

ACC 10000/146/667

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AMG LABOR POLICY + PLANS

July - December 1943

Sept. - Oct. 1943

POLICY + PLANS : July - December 1943

TT. 1943

MEMO FOR AMST - 437

16 October 1963

~~SECRET~~ Confid.

PRIORITY

AFM, FOR INFO FOR MEMOS

MEMORANDUM FOR THE RECORD FROM THE AMST TO AFM, FOR INFO FOR MEMOS
 THE AMST HAS ONE SEVEN PAGES FOR THE FOLLOWING: (1) REQUEST INFORMATION
 QUESTION WHETHER OR NOT EMPLOYERS SHOULD HAVE THE RIGHT TO
 CHOOSE AND EMPLOY REPRESENTATIVES BEFORE OF COLLECTIVE BARGAINING. * (2) (3) (4)
 NEW PENDING * AMST REQUEST INFORMATION TO OBTAIN CHIEF OF STAFF

MINUTES OF MEETING WITH MAJOR GENERAL LORD
RENNELL OF RODD, 6 DECEMBER 1943, AT BARI,
ITALY, REGARDING GENERAL ORDER NO. 8 (SICILY)

1. Meeting was called to decide whether or not a General Order similar to General Order No. 8 (Sicily) should be issued on the mainland. Present were: Major General Lord Rennell of Rodd, CCAO, 15 Army Group; Captain Mayne Albright, Labor Liaison Officer for HQ ACC with Italian Government (Brindisi); Captain Robert Frazer, Labor Officer, Region 2 HQ; Captain David A. Morse, Labor Sub Commission, ACC; Lt. R. Criley, Labor Sub Commission, ACC; Captain W.L. Batt, Jr., AMG, 15 Army Group.

2. There was general discussion by all present on the advisability of extending the provisions of General Order No. 8 to the Italian mainland. The following questions were considered:

- (a) Necessity for a uniform labor policy on the island;
- (b) Status of syndical system on mainland;
- (c) Experience under General Order No. 8 in Sicily.

3. General Rennell raised the question of the advisability of extending General Order No. 8 to the areas which may be transferred to Italian authority in the very near future. He also suggested that it might be well to clear with the Mediterranean Commission before taking action. He indicated that an affirmative decision would be so far reaching that consideration should perhaps be given to holding it in abeyance until the Italian Government itself was in a position to act, since they may later desire to reverse the order and such regulations as may have been issued, thus creating confusion and causing difficulties in administration.

4. Captain Albright stated that it was the opinion of Mr. Piccardo, former Minister of Industry, Commerce and Labor in the Badoglio Government, that the present syndical system should be continued until the Italian Government was definitely established for the entire mainland. However, Captain Albright further stated that Mr. Piccardo had resigned and the present Under Secretary of Industry, Commerce and Labor for the Italian Government, Dottore Epicarmo Corbino had been invited to attend the meeting or send a representative, but was unable to do so. The Under Secretary had asked that the following statements be made in his behalf:

(a) The Italian Government is not in a position at this time to make any specific recommendations regarding

2. There was general discussion by all present on the advisability of extending the provisions of General Order No. 8 to the Italian mainland. The following questions were considered:

- (a) Necessity for a uniform labor policy on the mainland;
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- (a) The Italian Government is not in a position at this time to make any specific recommendations regarding the syndicates or labor organization.
- (b) He had no objection to General Order No. 8 (Sicily) being extended to the mainland.
- (c) Since General Order No. 8 was already in effect in Sicily its existence would provide a uniform policy and program which could be used by the Italian Government, after transfer of authority to it, as a base with or without alternation as experience would show. 735
- (d) He desired to be advised of the outcome of the meeting so that consideration could be given to the application of the order at provinces already under the jurisdiction of the Italian Government.

