART. 3

The scale B. contained in the Integrative Collective Contract issued on May 27, 1937, is substituted by the following:

1) Tax-collector officers are entitled to get a share on the common duties rates actually collected which will be added to their wage.

The extent is the following:

a. duties collected at the office-windows. The Officer will be entitled to get 20 % for the restraint made in a town, and 40% for the restraint made in a country.

b. duties collected at the moment of the restraint.  
The Officer will get 50% for the procedure made in the town and 20% for the procedure made in the country.

c. duties collected for collection-orders and for the 1st and 2nd auctional-sale. 20% to the officer who made the restraint. 20% to the officer who collected the duties (if the restraint has been made in a town). 40% to the officer who made the restraint and 40% to the officer who collected the duties (if the restraint has been made in a country-zone).

d. duties collected at the moment of the removal. 5% to the officer who made the restraint; 5% to the officer who made the 2nd auctional-sale; 30% to the officer who collected the duties (if the restraint has been made in the town); 20% to the officer who made the restraint; 20% to the officer who made the 2nd auctional-sale; 40% to the officer who collect duties (if the restraint has been made in a country-zone).

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4) - 4th class - Those that have less than 5 years of seniority cash service.

#### Tax-collecting officers

Tax-collecting officers on duty at the date of the application of the present agreement, according to scale A, will be classified in 4 classes, as follows:

1) - To the first class all those who have the aforesaid qualification and all those included in the present second class that on June 30, 1944, have accomplished 15 years of service.

2) - To the second class those that on June 30, 1944 have accomplished 10 years of service.

3) - To the third class those who have been engaged and transferred in the categories of the officers prior January 1, 1944 and that have less than 10 years seniority of service.

4) - To the fourth Class those who have been engaged and transferred in the officers' category after January 1, 1944.

#### Temporary staff

The personnel on duty at the date of application of the present agreement who has been qualified as usher, custodian, night-watchman, assumes the sole qualification of "usher" and it is classified as follows:

To the first class those with seniority prior 10 years:

To the second class those with seniority prior 5 years:

To the third class those who have seniority less than 5 years.

#### Female personnel

Female personnel on duty at the date of the present agreement's application is entitled of the career acquired, and it will be classified, however, into 4 classes according to the rules applied for male personnel.

#### Typists - female operators

Personnel of this category will be included in the category "Female personnel" according to scale A, as follows:

To the first class, those with seniority prior January 1, 1936

To the second class, those with seniority prior January 1, 1941

To the third class, those with seniority after January 1, 1944

Substitutes of called to arms



years of service.

3) - To the third class those who have been engaged and transferred in the categories of the officers prior January 1, 1944 and that have less than 10 years seniority of service.

4) - To the fourth Class those who have been engaged and transferred in the officers' category after January 1, 1944.

#### Temporary staff

The personnel on duty at the date of application of the present agreement who has been qualified as usher, custodian, night-watchman, assumes the sole qualification of "usher" and it is classified as follows:

To the first class those with seniority prior 10 years;

To the second class those with seniority prior 5 years;

To the third class those who have seniority less than 5 years.

#### Female personnel

Female personnel on duty at the date of the present agreement's application is entitled of the career acquired, and it will be classified, however, into 4 classes according to the rules applied for male personnel.

#### Typists - female operators

Personnel of this category will be included in the category "Female personnel" according to scale A, as follows:

To the first class, those with seniority prior January 1, 1936

To the second class, those with seniority prior January 1, 1941

To the third class, those with seniority after January 1, 1944

#### Substitutes of called to arms

Personnel on duty at the date of the present agreement's application who is considered substitute of personnel called to arms, will be classified according to the rules established for the effective personnel.

#### Art. 6

At the moment of the new classification and application of scale A, the personnel of any degree and category will benefit of the amounts fallen due that, according to the new extent of the above mentioned scale, will be added to the normal wages.



2) By the end of the employment connection, all collector officers are no more entitled to get percentages on the duties they have posteriorly collected.

3) All expenditures made by the officers in relations with their service fall on their charge, except the expenses incurred for the trucks used for removals.

4) The officers acting in country-zones are entitled to receive a mission indemnity of L. 10 for every working day, by way of reimbursement of higher expenses occurred during their service.

The percentages on the common duty rates granted to tax-collectors are subdivided as follows:

40% - by way of reimbursement of expenses

60% - by way of normal retribution

#### Art. 4

Scale C. of the Integrative Collective Contract issued on May 24, 1937 has been substituted by the following:

Tax messengers are entitled to get allowances for their services to be added to their normal wages (scale A), according to the following extent:

a) - for any notified act Lire 0.20

b) - for any act which has not been notified because the tax-payer has not been found Lire 0.10

c) - for the penal decrees and indentancy orders (either notified or not) Lire 1.--

To the tax-messengers charged with internal service, a daily working indemnity to the extent of Lire 14 will be added to their wages.

Tax-messengers charged with duties in country-zone will benefit of a transfer indemnity to the extent of Lire 7 for every working day.

All expenses incurred by tax-messenger are on the charge of the same, as it has been provided for the tax-collecting officers.

The allowances granted to the tax messenger include the following:

40% by way of expenses reimbursement

60% by way of normal retribution



The percentages on the common duty are subdivided as follows:

- 40% - by way of reimbursement of expenses
- 60% - by way of normal retribution

Art. 4

Scale C. of the Integrative Collective Contract issued on May 24, 1937 has been substituted by the following:

Tax messengers are entitled to get allowances for their services to be added to their normal wages (scale A), according to the following extent:

- a) - for any notified act  
Lire 0.20
- b) - for any act which has not been notified because the tax-payer has not been found  
Lire 0.10
- c) - for the penal decrees and indentancy orders (either notified or not)  
Lire 1.--

To the tax-messengers charged with internal service, a daily working indemnity to the extent of Lire 14 will be added to their wages.

Tax-messengers charged with duties in country-zone will benefit of a transfer indemnity to the extent of Lire 7 for every working day.

All expenses incurred by tax-messenger are on the charge of the same, as it has been provided for the tax-collecting officers.

The allowances granted to the tax messenger include the following:

- 40% by way of expenses reimbursement
- 60% by way of normal retribution

Art. 5

MODALITY OF APPLICATION

Cashiers

Personnel on duty at the date of the present agreement's publication who is qualified cashier or vice-cashier, as per scale A, will be classified as follows:

- 1) - 1st class - Those that on June 30, 1944 have accomplished 20 years of cash service.
- 2) - 2nd class - Those that have accomplished 15 years of cash service.
- 3) - 3rd class - Those that have accomplished 5 years of cash service.



Art. 7

Tax-messengers will benefit of the economic treatment, that is going to be issued in the seat of Rome tax-collecting office.

Art. 8

The present agreement will be effective from May 1, 1944.



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## UFFICIO REGIONALE DEL LAVORO

RC.FG.

DIVISIONE ECONOMICO STATISTICA

Risposta al foglio n. 1390

del

N. di Protocollo 11529-88.

OGGETTO:

Napoli,

Via Roma, 148

Telef. 11956 - 51323

1031

Al

Cap. DENIS L. BOTHAM  
Southern RegionN A P O L I

Vi accludiamo la pratica di perequazione dell'Esattoria Comunale di Napoli, gestita dal Monte dei Paschi di Siena. Essa contiene, in cinque copie, come richiesto, le tabelle di perequazioni, quelle dello attuale trattamento, l'accordo conseguito fra i dipendenti e la Direzione, nonché una breve relazione presentata dal personale.

Scopo della perequazione è quello di uniformare il trattamento dei dipendenti degli Uffici di Napoli con quelli dipendenti dagli Uffici di Roma, il cui trattamento è senz'altro più vantaggioso, come risulta dalla tabella A) di perequazione, in cui nella prima colonna sono indicate le paghe attualmente in vigore a Napoli e nella 2a colonna quelle perequate, che coincidono con quelle di Roma.

La richiesta dei dipendenti degli Uffici di Napoli, d'altronde già accettata dalla Direzione dell'Ente, sembra senz'altro accettabile a questo Ufficio Regionale del Lavoro, poichè si tratta di lavoratori che svolgono le identiche mansioni e a Napoli e a Roma; inoltre l'Ufficio di Roma, anche come potenzialità svolge eguale mole di lavoro.

Dall'accordo accluso, risulta pure che si è dovuto seguire anche per il personale di Napoli l'inquadramento in uso per il personale di Roma. Col nuovo inquadramento è risultato che la categoria cassieri è stata suddivisa in quattro classi invece che in due, come era precedentemente; lo stesso è avvenuto per gli ufficiali esattoriali. Per entrambe le categorie il nuovo inquadramento è stato fatto tenendo conto dell'anzianità di servizio, come risulta dall'accordo stesso.

Dato lo specialissimo genere di lavoro, e dato principalmente che si tratta di una perequazione fra personale della stessa azienda, non si è creduto, nè è stato possibile, eseguire confronti con le paghe alleate. Si è solo eseguito un confronto con alcune categorie del personale bancario del Monte dei Paschi di Siena.

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## UFFICIO REGIONALE DEL LAVORO

DIREZIONE REGIONALE DEL LAVORO

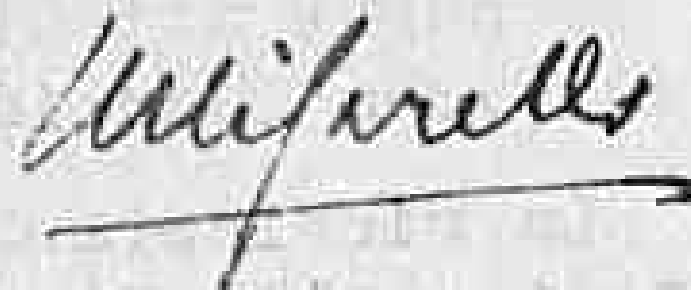
La necessità e la giustizia della perequazione è anche dimostrata dal fatto che sia Napoli che Roma, agli effetti del carovite stabilito dal Governo Italiano, sono state considerate alla pari. Ciò giustifica ancora di più che per il personale di questa azienda, nelle due città, siano uniformate le competenze.

Preghiamo perciò codesta Labor Division di autorizzare la perequazione, facendo presente che trattandosi, come si è già osservato, di una perequazione nell'ambito di una stessa azienda, potrebbe bastare la sola autorizzazione della vs/ locale Labor Division, senza chiedere quella dell'A.C. di Roma.

Distinti saluti.

IL DIRETTORE

( Avv. Michele Cifarelli )



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COMMISSIONE AZIENDALE  
ESATTORIA COMUNALE  
NAPOLI

Napoli, 3 novembre 1944

PRO MEMORIA

Per lo studio cui sarà oggetto la richiesta di perequazione da parte dello Ufficio Regionale del Lavoro, riteniamo far presente che nessuna comparazione tabellare è da farsi con altre Aziende, inquantochè le mansioni che esplicano gli Esattoriali sono uniche nel loro genere poichè trattano materia disciplinata da una lunga serie di disposizioni di Legge.