- 2 -

5. Captain Morse stated that he had conferred with Brigadier General McSherry, DCCAO, Regions 1 and 2, Brigadier Gutterbock, CSC of said HQ, Col. Hume, RCOAO Region 3, and Lt.Col. Lane, Chief Labor Officer, Region 3, in Naples on 4 Dec 43 and that General McSherry had ordered him to put General Order No. 8 into effect in Region 2 immediately. Morse further stated that Col. Hume and Lt.Col. Lane were of the opinion that the Order should be issued in Region 3 and that action was urgent. Col. Hume was definite that the policy should be uniform throughout occupied territory. Morse reported that Col. Bain, Director, Labor Sub Commission, ACC, supported this order.
6. Captain Morse recommended that General Order No. 8 be issued for Region 3 since the same reasons existed there as existed in Sicily at the time the Order was originally considered. He stated that the situation in Region 3 was critical in view of abolition of syndical tax, pressure of political and economic groups, lack of machinery for settlement of industrial disputes, continuation of fascist shell which workers and public resent, etc. He reported that the National Committee for Liberation composed of representatives of all political groups in Naples were in favour of General Order No. 8 being issued except the Party of Action which favoured temporary Government control of syndicates.
7. Captain Frazer stated that Lt.Col. McCaffrey, RCOAO, Region 3, has been anxious for some time to issue Order No. 8 and was in favour of affirmative action. (Captain Frazer and Lt. Criley will return to Region 2 HQ today for purpose of compliance General McSherry's order).
8. Lt. Criley stated that as result of his investigation in Naples he was of the view that General Order No. 8 should be issued in Region 3. He pointed out that the syndicate situation was confused, that syndical assets and property were being improperly appropriated, and that the program now in effect in Sicily would meet the problems of Region 3.
9. General Rennell decided that an order similar to General Order No. 8 be issued in Region 3 and Foggia Province which is now under the jurisdiction of Region 4 HQ; that he would write RCOAO Region 4, SCAO 5th Army, SCAO 8th Army and RCOAO Region 3. Letters to Regions 3 and 4 would direct issuance of the order immediately. Letters to 5th and 8th Armies would be for information only. NO orders to be issued in the Army areas

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AMG
15 Army Group
CMF

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W.L. BATT, Jr.
W.L. BATT, Jr.,
Captain, Infantry,
Economics & Supply Division

Distribution (see over)

ALLIED MILITARY GOVERNMENT

SUBJECT Labor Plan No. 3.

TO Chief Staff Officer

S. E. C. E. E. T.
=====

FILE NO. AMGOT/9001/LAB

AMGOT HQ. SICILY

10 Oct. 1943

1. The attached proposal is submitted for consideration and approval. If approved, certain of the provisions should issue from AMGOT by Amendment to General Order No. 6; others by Rule and Regulation. However, they are submitted in one proposal at this time so that they can be observed in relation to each other and expedite consideration.

2. Labor Plans 1 and 2 resulted in issuance of General Order No. 6. The Order has been well received by the public at large as a measure consistent with their views and the social and economic requirements of the day. The purpose of establishing governmental machinery in the labor field, operated by native civilians, is being accomplished so that if AMG were to remove its influence and supervision tomorrow, a civilian organization would be left to function with hope or stability and success.

3. It is submitted that one thing more remains to be done to complete the program, namely, the issuance by AMGOT of an order which implements General Order No. 6 and which states that the work-ers of Sicily may now proceed with the organization. It should be left to the civilian labor offices (subject to AMGOT supervision as provided in General Order No. 6) to establish detailed machinery for the channeling of an organizing movement in the public interest, but the definite statement of policy should issue from AMGOT.

4. If this proposal is approved, AMG will have completed the following:

- a. Abolished the Resister Corporative Syndical System (General Order No. 6).
- b. Substituted a civilian government machinery for handling labor relations (General Order No. 6).
- c. Assured a framework for a free labor movement which can be successful or not, limited or not depending

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- b. Substituted a civilian government machinery for handling labor relations (General Order No. 8).
- c. Assured a framework for a free labor movement which can be successful or not, limited or not depending upon the capacity, leadership and desires of the population (Present Plan No. 3).
- d. Consolidated under the Government Regional Labor Office for Sicily previous Fascist functions which were of benefit to the workers and the public; having eliminated those which were objectionable (By administrative action, Labor Division).

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AMGOT/9001/LAB (Cont'd).

e. Provided a machinery for present and future self determination of labor disputes, contracts, wages, etc. (General Order No. 8, and Rules and Regulations).

5. AMGOT can then act solely in an advisory and supervisory capacity in the field of labor relations (with the civilian government functioning independently on a firm "constitutional" base) prepared to step in under its authority only in event of emergency.

DAM/cbw

David H. Morse
DAVID H. MORSE,
Capt., A.C.,
Director, Labor Division.

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DAM/tbw

David H. Morse
DAVID A. MORSE,
Capt., A.C.,
Director, Labor Division.

LABOR PLAN NO. 1LABOR ORGANIZATIONS E C R E T
=====

AMCOT/9001/LAB

I. RIGHT OF ORGANIZATION.

Employees shall have the right to select representatives of their own choosing without interference, restraint, or coercion, by employers for the purpose of collective bargaining in matters concerning hours, wages and working conditions; adjusting grievances and disputes; and for mutual social and economic assistance.

II. INTERNAL ORGANIZATION.

Employees shall have the right to organize and function in accordance with constitutions, by-laws and such other fundamental documents as may be necessary or required, but in each instance the constitutions, by-laws and other documents must be approved and ratified by free and secret majority vote of the membership.

III. COLLECTIVE CONTRACTS.

Contracts shall specify hours, wages, working conditions, grievance machinery, and termination provisions.

IV. REGISTRATION AND FILING.

A. A certified copy of all collective contracts and arbitration decisions must be filed by both parties to the said contracts and decisions with the Regional Labor Office and the Provincial Labor Office of the Province in which the employer is physically engaged within ten days after completion. If the contract or decision includes operations within more than one province, then said contract or decision must be filed with the Provincial Labor Office of each Province.

B. Union constitutions, by-laws, and other related fundamental documents, together with amendments, or revisions thereof, must be filed with the Provincial Labor Office and the Regional Labor Office within ten days after approval and ratification by the membership.

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B. Union constitutions, by-laws, and other related fundamental documents, together with amendments, or revisions thereof, must be filed with the Provincial Labor Office and the Regional Labor Office within ten days after approval and ratification by the membership.

V. FINANCIAL REPORTS

Each Union shall make an annual financial report to its membership within thirty days after the close of its fiscal year, based upon certified accountant audit. The Regional Labor Office

AMGOT/9001/LAB (Cont'd).

shall specify the scope of the financial report and the items to be included. Reports shall be distributed to each member and be available for public inspection and publication. Within thirty days after the close of the fiscal year, one copy shall be filed with the Provincial Labor Office within the Province in which the Union Headquarters is located, and one copy shall be filed with the Regional Labor Office.

DAM/tbw

AMGOT HQ. SICILY
9 Oct. 43

David A. Morse
DAVID A. MORSE,
Capt., A.C.,
Director, Labor Division.

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DAM/tbw

ALBION HQ. SICILY
9 Oct. 43

David A. Morse
DAVID A. MORSE,
Capt., A.C.,
Director, Labor Division.

James E. ...
(W. J. ...)

LABOR CHAMBER.

PLAN FOR THE ORGANIZATION OF OFFICES.General Frame of the Offices.

- 1st) General Secretaryship
- 2nd) Administration.
- 3rd) Syndical Office
- 4th) Labor Inspectorship
- 5th) Social Assistance Office
- 6th) Employment Office.

Organization of the Offices.1. General Secretaryship.

General Affairs - Registration of Collective Contracts -
 Personnel - Statistics and Studies - Printing - Legal Counselorship -
 Archives (Records)

Some Explanation on Some Duties of General Secretaryship:(a) Registration of Collective Contracts.