Trattandosi non di richiesta ex novo, ma di semplice eguaglianza con i lavoratori dipendenti dallo stesso Istituto adibiti ad analogo lavoro ed eguali doveri, pensiamo che non sia il caso di parlare di statistiche comparative, dalle cui risultanze potrebbe venir fuori una situazione sfavorevole il che priverebbe questi lavoratori di un giusto diritto, già riconosciuto dalla stessa Azienda che ha inteso aderire senza altro ai loro desiderati per non creare in seno allo stesso Istituto una disparità di trattamento economico, d'altronde non giustificata.

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LA COMMISSIONE

*Luigi Schiano*



ESATTORIA COMUNALE DI NAPOLI  
gestita dal Monte dei Paschi di Siena

=====

ACCORDO PER ADEGUAMENTO DELLE RETRIBUZIONI



ESATTORIA COMUNALE DI NAPOLI  
gestita dal Monte dei Paschi di Siena

=====

ACCORDO PER ADEGUAMENTO DELLE RETRIBUZIONI

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L'anno millenovecentoquarantaquattro addì tre del mese di Novembre nella sede dell'Ufficio Regionale del Lavoro di Napoli, sotto la presidenza dell'Avv. Leopoldo Rubincoci, Segretario Generale dell'Ufficio Regionale del Lavoro di Napoli, assistito dai Sigg. Ing. Roberto Conrotto e Dott. Pietro Piegari, funzionari del predetto ufficio si sono riuniti i Sigg.:

Comm. Mancini Solferino, Direttore dell'Esattoria Comunale di Napoli, in rappresentanza dell'Esattore Monte dei Paschi di Siena;

Bolide Raffaele, Boni Rosario, Coppola Cesare, D'Aquino Riccardo, Iorio Giocchino, Perciavalle Gabriele e Sarnacchiaro Pasquale, componenti la Commissione Interna del Personale, in rappresentanza e nello interesse del personale dell'Esattoria Comunale di Napoli. Le costituite parti dichiarano:

Da moltissimi anni il personale dell'Esattoria di Napoli, gestita dal Monte dei Paschi di Siena, ha ripetutamente espresso la sua aspirazione ad ottenere un trattamento economico pari a quello concesso al personale dell'Esattoria di Roma, gestita dallo stesso Istituto.

Questa legittima aspirazione non ha trovato mai accoglimento presso gli organi Sindacali Centrali che troppo facilmente accettarono la tesi del datore di lavoro che escepiva la minore possibilità economica che offriva l'Azienda di Napoli in confronto a quella di Roma, avallando così - con l'imposizione di contratti collettivi obbligatori separati, ai quali il personale non aveva mezzi per opporsi - una sperequazione fra i lavoratori di uno stesso Istituto aventi uguali doveri, uguali requisiti ed uguali prestazioni.

Con la liberazione della coercizione esercitata dall'ordinamento sindacale fascista sulla volontà e sul buon diritto dei lavoratori, la Commissione Interna dell'Esattoria di Napoli, nel maggio del corrente anno avanzò una prima richiesta di adeguare il trattamento economico degli esattoriali di Napoli a quello di Roma e, non appena furono ristabilite le comunicazioni con Roma, la richiesta fu, dalla stessa Commissione, formalmente ripetuta all'Ispettorato delle Esattorie gestite dal Monte dei Paschi.

L'Ispettorato anzidetto, anche in riconoscimento dei sacrifici sopportati dal personale di Napoli e della prova di disciplina e di attaccamento all'Azienda fornita da detto personale durante tutti i tragici eventi che hanno caratterizzato la vita napoletana durante la guerra in corso, si è dichiarato disposto ad accogliere subito la proposta perequazione, previa approvazione da parte delle competenti autorità del Comando Militare Alleato, rivedendo, ove occorra, la suddivisione in classi delle varie categorie tabellari di Napoli.

Conclusione delle trattative intercorse fra la Commissione Interna



...re, Doni Rosario, Coppola Cesare, D'Aquino Riccardo, Iorio Giacchino, Perciavalle Gabriele e Sarnacchiaro Pasquale, componenti la Commissione Interna del Personale, in rappresentanza e nello interesse del personale dell'Esattoria Comunale di Napoli. Le costituite parti dichiarano:

Da moltissimi anni il personale dell'Esattoria di Napoli, gestita dal Monte dei Paschi di Siena, ha ripetutamente espresso la sua aspirazione ad ottenere un trattamento economico pari a quello concesso al personale dell'Esattoria di Roma, gestita dallo stesso Istituto.

Questa legittima aspirazione non ha trovato mai accoglimento presso gli organi Sindacali Centrali che troppo facilmente accettarono la tesi del datore di lavoro che eccepiva la minore possibilità economica che offriva l'Azienda di Napoli in confronto a quella di Roma, avallando così - con l'imposizione di contratti collettivi obbligatori separati, ai quali il personale non aveva mezzi per opporsi - una sperequazione fra i lavoratori di uno stesso Istituto aventi uguali doveri, uguali requisiti ed uguali prestazioni.

Con la liberazione della coercizione esercitata dall'ordinamento sindacale fascista sulla volontà e sul buon diritto dei lavoratori, la Commissione Interna dell'Esattoria di Napoli, nel maggio del corrente anno avanzò una prima richiesta di adeguare il trattamento economico degli esattoriali di Napoli a quello di Roma e, non appena furono ristabilite le comunicazioni con Roma, la richiesta fu, dalla stessa Commissione, formalmente ripetuta all'Ispettorato delle Esattorie gestite dal Monte dei Paschi.

L'Ispettorato anzidetto, anche in riconoscimento dei sacrifici sopportati dal personale di Napoli e della prova di disciplina e di attaccamento all'Azienda fornita da detto personale durante tutti i tragici eventi che hanno caratterizzato la vita napoletana durante la guerra in corso, si è dichiarato disposto ad accogliere subito la proposta perequazione, previa approvazione da parte delle competenti autorità del Comando Militare alleato, rivedendo, ove occorra, la suddivisione in classi delle varie categorie tabellari di Napoli.

A conclusione delle trattative intercorse fra la Commissione Interna ed il rappresentante dell'Azienda, è stato stipulato il presente accordo allo scopo di adeguare il trattamento economico del personale dipendente dall'Esattoria Comunale di Napoli a quello del personale dipendente dall'Esattoria Comunale di Roma, entrambe gestite dallo stesso Istituto Monte dei Paschi di Siena.

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Art. 1

Al personale dell'Esattoria Comunale di Napoli - a titolo di perequazione col personale dell'Esattoria di Roma dipendente dallo stesso Istituto - viene esteso il trattamento tabellare di Roma esclusivamente per quanto si riferisce al trattamento economico (retribuzione) intendendosi rinviato in sede di stipula di un nuovo Contratto Collettivo Aziendale le quanto non è espressamente contemplato nel presente accordo.

Art. 2

La tabella A) degli stipendi di cui al Contratto Integrativo di lavoro 24 Maggio 1937 è sostituita dalla seguente:

|                                 | Stip.Tabellare<br>base | Stipendio con gli<br>aumenti del 6 e 12% |
|---------------------------------|------------------------|------------------------------------------|
| Capo Ufficio Principale         | 1.770.=                | 2.101.35                                 |
| Capo Ufficio                    | 1.630.=                | 1.935.15                                 |
| Vice Capo Ufficio               | 1.495.=                | 1.774.85                                 |
| Impiegato di 1° cl.             | 1.190.=                | 1.412.75                                 |
| Impiegato di 2° cl.             | 1.055.=                | 1.252.50                                 |
| Impiegato di 3° cl.             | 875.=                  | 1.038.80                                 |
| Alunno                          | 700.=                  | 831.05                                   |
| Cassiere di 1° cl.              | 1.730.=                | 2.053.85                                 |
| Cassiere di 2° cl.              | 1.415.=                | 1.679.90                                 |
| Cassiere di 3° cl.              | 1.200.=                | 1.424.65                                 |
| Cassiere di 4° cl.              | 960.=                  | 1.139.70                                 |
| Ufficiale Esattoriale di 1° cl. | 1.265.=                | 1.501.80                                 |
| Ufficiale Esattoriale di 2° cl. | 1.075.=                | 1.276.25                                 |
| Ufficiale Esattoriale di 3° cl. | 875.=                  | 1.038.80                                 |
| Ufficiale Esattoriale di 4° cl. | 700.=                  | 831.05                                   |
| Messo Notificatore di 1° cl.    | 325.=                  | 385.85                                   |
| Messo Notificatore di 2° cl.    | 275.=                  | 326.50                                   |
| PERSONALE FEMMINILE             |                        |                                          |
| Impiegata di 1° cl.             | 830.=                  | 985.35                                   |
| Impiegata di 2° cl.             | 710.=                  | 842.90                                   |
| Impiegata di 3° cl.             | 545.=                  | 647.==                                   |

PERSONALE SUBALTERNO

|                   |       |          |
|-------------------|-------|----------|
| Usciere di 1° cl. | 880.= | 1.044.75 |
|                   | 750.  | 890.10   |



La tabella A) degli stipendi di cui al Contratto Integrativo di lavoro 24 Maggio 1937 è sostituita dalla seguente:

|                                 | Stip. Tabellare<br>base | Stipendio con gli<br>aumenti del 6 e 12% |
|---------------------------------|-------------------------|------------------------------------------|
| Capo Ufficio Principale         | 1.770.=                 | 2.101.35                                 |
| Capo Ufficio                    | 1.630.=                 | 1.935.15                                 |
| Vice Capo Ufficio               | 1.495.=                 | 1.774.85                                 |
| Impiegato di 1° cl.             | 1.190.=                 | 1.412.75                                 |
| Impiegato di 2° cl.             | 1.055.=                 | 1.252.50                                 |
| Impiegato di 3° cl.             | 875.=                   | 1.038.80                                 |
| Alunno                          | 700.=                   | 831.05                                   |
| Cassiere di 1° cl.              | 1.730.=                 | 2.053.85                                 |
| Cassiere di 2° cl.              | 1.415.=                 | 1.679.90                                 |
| Cassiere di 3° cl.              | 1.200.=                 | 1.424.65                                 |
| Cassiere di 4° cl.              | 960.=                   | 1.139.70                                 |
| Ufficiale Esattoriale di 1° cl. | 1.265.=                 | 1.501.80                                 |
| Ufficiale Esattoriale di 2° cl. | 1.075.=                 | 1.276.25                                 |
| Ufficiale Esattoriale di 3° cl. | 875.=                   | 1.038.80                                 |
| Ufficiale Esattoriale di 4° cl. | 700.=                   | 831.05                                   |
| Messo Notificatore di 1° cl.    | 325.=                   | 385.85                                   |
| Messo Notificatore di 2° cl.    | 275.=                   | 326.50                                   |
| <b>PERSONALE FEMMINILE</b>      |                         |                                          |
| Impiegate di 1° cl.             | 830.=                   | 965.35                                   |
| Impiegate di 2° cl.             | 710.=                   | 842.90                                   |
| Impiegate di 3° cl.             | 545.=                   | 647.==                                   |
| <b>PERSONALE SUBALTERNO</b>     |                         |                                          |
| Usciere di 1° cl.               | 880.=                   | 1.044.75                                 |
| Usciere di 2° cl.               | 750.=                   | 890.40                                   |
| Usciere di 3° cl.               | 650.=                   | 771.70                                   |

Il personale impiegatizio ha diritto a 6 scatti triennali ognuno di L. 50 mensili (con gli aumenti del 6 e 12% L. 59.35).

Il personale subalterno ha diritto a 6 scatti triennali ognuno di L. 30 mensili (con gli aumenti del 6 e 12% L. 35.60).

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### Gratificazioni

Al personale sarà corrisposta una gratifica annuale nella seguente misura:

- a) a Natale una mensilità dello stipendio di cui alla presente tabella.
- b) a Pasqua 1/4 della gratificazione corrisposta a Natale nell'anno precedente.

### Indennità di rischio

Al cassieri verrà corrisposta l'indennità di rischio al netto di eventuale ritenuta a norma di legge nella seguente misura:

|                                 |                |
|---------------------------------|----------------|
| Cassieri di 1° e 2° cl. . . . . | £. 1.500 annue |
| Cassieri di 3° e 4° cl. . . . . | " 1.000 annue  |

Al Cassiere cui venisse affidata la responsabilità del servizio della Cassa Centrale sarà corrisposto, per tutta la durata dell'incarico, lo stipendio del cassiere di 1° cl. e una indennità di rischio di lire 2.500 annue.

Ai dipendenti di qualsiasi grado che prestassero servizio occasionale, e specialmente nei periodi di rata, come cassiere sarà corrisposta una indennità di rischio di £. 15 per ciascun giorno di servizio prestato nelle funzioni di cassiere, con un minimo di £. 50, per l'intero bi-mestre di rata.

Agli ufficiali esattoriali di qualsiasi classe viene corrisposta una indennità di rischio di £. 250 annue.

### Indennità per servizi speciali

Al dipendente incaricato delle mansioni di Economo viene corrisposta una indennità mensile di £. 200 per tutta la durata dell'incarico (con l'aumento del 6 e 12% £. 237.45).

All'usciera incaricato delle mansioni di capo usciere viene corrisposta una indennità mensile di £. 100 per tutta la durata dell'incarico (con lo aumento del 6 e 12% £. 118.70).

All'usciera incaricato delle mansioni di custode e di guardia notturna viene corrisposta una indennità mensile di £. 100 per tutta la durata dell'incarico (con l'aumento del 6 e 12% £. 118.70).

### Assegni ex combattenti



|                                 |    |             |
|---------------------------------|----|-------------|
| Cassieri di 1° e 2° cl. . . . . | £. | 1,500 annue |
| Cassieri di 3° e 4° cl. . . . . | "  | 1,000 annue |

Ai dipendenti di qualsiasi grado che prestassero servizio occasionale, e specialmente nei periodi di rata, come cassiere sarà corrisposta una indennità di rischio di £. 15 per ciascun giorno di servizio prestato nelle funzioni di cassiere, con un minimo di £. 50, per l'intero biestrate di rata.

### Indennità per servizi speciali

All'uscire incaricato delle mansioni di capo usciere viene corrisposto una indennità mensile di L. 100 per tutta la durata dell'incarico (con lo aumento del 6 e 12% L. 118.70).

Assegni ex combattenti

personale in servizio al 1° febbraio 1934

|                             | 2. | 151 mensili | (£. 179.25 con aut. del 6% e 12%) |
|-----------------------------|----|-------------|-----------------------------------|
| Mutilati e decorati         | "  | "           | " " " "                           |
| Decorati di croce di guerra | "  | "           | " " " "                           |
| Combattenti                 | "  | "           | " " " "                           |

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Personale assunto in servizio posteriormente  
al 1° febbraio 1934

|                             | £. | 139 mensili | (£. 165.05 con aum. del 6% e 12%) |
|-----------------------------|----|-------------|-----------------------------------|
| Rutilati e decorati         | "  | 104         | (" £. 123.50 " " " ")             |
| Decorati di croce di guerra | "  | 69          | (" £. 81.90 " " " ")              |
| Combattenti                 |    |             |                                   |

## Art. 3

La tabella B) di cui al Contratto Integrativo di Lavoro 24 Maggio 1937 è sostituita dalla seguente:

1) - Agli Ufficiali Esattoriali in aggiunta agli stipendi di cui alla tabella A) compete una compartecipazione sui diritti di tariffa semplice (compenso) effettivamente riscossi nella seguente misura:

a) diritti riscossi agli sportelli di ufficio, in qualsiasi stadio si trovi la procedura esecutiva, 20% all'ufficiale che eseguì il pignoramento in zona di città e 40% in zona di campagna.

b) diritti riscossi all'atto del pignoramento (desistenza) il 50% all'ufficiale procedente in città, e 80% in zona di campagna.

c) diritti riscossi in sede di surroga e di vendita di 1° e 2° incanto; 20% all'ufficiale che procedette al pignoramento e 20% a quello che incassa la partita se trattasi di esecuzione in città; 40% all'ufficiale che procedette al pignoramento e 40% a quello che incassa se trattasi di esecuzione in zona di campagna.

d) diritti riscossi all'atto dell'esportazione: 5% all'ufficiale che procede al pignoramento 5% a quello che procede alla deserzione di 2° in canto e 30% a quello che incassa la partita, se trattasi di esecuzione in città; 20% allo ufficiale che procede al pignoramento, 20% a quello che procede alla deserzione di 2° incanto e 40% a quello che incassa la partita se trattasi di esecuzione in zona di campagna.

2) - Con la risoluzione del rapporto d'impiego cessa il diritto degli ufficiali esattoriali alla percezione delle percentuali sui compensi riscossi posteriormente in dipendenza di atti da essi compiuti.

3) - Ogni spesa conseguente al servizio farà carico all'ufficiale esattoriale, fatta eccezione degli autocarri per il servizio degli esportati.

4) - Agli Ufficiali che prestano servizio nella zona di campagna verrà corrisposta una indennità di trasferta di £. 10 per ogni giornata di lavoro a titolo di rimborso delle maggiori spese che incontrano nelle esecuzioni.



La tabella B) di cui al Contratto Integrativo di Lavoro 24 Maggio 1937 è sostituita dalla seguente:

1) - Agli Ufficiali Esattoriali in aggiunta agli stipendi di cui alla tabella A) compete una compartecipazione sui diritti di tariffa semplice (compenso) effettivamente riscossi nella seguente misura:

a) diritti riscossi agli sportelli di ufficio, in qualsiasi stadio si trovi la procedura esecutiva, 20% all'ufficiale che eseguì il pignoramento in zona di città e 40% in zona di campagna.

b) diritti riscossi all'atto del pignoramento (desistenza) il 50% all'ufficiale procedente in città, e 80% in zona di campagna.

c) diritti riscossi in sede di surroga e di vendita di 1° e 2° incanto; 20% all'ufficiale che procedette al pignoramento e 20% a quello che incassa la partita se trattasi di esecuzione in città; 40% all'ufficiale che procedette al pignoramento e 40% a quello che incassa se trattasi di esecuzione in zona di campagna.

d) diritti riscossi all'atto dell'asporto: 5% all'ufficiale che procedette al pignoramento 5% a quello che procedette alla deserzione di 2° incanto e 30% a quello che incassa la partita, se trattasi di esecuzione in città; 20% allo ufficiale che procedette al pignoramento, 20% a quello che procedette alla deserzione di 2° incanto e 40% a quello che incassa la partita se trattasi di esecuzione in zona di campagna.

2) - Con la risoluzione del rapporto d'impiego cessa il diritto degli ufficiali esattoriali alla percezione delle percentuali sui compensi riscossi posteriormente in dipendenza di atti da essi compiuti.

3) - Ogni spesa conseguente al servizio farà carico all'ufficiale esattoriale, fatta eccezione degli autocarri per il servizio degli esporti.

4) - Agli Ufficiali che prestano servizio nella zona di campagna verrà corrisposta una indennità di trasferta di L. 10 per ogni giornata di lavoro a titolo di rimborso delle maggiori spese che incontrano nelle esecuzioni.

Le percentuali sui diritti di tariffa devoluti agli ufficiali esattoriali si intendono corrisposte per il 40% a titolo di rimborso spese e per il 60% a titolo di normale retribuzione.

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Art. 4

La tabella C) di cui al Contratto Integrativo di Lavoro 24 maggio 1937 è sostituita dalla seguente:

Ai messi notificatori, oltre allo stipendio di cui alla tabella A) compaiono i seguenti compensi per gli atti di notifica da essi espletati:

|                                                                                         |         |
|-----------------------------------------------------------------------------------------|---------|
| a) per ogni atto in genere notificato . . . .                                           | £. 0.20 |
| b) per ogni atto in genere risultato non notificato per irreperibilità . . . . .        | " 0.10  |
| c) per i decreti penali e ordinanze intenditive (sia notificato che irreperibile) . . . | " 1.00  |

Ai messi notificatori assegnati in servizio interno verrà corrisposto, in aggiunta allo stipendio un compenso di £. 14 per ogni giornata lavorativa.

Ai messi notificatori assegnati alla notifica nella zona di campagna verrà corrisposta una indennità di trasferta di £. 7 per ogni giornata lavorativa.

Ogni spesa conseguente il servizio, in analogia a quanto stabilito per gli ufficiali esattoriali, farà carico al messo notificatore.

I compensi di notifica devoluti ai messi notificatori si intendano corrisposti per il 40% a titolo di rimborso spese e per il 60% a titolo di normale retribuzione.

Art. 5

MODALITA' DI APPLICAZIONE

Cassieri

Il personale in servizio alla data di applicazione del presente accordo con la qualifica di cassiere e vice cassiere verrà inquadrato nelle 4 classi di cui alla tabella A) come appresso:

Alla 1<sup>a</sup> classe quelli che al 30 giugno 1944 hanno compiuto 20 anni di servizio di cassa;

Alla 2<sup>a</sup> classe quelli che hanno compiuto 13 anni;

Alla 3<sup>a</sup> classe quelli che hanno compiuto 5 anni;

Alla 4<sup>a</sup> classe quelli con anzianità inferiore ai 5 anni.

Ufficiali Esattoriali



cato per irreperibilità . . . . . " 0.10  
 c) per i decreti penali e ordinanze intendenti-  
 zie (sia notificato che irreperibile) . . . " 1.00

Ai messi notificatori assegnati in servizio interno verrà corrisposto, in aggiunta allo stipendio un compenso di L. 14 per ogni giornata lavorativa.