Collective Contracts of work, modifications and additions to the same, inter-syndical agreements of whatsoever nature, arbitrary decisions concerning one or more categories or part of a category, must be registered by the "Chamber of Labor" in order to have general juridical efficacy.

Registration is before all a formal deed which assures the certainty of the text and date. It is ordered by the Direction of Labor Chamber, previous to the examination of the regularity of the document to be registered and of the powers of those of whom the document is published.

(b) Personnel.

The personnel office during the time of formation holds particular importance in as much as it has to value the capacities, the moral and political precedents of the body of functionaries who must constitute the framework of "Labor Chamber".

(c) Statistics and Studies.

A serious action in the labor field must be enlightened by a continuous and adjourned economical - statistical enquiry on everything that concerns labor and social problems connected thereto.

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The "Statistics and Studies Office" must have at own disposal a good "Syndical Library" initially formed by volumes taken from archives of dissolved syndicates. Collections of labor jurisprudence, of laws, of statistical bulletins, of economical magazines, can be well utilized, whereas books of Marxist political theory would be excluded.

(2) Printing.

It is indispensable to proceed with the publication, weekly if possible, of a "Labor Bulletin", publishing the integral texts of collective contracts, agreements, arbitral judgments, etc., having general efficacy.

Thus both employers and employees are put in condition to know their respective obligations and rights.

1/4/24

The Bulletin must also contain news, relating to labor problems and brief technical articles on such problems.

The "Labor Bulletin" could have regional character or at least interprovincial (Palermo - Trapani - Agrigento - Caltanissetta - Enna).

2. Administration.

It is not necessary to illustrate the functions of such an office.

The administration is controlled by a group of syndicates or controllers appointed for the time being, by the Prefecture with the approval of the Superior Offices of Civil Affairs.

Among the criterions the administration office should follow, there is the one to entrust the cash service to a Bank. All collections and payments should pass through a Bank.

3. Syndical Office.

It is the most important office in as much as it has the task to realize the syndical program of constitution decrees of "Labor Chamber".

Its functioning is to be divided into 5 Sections:

- a) Industry.
- b) Agriculture
- c) Commerce.
- d) Banks, insurances, etc.
- e) Artisanship.

Particularly it has to promote and supervise the constitution of Commissions representing the various categories of workers and employers. It must put in contact, the commissions of workers and employers among themselves; take care of the posing of problems to be examined by the commissions themselves and intervene for the realization of conciliating solutions.

In the event of impossible conciliation, the office must promote the constitution of Arbitrary Commissions - The office must perform similar functions for what concerns the individual labor disputes.

In the event of impossible conciliation of contents, the office must plan and prepare the interventions on the part of the competitive authority.

Finally the office must study the specific problems of various workers categories in collaboration with the Studies Office of General Secretariat.

The Syndical Office will develop, since the beginning, a great activity, in as much as it is urgent to start the revision of all collective contracts; specially for the equalization of salaries and wages to the cost of living.

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A. Labor Inspection

It attends to the application of labor legislation and observance of collective contracts.

In particular it watches the observance of working times, the rules on women and child labor, and night work, of laws and rules on hygiene of working rooms, on prevention of accidents; it ~~controls~~ ^{supervises} observance of minimum wages and other conditions of collective contracts etc., on the part of employers.

Essentially, the Inspectorship Nullifies the functions which would have performed the old Corporative Inspectorship and those partially carried out by functionaries of some dissolved Unions of Workers Syndicates.

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The personnel must be formed by inspectors and agents who must have the power to extend fines and present denunciations to the penal judiciary authorities, in the event of verified violations of labor laws and rules.

5. Social Assistance Office.

a) In the first place it has the task to assist workers in all practices and disputes relating to work accidents and social assurances.

Essentially, the Social Assistance Office must fulfill the functions of the old "Patronati" (patronship) dissolved by the fascist government about one year ago.

b) The Social Assistance Office has also the task of controlling and coordinating the activity of the "Mutual Savings Institution" (Cassa Mutua di Risparmio).