Ai messi notificatori assegnati alla notifica nella zona di campagna verrà corrisposta una indennità di trasferta di L. 7 per ogni giornata lavorativa.

Ogni spesa conseguente il servizio, in analogia a quanto stabilito per gli ufficiali esattoriali, farà carico al messo notificatore.

I compensi di notifica devoluti ai messi notificatori si intendano corrisposti per il 40% a titolo di rimborso spese e per il 60% a titolo di normale retribuzione.

#### Art. 5

#### MODALITA' DI APPLICAZIONE

##### Cassieri

Il personale in servizio alla data di applicazione del presente accordo con la qualifica di cassiere e vice cassiere verrà inquadrato nelle 4 classi di cui alla tabella A) come appresso:

Alla 1<sup>a</sup> classe quelli che al 30 giugno 1944 hanno compiuto 20 anni di servizio di cassa;

Alla 2<sup>a</sup> classe quelli che hanno compiuto 13 anni;

Alla 3<sup>a</sup> classe quelli che hanno compiuto 5 anni;

Alla 4<sup>a</sup> classe quelli con anzianità inferiore ai 5 anni.

##### Ufficiali Esattoriali

Gli ufficiali esattoriali in servizio alla data di applicazione del presente accordo verranno inquadrati nelle 4 classi di cui alla tabella A) come appresso:

Alla 1<sup>a</sup> classe tutti quelli che già godono di tale qualifica tutti quelli dell'attuale 2<sup>a</sup> classe che hanno compiuto 15 anni di servizio alla data del 30 giugno 1944;



Alla 2<sup>a</sup> classe tutti quelli che hanno compiuto 10 anni di servizio alla data del 30 giugno 1944;

Alla 3<sup>a</sup> classe tutti quelli che assunti o passati nella categoria degli ufficiali anteriormente al 1<sup>o</sup> gennaio 1944, hanno anzianità inferiore ai 10 anni di servizio;

Alla 4<sup>a</sup> classe tutti quelli assunti o passati nella categoria degli ufficiali dopo il 1<sup>o</sup> gennaio 1944.

#### Personale subalterno

Il personale in servizio alla data di applicazione del presente accordo con la qualifica di usciere, custode, guardia notturna, assume la qualifica unica di usciere e verrà inquadrato come appresso:

Alla 1<sup>a</sup> classe quelli con anzianità superiore ai 10 anni alla data del 30 giugno 1944;

Alla 2<sup>a</sup> classe quelli con anzianità superiore ai 5 anni alla data del 30 giugno 1944;

Alla 3<sup>a</sup> classe quelli con anzianità inferiore ai 5 anni alla data del 30 giugno 1944.

#### Personale femminile

Il personale femminile della categoria impiegati di ruolo, in servizio alla data di applicazione del presente accordo conserva il diritto di carriera acquisito e pertanto verrà inquadrato nelle 4 classi degli impiegati con le stesse norme del personale impiegatizio maschile.

Il personale femminile di nuova assunzione posteriormente all'andata in vigore del presente accordo sarà assunto e svolgerà la sua carriera nell'apposita categoria "Personale femminile" contemplata dalla tabella A).

#### Dattilografe-operatrici

Il personale di questa categoria, che viene a cessare con l'applicazione del presente accordo, verrà inquadrato nella categoria "Personale femminile" di cui alla tabella A) come appresso:

Alla 1<sup>a</sup> classe quelle con anzianità anteriore al 1<sup>o</sup> gennaio 1936;

Alla 2<sup>a</sup> classe quelle con anzianità anteriore al 1<sup>o</sup> gennaio 1941;

Alla 3<sup>a</sup> classe quelle con anzianità posteriore al 1<sup>o</sup> gennaio 1941.



#### Personale subalterno

Il personale in servizio alla data di applicazione del presente accordo con la qualifica di usciere, custode, guardia notturna, assume la qualifica unica di usciere e verrà inquadrato come appresso:

Alla 1<sup>a</sup> classe quelli con anzianità superiore ai 10 anni alla data del 30 giugno 1944;

Alla 2<sup>a</sup> classe quelli con anzianità superiore ai 5 anni alla data del 30 giugno 1944;

Alla 3<sup>a</sup> classe quelli con anzianità inferiore ai 5 anni alla data del 30 giugno 1944.

#### Personale femminile

Il personale femminile della categoria impiegati di ruolo, in servizio alla data di applicazione del presente accordo conserva il diritto di carriera acquisito e pertanto verrà inquadrato nelle 4 classi degli impiegati con le stesse norme del personale impiegatizio maschile.

Il personale femminile di nuova assunzione posteriormente all'andata in vigore del presente accordo sarà assunto e svolgerà la sua carriera nell'apposita categoria "Personale femminile" contemplata dalla tabella A).

#### Dettilografe-operatrici

Il personale di questa categoria, che viene a cessare con l'applicazione del presente accordo, verrà inquadrato nella categoria "Personale femminile" di cui alla tabella A) come appresso:

Alla 1<sup>a</sup> classe quelle con anzianità anteriore al 1<sup>o</sup> gennaio 1936;

Alla 2<sup>a</sup> classe quelle con anzianità anteriore al 1<sup>o</sup> gennaio 1941;

Alla 3<sup>a</sup> classe quelle con anzianità posteriore al 1<sup>o</sup> gennaio 1941.

#### Sostituti di richiamati alle armi

Il personale in servizio alla data di applicazione del presente accordo in qualità di sostituto di richiamati alle armi verrà inquadrato con le stesse norme stabilite per il personale di ruolo corrispondente.



Art. 6

All'atto dell'inquadramento e dell'applicazione della tabella A) al personale di ogni grado e categoria saranno conservati gli scatti maturati che, nella nuova misura di cui alla tabella stessa, verranno aggiunti allo stipendio tabellare. L'applicazione del presente accordo non modificherà la decorrenza degli scatti da maturarsi.

Art. 7

Ai Messi Notificatori sarà integralmente applicato il trattamento economico che risulterà concordato dalle trattative attualmente in corso presso l'Esattoria di Roma.

Art. 8

Ai soli effetti economici l'applicazione del presente accordo avrà decorrenza dal 1° maggio 1944.

*Luigi Achilli Regale*

*Luigi Achilli*

*Luigi Achilli*

*Luigi Achilli*

*Luigi Achilli*

*Luigi Achilli*

*Luigi Achilli*

*Luigi Achilli*

*Luigi Achilli*

*Luigi Achilli*

*Luigi Achilli*



Ai lessi Notificatori sarà integralmente applicato il trattamento economico che risulterà concordato dalle trattative attualmente in corso presso l'Esattoria di Roma.

Art. 8

Ai soli effetti economici l'applicazione del presente accordo avrà decorrenza dal 1° maggio 1944.

*Emilio Cignani*

*Antonio Cignani*

*Giuseppe Cignani*

*Rosa Cignani*

*Roberto Cignani*

*Donna Cignani*

*Luigi Cignani*

*Leopoldo Cignani*

*Roberto Cignani*

*Roberto Cignani*

*Roberto Cignani*

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

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## TABELLA DI PEREQUAZIONE DEI DIPENDENTI DELL'ESATTORIA COMUNALE DI NAPOLI GESTITA DAI MO

| C A T E G O R I A           | Stipendio attuale<br>netto |         | Stipendio propos. |         |
|-----------------------------|----------------------------|---------|-------------------|---------|
|                             | minimo                     | massimo | minimo            | massimo |
| Capo Ufficio Principali     | 5213.95                    | 5799.30 | 5477.05           | 6143.35 |
| Capi Ufficio                | 4210.30                    | 5237.80 | 4959.60           | 5751.70 |
| V.Capi Ufficio              | 3972.55                    | 4728.05 | 4542.70           | 5192.15 |
| Impiegati di 1a classe      | 3508.70                    | 4646.50 | 4032.75           | 4994.10 |
| " " 2a "                    | 3120.90                    | 4347.10 | 3826.50           | 4792.85 |
| " " 3a "                    | 2733.15                    | 4129.30 | 3523.25           | 4668.40 |
| Cassieri di 1a "            | 3863.65                    | 5075.60 | 5253.60           | 6129.85 |
| " " 2a "                    | 3309.90                    | 4081.85 | 4583.25           | 5251.70 |
| " " 3a "                    |                            |         | 4416.10           | 4970.40 |
| " " 4a "                    |                            |         | 4038.30           | 4530.05 |
| Ufficiali Esattoriali di 1a | 3456.75                    | 5021.25 | 4487.40           | 6137.60 |
| " " " 2a                    | 3215.45                    | 4445.40 | 4244.40           | 4991.20 |
| " " " 3a                    |                            |         | 4004.20           | 4709.35 |
| " " " 4a                    |                            |         | 3493.20           | 4134.90 |
| Notificatori di 1a classe   | 3093                       | 3732.10 | 3272.20           | 3818.15 |
| " " 2a "                    | 2593                       | 3871    | 2783.65           | 4263.75 |
| Uscieri di 1a "             | 2783.85                    | 3979.60 | 3591.05           | 4254.65 |
| " " 2a "                    | 3093.10                    | 3700.90 | 3593.55           | 4241.40 |
| " " 3a "                    |                            |         | 3377.60           | 3812.30 |
| Personale femminile di 1a   | 2401.95                    | 3124.50 | 3110.40           | 3830    |
| " " " 2a                    |                            |         | 2937.95           | 3561.15 |
| " " " 3a                    |                            |         | 2631.10           | 3160    |

- 1) Capo Ufficio
- 2) Capo Contabile
- 3) Segretario
- 4) Cassiere
- 5) Contabile
- 6) Impiegati emergenti
- 7) Vicecassiere

- 8) Aiuti di cassa
- 9) Alunne
- 10) " avventizie
- 11) Cassiere principale
- 12) Ingegnere aggiunto
- 13) Ufficiali