This is a section that needs immediate and particular care, for the assistance of sick workers represents a social problem of the first order and because the existing mutual institutions created by fascism need to be thinned, merged of undrinkable elements and united in the criterion of a pure administrative and technical functioning.

6. Employment Office.

It has the task of providing the employment of working hand in the various activities, to watch or realize the displacements of working hand necessary to seasonal works.

For the development of such a task, the Employment Office provides for the registration of unemployed workers.

In essence it is matter to absorb the present employment office into the Chamber of Labor, by proceeding to the merging and to the good regulation of its activity.

PERSONNEL ESTIMATE.

1. General Secretariat.

Personnel needed from the start:

Clerks - 4 (1 Secretary who would take care of general affairs and personnel office; 1 clerk who would take care initially of the Statistics, Studies, and Printing Offices; one assigned to the registration of collective contracts, and one legal man.

Dactilographers - 3

Archivist - 1

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Dactilographers - 3

Archivist - 1

Librarian - 1 (for first work of assembling and cataloging).

2. Administration.

1 Accountant.

1 Dactilographer and book keeper helper.

3. Syndical Office.

Senior Clerks - 5 (1 for each Section)

Plain Clerks - 3

Dactilographers - 2.

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4. Labor Inspectorship.

Inspectors - 2 or 3.

Zone Inspectors - 4 (Cefeln - Petralia - Corleone - Partinico).

5. Social Assistance Office.

Office Head - 1

Clerk - 1

Dactilographers - 2

Medical Advisor - 1

Accidents counselors - 2 or 3 (these legal individuals would not weigh on the balance sheet of Labor Chamber as they would find their compensation in the fees of various cases).

6. Employment Office.

Such an office indeed is functioning with a certain number of employees. Some of these are to be eliminated or substituted not only for their political precedents, but also because they are not fit for the tasks.

7. Various Personnel.

Ushers - 2

Messengers - 2

Autodriver - 1

Telephone Operator - 1

PRIMITIVES.

The available residences of dissolved Syndical Organizations, singularly considered, are insufficient for the arrangement of Labor Chamber.

There is, however, the possibility of an organic arrangement, by taking the residence of the Agriculture Workers Syndicate, at Verde Piana on second floor of Biondo Building, and by uniting it with the rooms of the first floor, at present occupied by the Mutual Institution for Sickness of Agricultural Workers, which can be easily transferred elsewhere or by some other Mutual Institution.

Palermo September 16th, 1943.

Signed By:

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PROMISES.

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Palermo September 10th, 1943.

Signed By:

AVV. Rurito La Loggia,

Counselor of Syndical Service.

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TRANSLATE
COPY FROM MDP
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CAMERA DEL LAVORO

Piano di organizzazione degli Uffici

Quadro Generale degli Uffici

- 1°) = SEGRETARIA GENERALE
- 2°) = AMMINISTRAZIONE
- 3°) = UFFICIO SINDACALE
- 4°) = INTERROTORIO DEL LAVORO
- 5°) = UFFICIO ASSISTENZA SOCIALE
- 6°) = UFFICIO COLLOCAMENTO

Quadro Generale degli Uffici

- 1°) = SEGRETERIA GENERALE
- 2°) = AMMINISTRAZIONE
- 3°) = UFFICIO SINDACALE
- 4°) = INTERVENTO DEL LAVORO
- 5°) = UFFICIO ASSISTENZA SOCIALE
- 6°) = UFFICIO COLLABORATO

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Organizzazione degli Uffici1° SEGRETARIA GENERALE

Affari generali - Registrazione dei Contratti Collettivi - Personale - Statistica e studi - Stampa - Consulenza legale - Archivio.