## I DELL'ESATTORIA COMUNALE DI NAPOLI GESTITA DAI MONTI DEI PASCHI DI SIENA

| Stipendio attuale netto |         | Stipendio propos. |         | Stipendi percepiti da     |            | Banco di Napoli |           |
|-------------------------|---------|-------------------|---------|---------------------------|------------|-----------------|-----------|
|                         |         |                   |         | Monte dei Paschi di Siena |            |                 |           |
| minimo                  | massimo | minimo            | massimo | minimo                    | massimo    | minimo          | massimo   |
| 5213.95                 | 5799.30 | 5477.05           | 6143.35 |                           | 6665.- (1) | 5492            | 6805 (11) |
| 4210.30                 | 5237.80 | 4959.60           | 5751.70 | 6365.-                    | 6565(2)    | 4215            | 6212 (12) |
| 3972.55                 | 4728.05 | 4542.70           | 5192.15 |                           | 5465 (3)   | 4215            | 6212 (12) |
| 3508.70                 | 4646.50 | 4032.75           | 4994.10 |                           | 5365 (4)   | 3614            | 5055 (13) |
| 3120.90                 | 4347.10 | 3826.50           | 4792.85 | 4365                      | 4865(5)    |                 |           |
| 2733.15                 | 4129.30 | 3523.25           | 4668.40 | 4365                      | 4865(5)    |                 |           |
| 3863.65                 | 5075.60 | 5253.60           | 6129.85 |                           | 5365 (4)   | 5492            | 6805 (11) |
| 3309.90                 | 4081.85 | 4583.25           | 5251.70 |                           |            | 3894            | 5752 (7)  |
|                         |         | 4416.10           | 4970.40 | 4365                      | 4865(5)    | 3894            | 5752 (7)  |
|                         |         | 4038.30           | 4530.05 |                           |            | 3898            | 4723 (8)  |
| 3456.75                 | 5021.25 | 4487.40           | 6137.60 | 6365                      | 6565(2)    |                 |           |
| 3215.45                 | 4415.40 | 4244.40           | 4991.20 | 4365                      | 4865(5)    |                 |           |
|                         |         | 4004.20           | 4709.35 |                           |            |                 |           |
|                         |         | 3493.20           | 4134.90 |                           |            |                 |           |
| 3093                    | 3732.10 | 3272.20           | 3818.15 | 2965                      | 4065(6)    |                 |           |
| 2593                    | 3871    | 2783.65           | 4263.75 | 2965                      | 4065(6)    |                 |           |
| 2783.85                 | 3979.60 | 3591.05           | 4254.65 |                           |            |                 |           |
| 3093.10                 | 3700.90 | 3593.55           | 4241.40 |                           |            |                 |           |
|                         |         | 3377.60           | 3812.30 |                           |            |                 |           |
| 2401.95                 | 3124.50 | 3110.40           | 3830    |                           |            | 3440            | 4429(9)   |
|                         |         | 2937.95           | 3561.15 |                           |            | 2723            | 3167(10)  |
|                         |         | 2631.10           | 3160    |                           |            |                 |           |

- 8) Aiuti di cassa  
 9) Alunne  
 10) " avventizie  
 11) Cassiere principale  
 12) Ingegnere aggiunto  
 13) Ufficiali

ESATTORIA DI NAPOLI

DIRETTORE

Mauri

Commissione Aziendale  
 ESATTORIA COMUNALE NA

Amministratore  
 Rocco Rosini  
 Riccardo Aguirre  
 Mario Fortini  
 Baldini  
 Luzzi op.  
 Amministratore



## I NAPOLI GESTITA DAI MONTI DEI PASCHI DI SIENA

| Stipendio propos. |         | Stipendi percepiti da     |            |                 |           |
|-------------------|---------|---------------------------|------------|-----------------|-----------|
|                   |         | Monte dei Paschi di Siena |            | Banco di Napoli |           |
| minimo            | massimo | minimo                    | massimo    | minimo          | massimo   |
| 5477.05           | 6143.35 |                           | 6665.- (1) | 5492            | 6805 (11) |
| 4959.60           | 5751.70 | 6365.-                    | 6565 (2)   | 4215            | 6212 (12) |
| 4542.70           | 5192.15 |                           | 5465 (3)   | 4215            | 6212 (12) |
| 4032.75           | 4994.10 |                           | 5365 (4)   | 3614            | 5055 (13) |
| 3826.50           | 4792.85 | 4365                      | 4865 (5)   |                 |           |
| 3523.25           | 4668.40 | 4365                      | 4865 (5)   |                 |           |
| 5253.60           | 6129.85 |                           | 5365 (4)   | 5492            | 6805 (11) |
| 4583.25           | 5251.70 |                           |            | 3894            | 5752 (7)  |
| 4416.10           | 4970.40 | 4365                      | 4865 (5)   | 3894            | 5752 (7)  |
| 4038.30           | 4530.05 |                           |            | 3898            | 4723 (8)  |
| 4487.40           | 6137.60 | 6365                      | 6565 (2)   |                 |           |
| 4244.40           | 4991.20 | 4365                      | 4865 (5)   |                 |           |
| 4004.20           | 4709.35 |                           |            |                 |           |
| 3493.20           | 4134.90 |                           |            |                 |           |
| 3272.20           | 3818.15 | 2965                      | 4065 (6)   |                 |           |
| 2783.65           | 4263.75 | 2965                      | 4065 (6)   |                 |           |
| 3591.05           | 4254.65 |                           |            |                 |           |
| 3593.55           | 4241.40 |                           |            |                 |           |
| 3377.60           | 3812.30 |                           |            |                 |           |
| 3110.40           | 3830    |                           |            | 3440            | 4429 (9)  |
| 2937.95           | 3561.15 |                           |            |                 |           |
| 2631.10           | 3160    |                           |            | 2723            | 3167 (10) |

ESATTORE DI NAPOLI

DIRETTORE

Mauri

Commissione Aziendale

ESATTORE COMUNALE NAPOLI

Santucci

Rosa Rosini

Riccardo Agnelli

Luigi Giordano

Baldini Buffardi

Luigi Appa

Emiliano Lelli



## TRATTAMENTO DEI DIPENDENTI DELL'ESATTORIA COMUNALE DI NAPOLI

| CATEGORIA              | Stipendio<br>base<br>lordo | Scatti<br>matura<br>ti | Assegni<br>ad<br>personam | Indennità<br>di<br>mensa | Indenn.<br>di<br>presenza | Aumento<br>dicembre<br>43 | Rateo-<br>grati-<br>fica |
|------------------------|----------------------------|------------------------|---------------------------|--------------------------|---------------------------|---------------------------|--------------------------|
| minimo                 | 1780.80                    | 474.75                 | 94.45                     | 450                      | 390                       | 1638                      | 554.75                   |
| <u>Capouff.princ.</u>  |                            |                        |                           |                          |                           |                           |                          |
| massimo                | 1780.80                    | 474.75                 | 252.85                    | 750                      | 390                       | 1729.70                   | 623.55                   |
| minimo                 | 1543.35                    |                        |                           | 450                      | 390                       | 1415                      | 426.05                   |
| <u>Capoufficio</u>     |                            |                        |                           |                          |                           |                           |                          |
| massimo                | 1543.35                    | 498.60                 |                           | 750                      | 390                       | 1636.40                   | 553.55                   |
| minimo                 | 1305.90                    |                        |                           | 450                      | 390                       | 1319.15                   | 384.35                   |
| <u>V.Capoufficio</u>   |                            |                        |                           |                          |                           |                           |                          |
| massimo                | 1305.90                    | 332.40                 |                           | 750                      | 390                       | 1533.50                   | 490.20                   |
| minimo                 | 1187.20                    |                        |                           | 450                      | 208                       | 1221.95                   | 360.50                   |
| <u>Impiegati di Ia</u> |                            |                        |                           |                          |                           |                           |                          |
| massimo                | 1187.20                    | 285                    |                           | 750                      | 390                       | 1514.80                   | 480.10                   |
| minimo                 | 949.75                     |                        |                           | 450                      | 208                       | 1079.50                   | 313                      |
| <u>Impieg.di 2^cl.</u> |                            |                        |                           |                          |                           |                           |                          |
| massimo                | 949.75                     | 285                    |                           | 750                      | 390                       | 1446.30                   | 443                      |
| minimo                 | 712.30                     |                        |                           | 450                      | 208                       | 937                       | 265.50                   |
| <u>Impieg.di 3^cl.</u> |                            |                        |                           |                          |                           |                           |                          |
| massimo                | 712.30                     | 356.10                 |                           | 750                      | 390                       | 1396.65                   | 416                      |
| minimo                 | 1187.20                    |                        |                           | 450                      | 390                       | 1315                      | 372.15                   |
| <u>Cassieri</u>        |                            |                        |                           |                          |                           |                           |                          |
| massimo                | 1187.20                    | 570                    |                           | 750                      | 390                       | 1592.90                   | 522.40                   |
| minimo                 | 831.05                     |                        |                           | 450                      | 390                       | 1117.50                   | 315.40                   |
| <u>V.Cassieri</u>      |                            |                        |                           |                          |                           |                           |                          |
| massimo                | 831.05                     | 178.05                 |                           | 750                      | 390                       | 1365.50                   | 399.20                   |
| minimo                 | 534.25                     |                        |                           | 450                      | 208                       | 815.30                    | 224.95                   |
| <u>Dattil.operatr.</u> |                            |                        |                           |                          |                           |                           |                          |
| massimo                | 534.25                     | 142.50                 |                           | 750                      | 208                       | 1080.80                   | 313.45                   |
| minimo                 | 949.75                     |                        |                           | 450                      | 390                       | 1208.20                   | 333                      |
| <u>Ufficial.Es.la</u>  |                            |                        |                           |                          |                           |                           |                          |
| massimo                | 949.75                     | 415.45                 |                           | 750                      | 390                       | 1600.55                   | 526.55                   |
| minimo                 | 712.30                     | 59.35                  |                           | 450                      | 390                       | 1119.05                   | 303.45                   |
| <u>Uff.Esatt.2a</u>    |                            |                        |                           |                          |                           |                           |                          |
| massimo                | 712.30                     | 237.40                 | 40.45                     | 750                      | 390                       | 1462.20                   | 450.35                   |



## PAGAMENTO DEI DIPENDENTI DELL'ESATTORIA COMUNALE DI NAPOLI GESTITA DAL MONTE DEI PASCHI DI SIENA

| Assegni<br>ad<br>personam | Indennità<br>di<br>mensa | Indenn.<br>di<br>presenza | Aumento<br>dicembre<br>43 | Rateo-<br>grati-<br>fica | Assegni fa-<br>miliari | Assegni<br>ex<br>combatt. | Rateo-in-<br>dennità<br>rischio | 60% diritti<br>di<br>tariffa |
|---------------------------|--------------------------|---------------------------|---------------------------|--------------------------|------------------------|---------------------------|---------------------------------|------------------------------|
| 94.45                     | 450                      | 390                       | 1638                      | 554.75                   | 371.40                 |                           |                                 |                              |
| 252.85                    | 750                      | 390                       | 1729.70                   | 623.55                   | 371.40                 |                           |                                 |                              |
|                           | 450                      | 390                       | 1415                      | 426.05                   | 371.40                 |                           |                                 |                              |
|                           | 750                      | 390                       | 1636.40                   | 553.55                   | 371.40                 |                           |                                 |                              |
|                           | 450                      | 390                       | 1319.15                   | 384.35                   | 371.40                 |                           |                                 |                              |
|                           | 750                      | 390                       | 1533.50                   | 490.20                   | 371.40                 |                           |                                 |                              |
|                           | 450                      | 208                       | 1221.95                   | 360.50                   | 371.40                 | 24.75                     |                                 |                              |
|                           | 750                      | 390                       | 1514.80                   | 480.10                   | 371.40                 | 103.85                    |                                 |                              |
|                           | 450                      | 208                       | 1079.50                   | 313                      | 371.40                 | 24.75                     |                                 |                              |
|                           | 750                      | 390                       | 1446.30                   | 443                      | 371.40                 | 113                       |                                 |                              |
|                           | 450                      | 208                       | 937                       | 265.50                   | 371.40                 | 24.75                     |                                 |                              |
|                           | 750                      | 390                       | 1396.65                   | 416                      | 371.40                 | 113                       |                                 |                              |
|                           | 450                      | 390                       | 1315                      | 372.15                   | 371.40                 | 24.75                     | 100                             |                              |
|                           | 750                      | 390                       | 1592.90                   | 522.40                   | 371.40                 | 79.10                     | 100                             |                              |
|                           | 450                      | 390                       | 1117.50                   | 315.40                   | 371.40                 | 24.75                     | 100                             |                              |
|                           | 750                      | 390                       | 1365.50                   | 399.20                   | 371.40                 | 69.25                     | 100                             |                              |
|                           | 450                      | 208                       | 815.30                    | 224.95                   | 371.40                 |                           |                                 |                              |
|                           | 750                      | 208                       | 1080.80                   | 313.45                   | 371.40                 |                           |                                 |                              |
|                           | 450                      | 390                       | 1208.20                   | 333                      | 371.40                 | 24.75                     |                                 | 31.30                        |
|                           | 750                      | 390                       | 1600.55                   | 526.55                   | 371.40                 | 75.50                     |                                 | 421.25                       |
|                           | 450                      | 390                       | 1119.05                   | 303.45                   | 371.40                 | 24.75                     |                                 | 62.25                        |
| 40.45                     | 750                      | 390                       | 1462.20                   | 450.35                   | 371.40                 | 74.20                     |                                 | 336.25                       |



## MUNALE DI NAPOLI GESTITA DAL MONTE DEI PASCHI DI SIENA

| to<br>bre | Rateo-<br>grati-<br>fica | Assegni fa<br>miliari | Assegni<br>ex<br>combatt. | Rateo-in-<br>dennità<br>rischio | 60% diritti<br>di<br>tariffa | Totale<br>lordo | Ritenute | Stip;<br>netto |
|-----------|--------------------------|-----------------------|---------------------------|---------------------------------|------------------------------|-----------------|----------|----------------|
|           | 554.75                   | 371.40                |                           |                                 |                              | 5754.15         | 540.20   | 5213.95        |
| 0.70      | 623.55                   | 371.40                |                           |                                 |                              | 6373.05         | 573.65   | 5799.30        |
|           | 426.05                   | 371.40                |                           |                                 |                              | 4595.80         | 385.50   | 4210.30        |
| 6.40      | 553.55                   | 371.40                |                           |                                 |                              | 5743.30         | 505.50   | 5237.80        |
| 9.15      | 384.35                   | 371.40                |                           |                                 |                              | 4220.80         | 248.25   | 3972.55        |
| 3.50      | 490.20                   | 371.40                |                           |                                 |                              | 5173.40         | 445.35   | 4728.05        |
| 1.95      | 360.50                   | 371.40                | 24.75                     |                                 |                              | 3823.80         | 315.10   | 3508.70        |
| 4.80      | 480.10                   | 371.40                | 103.85                    |                                 |                              | 5082.35         | 435.85   | 4646.50        |
| 9.50      | 313                      | 371.40                | 24.75                     |                                 |                              | 3396.40         | 275.50   | 3120.90        |
| 6.30      | 443                      | 371.40                | 113                       |                                 |                              | 4748.45         | 401.35   | 4347.10        |
| 7         | 265.50                   | 371.40                | 24.75                     |                                 |                              | 2968.95         | 235.80   | 2733.15        |
| 6.65      | 416                      | 371.40                | 113                       |                                 |                              | 4505.45         | 376.15   | 4129.90        |
| 5         | 372.15                   | 371.40                | 24.75                     | 100                             |                              | 4211            | 347.35   | 3863.65        |
| 2.90      | 522.40                   | 371.40                | 79.10                     | 100                             |                              | 5563            | 487.40   | 5075.60        |
| 7.50      | 315.40                   | 371.40                | 24.75                     | 100                             |                              | 3600.10         | 290.20   | 3309.90        |
| 5.50      | 399.20                   | 371.40                | 69.25                     | 100                             |                              | 4454.45         | 372.60   | 4081.85        |
| 5.30      | 224.95                   | 371.40                |                           |                                 |                              | 2603.90         | 201.95   | 2401.95        |
| 0.80      | 313.45                   | 371.40                |                           |                                 |                              | 3400.40         | 275.90   | 3124.50        |
| 8.20      | 333                      | 371.40                | 24.75                     |                                 | 31.30                        | 3758.40         | 301.65   | 3456.75        |
| 0.55      | 526.55                   | 371.40                | 75.50                     |                                 | 421.25                       | 5500.45         | 479.20   | 5021.25        |
| 9.05      | 303.45                   | 371.40                | 24.75                     |                                 | 62.25                        | 3492.55         | 277.10   | 3215.45        |
| 2.20      | 450.35                   | 371.40                | 74.20                     |                                 | 336.25                       | 4824.55         | 409.15   | 4415.40        |
|           |                          |                       |                           |                                 |                              |                 |          | ./.            |

Baldini Puppato

Lorenzo Puppato

Riccardo Puppato

Piero Puppato

Maurizio Puppato

Lorenzo Puppato



## TRATTAMENTO DEI DIPENDENTI DELL'ESATTORIA COMUNALE DI NAPOLI GESTIT

| CATEGORIA              | Stipendio<br>base<br>lordo | Scatti<br>maturati | Assegni<br>ad<br>personam | Indennità<br>di<br>mensa | Indenn.<br>di<br>presenza | Aumento<br>dicem.<br>43 | Rateogra-<br>tifica |
|------------------------|----------------------------|--------------------|---------------------------|--------------------------|---------------------------|-------------------------|---------------------|
| minimo                 | 593.60                     | 190                |                           | 450                      | 390                       | 1074.15                 | 288.45              |
| <u>Notific. 1^ cl.</u> |                            |                    |                           |                          |                           |                         |                     |
| massimo                | 593.60                     | 285                |                           | 750                      | 390                       | 1305.60                 | 166.75              |
| minimo                 | 296.80                     |                    |                           | 450                      | 390                       | 890.40                  | 227.20              |
| <u>Notific. 2^ cl.</u> |                            |                    |                           |                          |                           |                         |                     |
| massimo                | 296.80                     | 106.80             |                           | 750                      | 390                       | 1337.35                 | 384                 |
| minimo                 | 593.60                     |                    |                           | 450                      | 390                       | 961.15                  | 250.60              |
| <u>Uscieri</u>         |                            |                    |                           |                          |                           |                         |                     |
| massimo                | 593.60                     | 380                | 93.75                     | 750                      | 390                       | 1362.25                 | 397.45              |
| minimo                 | 593.60                     | 190                |                           | 450                      | 390                       | 1074.15                 | 288.45              |
| <u>Custodi</u>         |                            |                    |                           |                          |                           |                         |                     |
| massimo                | 593.60                     | 237.50             |                           | 750                      | 390                       | 1297.50                 | 362.90              |

Retribuzione in atto al 30 settembre 1944 in tutti i suoi elementi

N.B. Per i seguenti emolumenti è stata indicata la media:

- a) Indennità di presenza - calcolata sulla base di 26 giorni lavorativi
- b) Diritti di tariffa e compensi di notifiche - media mensile sul triennio 1941 - 43
- c) Assegni familiari - media mensile aritmetica



O: 2 =

DEPENDENTI DELL'ESATTORIA COMUNALE DI NAPOLI GESTITA DAL MONTE DEI PASCHI DI SIENA

| Indennità<br>di<br>mensa | Indenn.<br>di<br>presenza | Aumento<br>dicem.<br>43 | Rateogra-<br>tifica | Assegni<br>familiari | Assegni<br>ex<br>combatt. | Rateo-in-<br>dennità<br>rischio | 60% diritti<br>di<br>tariffa | Total<br>lordo |
|--------------------------|---------------------------|-------------------------|---------------------|----------------------|---------------------------|---------------------------------|------------------------------|----------------|
| 450                      | 390                       | 1074.15                 | 288.45              | 371.40               |                           |                                 |                              | 3357.6         |
| 750                      | 390                       | 1305.60                 | 166.75              | 371.40               |                           |                                 |                              | 4062.3         |
| 450                      | 390                       | 890.40                  | 227.20              | 371.40               | 24/75                     |                                 | 155.90                       | 2806.4         |
| 750                      | 390                       | 1337.35                 | 384                 | 371.40               | 24.75                     |                                 | 556.20                       | 4217.3         |
| 450                      | 390                       | 961.15                  | 250.60              | 371.40               |                           |                                 |                              | 3016.7         |
| 750                      | 390                       | 1362.25                 | 397.45              | 371.40               |                           |                                 |                              | 4338.4         |
| 450                      | 390                       | 1074.15                 | 288.45              | 371.40               |                           |                                 |                              | 3357.6         |
| 750                      | 390                       | 1297.50                 | 362.90              | 371.40               | 24.75                     |                                 |                              | 4027.6         |

in tutti i suoi elementi

licata la media:

a base di 26 giorni lavorativi

che - media mensile sul triennio 1941 - 43

netica

ESATTORIA DI NAPOLI

*Pravay*

Commissio  
ESATTORIA DI

*Samuel*

*Amor*

*Ricardo*

*Fora*

*Belsa*

*Luna*

*Veronica*



( 2 =

DI NAPOLI GESTITA DAL MONTE DEI PASCHI DI SIENA

| to<br>1. | Rateogra-<br>tifica | Assegni<br>familiari | Assegni<br>ex<br>combatt. | Rateo-in=<br>dennità<br>rischio | 60% diritti<br>di<br>tariffa | Totale<br>lordo | Ritenute | Stip.<br>netto |
|----------|---------------------|----------------------|---------------------------|---------------------------------|------------------------------|-----------------|----------|----------------|
| 15       | 288.45              | 371.40               |                           |                                 |                              | 3357.60         | 264.60   | 3093           |
| 60       | 166.75              | 371.40               |                           |                                 |                              | 4062.35         | 330.25   | 3732.10        |
| 40       | 227.20              | 371.40               | 24/75                     |                                 | 155.90                       | 2806.45         | 213.45   | 2593           |
| 35       | 384                 | 371.40               | 24.75                     |                                 | 556.20                       | 4217.30         | 346.30   | 3871           |
| 15       | 250.60              | 371.40               |                           |                                 |                              | 3016.75         | 232.90   | 2783.85        |
| 25       | 397.45              | 371.40               |                           |                                 |                              | 4338.45         | 358.85   | 3979.60        |
| 15       | 288.45              | 371.40               |                           |                                 |                              | 3357.60         | 264.50   | 3093.10        |
| 50       | 362.90              | 371.40               | 24.75                     |                                 |                              | 4027.65         | 326.75   | 3700.90        |

ESATTORIA DI NAPOLI

*Manney*

1941 - 43

Commissione Aziendale

ESATTORIA COMUNALE NAPOLI

*Samuele D'Amico**Beni Rocco**Antonio D'Amico**Fava Gennaro**Babini Raffaele**Manney appalti**Versavato Sabatino*



## REGIONAL LABOR OFFICE

Prot. No. 11529/MS

Naples, December 9, 1944

TO: Capt. Denis L. Rothen  
Southern Region - Naples

Herewith we enclose the report of the wage adjustment of the "Mentoria Comunale"-Naples, administered by "Monte dei Paschi di Siena".