Qualche chiarimento su alcune mansioni dello Se -

Segreteria Generale:

a) Registrazione dei contratti collettivi:

I contratti collettivi di lavoro, le modifiche ed aggiunte agli stessi, gli accordi intersindacali di qualsiasi natura, le decisioni arbitrali che investono una o più categorie o parte di una categoria, debbono essere registrati presso la "Camera del Lavoro" per avere efficacia giuridica generale.

La registrazione è innanzi tutto un atto formale che assicura la certezza del testo e della data. Essa viene ordinata dalla Direzione della Camera del Lavoro, previo esame della regolarità del documento

di registrazione e dei numeri di colore da cui consta il

Affari generali - Registrazione dei contratti col-

lettivi - Personale - Statistica e studi - Stampa-

Consulenza legale - Archivio.

qualche chiarimento su alcune mansioni della Se -

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a) Registrazione dei contratti collettivi:

I contratti collettivi di lavoro, le modifiche ed aggiunte agli stessi, gli accordi inter sindacali di qualsiasi natura, le decisioni arbitrali che investono una o più categorie o parte di una categoria, debbono essere registrati presso la "Camera del lavoro" per avere efficacia giuridica generale.

La registrazione è innanzi tutto un atto formale che assicura la certezza del testo e della data. Essa viene ordinata dalla Direzione della Camera del Lavoro, previo esame della regolarità del documento da registrare e dei poteri di coloro da cui emana il documento.

b) Personale

Particolare importanza riveste nel periodo for 223

mativo l'Ufficio Personale che deve verificare le ca-

42

pacità, i precedenti morali e politici del corpo dei funzionari che debbono costituire l'ossatura della

Carera del lavoro."

c) Statistica e Studi :

Una seria azione nel campo del lavoro deve essere illuminata da una continua ed aggiornata indagine economica-statistica su tutto ciò che concerne il lavoro ed i problemi sociali connessi.

L'Ufficio "Statistiche e Studi" deve avere a sua disposizione una buona "Biblioteca Sindacale", formata inizialmente da volumi tratti dalle biblioteche dei discolti sindacati. Raccolte di giurisprudenza del lavoro, di leggi, di bollettini di statistica, di riviste economiche, possono essere bene utilizzate, mentre si escluderebbero i libri a contenuto politico fascista."

d) Stampa :

E' indispensabile procedere alla pubblicazione di un "BOLLETTINO DEL LAVORO" possibilmente settimanale che pubblichi i testi integrali dei contratti collettivi, accordi, sentenze arbitrali, etc., eventi effi-

c) Statistiche e Studi :

Una seria azione nel campo del lavoro deve essere illuminata da una continua ed aggiornata indagine economica-statistica su tutto ciò che concerne il lavoro ed i problemi sociali connessi.

L'Ufficio "Statistiche e Studi" deve avere a sua disposizione una buona "Biblioteca Sindacale", formata inizialmente da volumi tratti dalle biblioteche dei disciolti sindacati. Raccolte di giurisprudenza del lavoro, di leggi, di bollettini di statistica, di riviste economiche, possono essere bene utilizzate, mentre si escluderebbero i libri a contenuto politico fascista. =

d) Stampa :

E' indispensabile procedere alla pubblicazione di un "BOLLETTINO DEL LAVORO" possibilmente settimanale che pubblichi i testi integrali dei contratti collettivi, accordi, sentenze arbitrali, etc., aventi efficacia generale. = Così si pongono i datori di lavoro ed i lavoratori in grado di conoscere i loro obblighi e diritti. =

Il Bollettino deve contenere inoltre un notizia

41

rio relativo ai problemi del lavoro e brevi articoli tecnici su tali problemi.

Il "BOLLETTINO DEL LAVORO" potrebbe avere carattere regionale o per lo meno interprovinciale (Palermo - Trapani - Agrigento - Caltanissetta - Enna)

B) AMMINISTRAZIONE :

Non occorre illustrare le funzioni di tale Ufficio.

L'Amministrazione va controllata da un collegio di Sindaci o revisori, nominati per ora dalla Prefettura con l'approvazione dell'Ufficiale Superiore addetto agli affari civili.