The report which is forwarded in quintuplicate provides as follows:

- 1) The schedules of wage adjustment
- 2) The present economic treatment
- 3) The agreement made between the employees and the Directorate of the Institute
- 4) A brief relation made by the personnel

The object of the abovementioned adjustment is to equalize the economic treatment of the employees depending from the Naples Offices and those depending from the Rome Offices, who benefit by a more advantageous treatment as appears from scale A. The said adjustment, is composed of two scales which show the present wages paid in Naples and the wage adjustment made according to the present wages paid in Rome.

The request of the employees of Naples Offices, which has already been approved by the Directorate of the Institute, is acceptable by this Regional Labor Office because concerning workers who performs the same functions both in Naples and in Rome.

As far as the enclosed statement is concerned it appears that the proceedings concerning the engagement of personnel in Rome has been also applied to the workers engaged by the Naples Offices.

According to the new statement it appears that the cashier category has been classified in four classes, instead of two classes as previously provided for the tax-collectors.

A new statement has been made considering the seniority of the service of categories.

Having considered the special kind of work and that the above mentioned adjustment concerns only the personnel of the same Institute, it has not been deemed necessary to state a comparison with the wages granted by the Allied



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- 2) The present economic treatment
- 3) The agreement made between the employees and the Directorate of the Institute
- 4) A brief relation made by the personnel

The object of the abovementioned adjustment is to equalize the economic treatment of the employees depending from the Naples Offices and those depending from the Rome Offices, who benefit by a more advantageous treatment as appears from scale A. The said adjustment, is composed of two scales which show the present wages paid in Naples and the wage adjustment made according to the present wages paid in Rome.

The request of the employees of Naples' Offices, which has already been approved by the Directorate of the Institute, is acceptable by this Regional Labor Office because concerning workers who perform the same functions both in Naples and in Rome.

As far as the enclosed statement is concerned it appears that the proceedings concerning the engagement of personnel in Rome has been also applied to the workers engaged by the Naples' Offices.

According to the new statement it appears that the cashier category has been classified in four classes, instead of two classes as previously provided for the tax-collectors.

A new statement has been made considering the seniority of the service of categories.

Having considered the special kind of work and that the above mentioned adjustment concerns only the personnel of the same Institute, it has not been deemed necessary to state a comparison with the wages granted by the Allied Forces. A comparison has been made only with some categories of bank-personnel of Monte dei Paschi di Siena.

The necessity and the justice of the adjustment is proved by the fact that the Italian Government, in connection with the high cost of living, has considered Rome and Naples in the same way. The aforesaid reason justifies the necessity of equalizing the wages of both cities.

We beg this Labor Sub-Commission to authorize the above mentioned wage adjustment and to take into account that the adjustment is to be applied to the workers of the same Institute and we believe that the authorization of the Labor Sub-Commission is more than sufficient and it is not necessary to get that of the Allied Commission of Rome.

Truly yours

THE DIRECTOR

Signed: (Avv. Michele Cifarelli)



Naples, November 3, 1944

M E M O R A N D U M

As far as the examination of the request of wage adjustment by the Regional Labor Office is concerned, we deem it necessary to inform you that no comparison has to be made with the wage scales of other Institutes, because the functions performed by the tax collectors are special functions and they deal with questions contemplated by many law-provisions.

Having remarked that the above mentioned request is not an "ex-novo" (a new-one) but a simple equalization to be made with the employees which are performing equal functions and equal duties in the same Institute, we believe that is not necessary to speak about "comparative statistics" which could cause an unfavourable situation and consequently deprive the employees of such benefits which have been recognized by the same Institutes and which has granted, without delay, their desires in order to avoid an unjustified disparity of economic treatment among the employees working in the same Institutes

THE COMMISSION

Signed (Saccchiaro)



performing equal functions and equal duties in the same institution which could cause that is not necessary to speak about "comparative statistics" which could cause an unfavourable situation and consequently deprive the employees of such benefits which have been recognized by the same Institutes and which has granted, without delay, their desires in order to avoid an unjustified disparity of economic treatment among the employees working in the same Institutes

THE COMMISSION

Signed (Mancacchiaro)

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In the year 1944 on the third day of the month of November, in the seat of the Regional Labor Office of Naples, under the presidency of Lawyer Leopoldo Rubiniacci, General Secretary of the Regional Labor Office of Naples, assisted by Eng. Roberto Controtto and Doct. Pietro Piegari, functionaries of said Office, have met the following:

Comm. Mancini Solferino, Director of the Naples' tax collecting Office, as representative of the "Monte dei Paschi di Siena".

Bolide Raffaele, Doni Rosario, Coppola Cesare, d'Aquino Riccardo, Jorio Giacchino, Ferravalle Gabriele and Samochiero Pasquale members of the Internal Commission of the Personnel, acting for the interests of the Personnel of Naples' tax collecting Office.

For many years the personnel of Naples' tax collecting Office, managed by the "Monte dei Paschi di Siena" has repeatedly expressed the desire to get an economic treatment equal to that granted to the personnel of the Rome's tax collecting Office, managed by the same Institute.

This legitimate desire has never been accepted by the Central Syndical Organization that had agreed with the thesis of the employer who objected that the minor economic possibility that the Institute of Naples offered in comparison with that of Rome and guaranteeing - with the imposition of compulsory labor contracts - a disproportion of wage among the employees of the same Institute having equal duties, and equal functions.

After the ending of the compulsion exerted by the syndical fascist provisions on the will and on the rights of the workers, the Internal Commission of the tax collecting Office of Naples, last May put forth a request that the economic treatment of the employees of Naples be equalized with those of the Rome Office.

Immediately after the resumption of communications with Rome, the above mentioned request was formally repeated to the Inspectorate of tax collecting Offices administered by "Monte dei Paschi di Siena".

In order to recompense the personnel of Naples Office for the sacrifices that they have suffered and the behaviour they had during the present war, the above mentioned Inspectorate has immediately accepted the request of the employees concerning the wage adjustment, after that the same request was approved by the Allied Command.

To conclude the arrangement made between the Internal Commission and the representative of the Institute, the present agreement has been made with the object of adjusting the economic treatment of the personnel depending from Naples tax collecting Office and that depending from the Rome tax collecting Office. Both offices are administered by the "Monte dei Paschi di Siena".

Art. 1

The personnel depending from the tax collecting Office of Naples is



For many years the personnel of Naples' tax collecting Office, managed by the "Monte dei Paschi di Siena" has repeatedly expressed the desire to get an economic treatment equal to that granted to the personnel of the Rome's tax collecting Office, managed by the same Institute.

This legitimate desire has never been accepted by the Central Syndical Organization that had agreed with the thesis of the employer who objected that the minor economic possibility that the Institute of Naples offered in comparison with that of Rome and guaranteeing - with the imposition of compulsory labor contracts - a disproportion of wage among the employees of the same Institute having equal duties, and equal functions.

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To conclude the arrangement made between the Internal Commission and the representative of the Institute, the present agreement has been made with the object of adjusting the economic treatment of the personnel depending from Naples tax collecting Office and that depending from the Rome tax collecting Office. Both offices are administered by the "Monte dei Paschi di Siena".

#### Art. 1

The personnel depending from the tax collecting Office of Naples is entitled to the same economic treatment as the personnel depending from the tax collecting Office of Rome. Said economic treatment is granted in order to adjust the wages of the Naples Office according to the wages paid in the Rome Office.

#### Art. 2

The schedule A concerning the wages fixed by the ~~Internal~~ Collective Contract issued on May 24, 1937, is substituted as follows:

|                   | Basic Wages | Increased wages<br>(6 and 12%) |
|-------------------|-------------|--------------------------------|
| First Chief Clerk | 1.770.-     | 2.101.35                       |
| Chief Clerk       | 1.630.-     | 1.935.15                       |

|                                    | Basic wages | Increased wages<br>(6 and 12%) |
|------------------------------------|-------------|--------------------------------|
| Vice Chief Clerk                   | 1.495.-     | 1.774.85                       |
| First Class employee               | 1.190.-     | 1.412.75                       |
| Second Class employee              | 1.055.-     | 1.252.50                       |
| Third Class employee               | 875.-       | 1.038.80                       |
| Apprentice                         | 700.-       | 831.05                         |
| First Class cashier                | 1.730.-     | 2.053.85                       |
| Second Class cashier               | 1.415.-     | 1.679.90                       |
| Third Class cashier                | 1.200.-     | 1.424.65                       |
| Fourth Class cashier               | 960.-       | 1.139.70                       |
| Tax collecting officer (1st Class) | 1.265.-     | 1.501.80                       |
| " (2nd Class)                      | 1.075.-     | 1.276.25                       |
| " (3rd Class)                      | 875.-       | 1.038.80                       |
| " (4th Class)                      | 700.-       | 831.05                         |
| Tax messenger (1st Class)          | 325.-       | 385.85                         |
| " (2nd Class)                      | 275.-       | 326.50                         |

FEMALE PERSONNEL

|                       |       |        |
|-----------------------|-------|--------|
| First Class employees | 830.- | 985.35 |
| Second Class "        | 710.- | 842.90 |
| Third Class "         | 545.- | 647.-  |

TEMPORARY PERSONNEL

|                    |       |          |
|--------------------|-------|----------|
| Ushier (1st Class) | 580.- | 1.044.75 |
| " (2nd Class)      | 750.- | 890.40   |
| " (3rd Class)      | 650.- | 771.70   |

The employees are entitled to 6 bonus of lire 50 each to be paid every three years (with the increases of 6 and 12% = lire 59.35)

Temporary personnel are entitled to 6 bonus of lire 30 each to be paid every three years (with the increases of 6 and 12% = lire 35.60)

ALLOWANCES.

The personnel is entitled to an allowance to be paid every year, as follows:

- An extra-monthly wage to be paid on Christmas according to the present wage-scale.
- 1/4 of the wage paid on Christmas of the preceding year will be paid on Easter.

RISK INDEMNITY.

Cashiers are entitled to a net risk indemnity that will be granted accord-



|                           |   |   |             |       |        |
|---------------------------|---|---|-------------|-------|--------|
| "                         | " | " | (4th Class) | 700.- | 831.05 |
| Tax messenger (1st Class) | " | " | "           | 325.- | 385.85 |
| "                         | " | " | (2nd Class) | 275.- | 326.50 |

PERMANENT PERSONNEL

|                       |       |        |
|-----------------------|-------|--------|
| First Class employees | 830.- | 985.35 |
| Second Class "        | 710.- | 842.90 |
| Third Class "         | 545.- | 647.-  |

TEMPORARY PERSONNEL

|                   |       |          |
|-------------------|-------|----------|
| Usher (1st Class) | 880.- | 1,044.75 |
| " (2nd Class)     | 750.- | 890.40   |
| " (3rd Class)     | 650.- | 771.70   |

The employees are entitled to 6 bonus of lire 50 each to be paid every three years (with the increases of 6 and 12% = lire 59.35)

Temporary personnel are entitled to 6 bonus of lire 30 each to be paid every three years (with the increases of 6 and 12% = lire 35.60)

ALLOWANCES.

The personnel is entitled to an allowance to be paid every year, as follows:

a) An extra-monthly wage to be paid on Christmas according to the present wage-scale.

b) 1/4 of the wage paid on Christmas of the preceeding year will be paid on Easter.

RISK INDEMNITY.

Cashiers are entitled to a net risk indemnity that will be granted according to the rules issued by law. The extent is the following:

|                           |                  |
|---------------------------|------------------|
| Cashier 1st and 2nd class | Lire 1500 a year |
| Cashier 3rd and 4th class | " 1000 a year    |

The Cashier who is held responsible for the Central Cash will be entitled to a 1st class Cashier's wage and of a risk indemnity of Lire 2500 a year.

The employees of any degree who will perform occasional cashier functions will be entitled to a risk indemnity of Lire 15 to be granted for <sup>at</sup> ~~for~~ <sup>the</sup> ~~the~~ of service, and a minimum of Lire 50 to be granted every two months.

Tax-collector officers of any classes will benefit a risk indemnity of Lire 250 a year.

#### SPECIAL SERVICE INDEMNITY

The employee entrusted with steward's function is entitled to a monthly indemnity of Lire 250 granted for the whole period of the charge. (The aforesaid amount is to be increased by 5 and 12% - Lire 237.45)

The usher entrusted with Chief Usher functions is entitled to a monthly indemnity of Lire 100 for all the period of his charge. (The aforesaid amount is to be increased by 5 and 12% - Lire 116.70)

#### WAR VETERANS ALLOWANCES

##### Personnel on duty since February 1, 1944

Wounded and decorated - Lire 151 (monthly) - (Lire 179.25 with the increase of 6 and 12%)

Awarded the Best Cross - Lire 114 (monthly) - (Lire 135.25 with increase of 6 and 12%)

Combatants - Lire 75 (monthly) - (Lire 89.05 with increase of 6 and 12%)

##### Personnel engaged after February 1, 1944

Wounded and decorated - L. 139 (monthly) - (Lire 165.05 with increase of 6 and 12%)

#### ART. 3

The scale B. contained in the Integrative Collective Contract issued on May 27, 1937, is substituted by the following:

1) Tax-collector officers are entitled to get a share on the common duties rates actually collected which will be added to their wage.

The extent is the following:

a. duties collected at the office-window. The Officer will be entitled to get 20 % for the restraint made in a town, and 40% for the restraint made in a country.

b. duties collected at the moment of the restraint.  
The Officer will get 50% for the procedure made in the town and 80% for the procedure made in the country.

c. duties collected for collection-orders and for the 1st and 2nd

Personnel on duty since February 1, 1944

Wounded and decorated - Lire 151 (monthly) - ( Lire 179.25 with the increase of 6 and 12%)

Awarded the Red Cross - Lire 114 (monthly) - ( Lire 135.25 with increase of 6 and 12%)

Combatants - Lire 75 (monthly) - ( Lire 89.05 with increase of 6 and 12%)

Personnel engaged after February 1, 1944:

Wounded and decorated - L. 139 (monthly) - ( Lire 165.05 with increase of 6 and 12%)

ART. 3

The scale B. contained in the Integrative Collective Contract issued on May 27, 1937, is substituted by the following:

1) Tax-collector officers are entitled to get a share on the common duties rates actually collected which will be added to their wage.

The extent is the following:

a. duties collected at the office-windows. The Officer will be entitled to get 20 % for the restraint made in a town, and 40% for the restraint made in a country.

b. duties collected at the moment of the restraint.

The Officer will get 50% for the procedure made in the town and 60% for the procedure made in the country.

c. duties collected for collection-orders and for the 1st and 2nd auctional-sale. 20% to the officer who made the restraint. 20% to the officer who collected the duties (if the restraint has been made in a town). 40% to the officer who made the restraint and 40% to the officer who collected the duties (if the restraint has been made in a country-zone).

d. duties collected at the moment of the removal. 5% to the officer who made the restraint; 5% to the officer who made the 2nd auctional-sale; 30% to the officer who collected the duties (if the restraining has been made in the town); 20% to the officer who made the restraint; 20% to the officer who made the 2nd auctional-sale; 40% to the officer who collect duties (if the restraint has been made in a country-zone).



- 2) By the end of the employment connection, all collector officers are no more entitled to get percentages on the duties they have posteriorly collected.
- 3) All expenditures made by the officers in relations with their service fall on their charge, except the expenses incurred for the trucks used for removals.
- 4) The officers acting in country-zones are entitled to receive a mission indemnity of L. 10 for every working day, by way of reimbursement of higher expenses occurred during their service.

The percentages on the common duty rates granted to tax-collectors are subdivided as follows:

- 40% - by way of reimbursement of expenses  
60% - by way of normal retribution

Art. 4

Scale C. of the Integrative Collective Contract issued on May 24, 1937 has been substituted by the following:

Tax messengers are entitled to get allowances for their services to be added to their normal wages (scale A), according to the following extent:

- a) - for any notified act  
Lire 0.20
- b) - for any act which has not been notified because the tax-payer has not been found  
Lire 0.10
- c) - for the penal decrees and indentancy orders (either notified or not)  
Lire 1.--

To the tax-messengers charged with internal service, a daily working indemnity to the extent of Lire 14 will be added to their wages.

Tax-messengers charged with duties in country-zone will benefit of a transfer indemnity to the extent of Lire 7 for every working day.

All expenses incurred by tax-messenger are on the charge of the same, as it has been provided for the tax-collecting officers.

The allowances granted to the tax messenger include the following:

- 40% by way of expenses reimbursement  
60% by way of normal retribution



- 40% - by way of reimbursement of expenses
- 60% - by way of normal retribution

#### Art. 4

Scale C. of the Integrative Collective Contract issued on May 24, 1937 has been substituted by the following:

Tax messengers are entitled to get allowances for their services to be added to their normal wages (scale A), according to the following extent:

- a) - for any notified act                      Lire 0.20
- b) - for any act which has not been notified because the tax-payer has not been found                      Lire 0.10
- c) - for the penal decrees and indentancy orders (either notified or not)                      Lire 1.--

To the tax-messengers charged with internal service, a daily working indemnity to the extent of Lire 14 will be added to their wages.

Tax-messengers charged with duties in country-zone will benefit of a transfer indemnity to the extent of Lire 7 for every working day.

All expenses incurred by tax-messenger are on the charge of the same, as it has been provided for the tax-collecting officers.

The allowances granted to the tax messenger include the following:

- 40% by way of expenses reimbursement
- 60% by way of normal retribution

#### Art. 5

#### MODALITY OF APPLICATION

#### Cashiers

Personnel on duty at the date of the present agreement's application who is qualified cashier or vice-cashier, as per scale A, will be classified as follows:

- 1) - 1st class - Those that on June 30, 1934 have ~~fulfilled~~ <sup>fulfilled</sup> 20 years of cash service.
- 2) - 2nd class - Those that have accomplished 15 years of cash service.
- 3) - 3rd class - Those that have accomplished 5 years of cash service.

- 4) - 4th class - Those that have less than 5 years of seniority cash service.

Tax-collecting officers

Tax-collecting officers on duty at the date of the application of the present agreement, according to scale A, will be classified in 4 classes, as follows:

1) - To the first class all those who have the aforesaid qualification and all those included in the present second class that on June 30, 1944, have accomplished 15 years of service.

2) - To the second class those that on June 30, 1944 have accomplished 10 years of service.

3) - To the third class those who have been engaged and transferred in the categories of the officers prior January 1, 1944 and that have less than 10 years seniority of service.

4) - To the fourth Class those who have been engaged and transferred in the officers' category after January 1, 1944.

Temporary staff

The personnel on duty at the date of application of the present agreement who has been qualified as usher, custodian, night-watchman, assumes the sole qualification of "usher" and it is classified as follows:

To the first class those with seniority prior 10 years;

To the second class those with seniority prior 5 years;

To the third class those who have seniority less than 5 years.

Female personnel

Female personnel on duty at the date of the present agreement's application is entitled of the career acquired, and it will be classified, however, into 4 classes according to the rules applied for male personnel.

Typists - female operators

Personnel of this category will be included in the category "Female personnel" according to scale A, as follows:

To the first class, those with seniority prior January 1, 1935

To the second class, those with seniority prior January 1, 1941

To the third class, those with seniority after January 1, 1944

Substitutes of called to arms



years of service.

3) - To the third class those who have been engaged and transferred in the categories of the officers prior January 1, 1944 and that have less than 10 years seniority of service.

4) - To the fourth Class those who have been engaged and transferred in the officers' category after January 1, 1944.

#### Temporary staff

The personnel on duty at the date of application of the present agreement who has been qualified as usher, custodian, night-watchman, assumes the sole qualification of "ushers" and it is classified as follows:

To the first class those with seniority prior 10 years;

To the second class those with seniority prior 5 years;

To the third class those who have seniority less than 5 years.

#### Female personnel

Female personnel on duty at the date of the present agreement's application is entitled of the career acquired, and it will be classified, however, into 4 classes according to the rules applied for male personnel.

#### Typists - female operators

Personnel of this category will be included in the category "Female personnel" according to scale A, as follows:

To the first class, those with seniority prior January 1, 1936

To the second class, those with seniority prior January 1, 1941

To the third class, those with seniority after January 1, 1944

#### Substitutes of called to arms

Personnel on duty at the date of the present agreement's application who is considered substitute of personnel called to arms, will be classified according to the rules established for the effective personnel.

#### Art. 6

At the moment of the new classification and application of scale A, the personnel of any degree and category will benefit of the amounts fallen due that, according to the new extent of the above mentioned scale, will be added to the normal wages.

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Art. 7

Taxpayers will benefit of the economic treatment, that is going to be issued in the seat of Home tax-collecting office.

Art. 8

The present agreement will be effective from May 1, 1944.



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