Per i criteri che l'Ufficio Amministrazione dovrebbe seguire, è quello di affidare il servizio casuale ad una Banca. - Tutte le riscossioni e tutti i pagamenti dovrebbero passare attraverso banca. -

C) UFFICIO SINDACALE :

E' l'Ufficio più importante in quanto ha il compito di realizzare il programma sindacale della ordinanza di costituzione della "Camera del Lavoro"

Per il suo funzionamento va diviso in 5 sezioni:

Il COMITATO DEL LAVORO potrebbe svolgerlo
tere regionale o per lo meno interprovinciale (Palermo
= Trapani = Agrigento = Caltanissetta = Enna)

B) AMMINISTRAZIONE :

Non occorre illustrare le funzioni di tale Ufficio.
cio. =

L'Amministrazione va controllata da un collegio
di Sindaci o revisori, nominati per ora dalla Prefet-
tura con l'approvazione dell'Ufficiale Superiore ad-
detto agli affari civili.

Per i criteri che l'Ufficio Amministrazione do-
vrebbe seguire, è quello di affidare il servizio cas-
sa ad una Banca. = Tutte le riscossioni e tutti i pa-
gamenti dovrebbero passare attraverso banca. =

B) UFFICIO SINDACALE :

E' l'Ufficio più importante in quanto ha il com-
pito di realizzare il programma sindacale della ordi-
nanza di costituzione della "Camera del Lavoro"

Per il suo funzionamento va diviso in 5 sezioni:

- a) Industria
- b) Agricoltura
- c) Commercio
- d) Banche, assicurazioni, etc.

40
e) Antigiurato

Esso in particolare deve promuovere e sorvegliare la costituzione delle Commissioni di Rappresentanza delle diverse categorie di lavoratori e di datori di lavoro. Deve porre a contatto fra di loro le commissioni di lavoratori e datori di lavoro; curare la impostazione dei problemi che vanno esaminati dalle Commissioni stesse ed intervenire per la realizzazione di soluzioni conciliative.

Nel caso di impossibilità di conciliazione l'Ufficio deve promuovere la costituzione di Collegi arbitrali. Identiche funzioni l'Ufficio deve espletare per quanto riguarda le controversie individuali del lavoro.

Nel caso di inconciliabilità dei contrasti l'Ufficio deve prospettare e preparare gli interventi da parte delle competenti autorità.

Infine l'Ufficio deve studiare i problemi specifici delle varie categorie di lavoratori in collaborazione con l'Ufficio Studi della Segreteria Generale.

re la costituzione delle Commissioni di Rappresentanza
di tutte le diverse categorie di lavoratori e di datori di
lavoro. = Deve porre a contatto fra di loro le com-
missioni di lavoratori e datori di lavoro; curare la
impostazione dei problemi che vanno esaminati dalle
Commissioni stesse ed intervenire per la realizza-
zione di soluzioni conciliative. =

Nel caso di impossibilità di conciliazione
l'Ufficio deve promuovere la costituzione di Collo-
gi arbitrali. = Identiche funzioni l'Ufficio deve
espletare per quanto riguarda le controversie indi-
viduali del lavoro. =

Nel caso di inconciliabilità dei contrasti
l'Ufficio deve prospettare e preparare gli interven-
ti da parte delle competenti Autorità.

Infine l'Ufficio deve studiare i problemi spe-
cifici delle varie categorie di lavoratori in colla-
borazione con l'Ufficio Studi della Segreteria Gene-
rale. =

L'Ufficio Sindacale svolgerà fin dallo inizio
una grande attività, in quanto è urgente iniziare
la revisione di tutti i contratti collettivi, spe-
cialmente per l'adeguamento degli ¹⁹⁵¹ stipendi e dei sa-

lari al costo della vita. =

4°) ISPettorato del Lavoro :

Vigila sulla applicazione della legislazione sul lavoro e sul rispetto dei contratti collettivi.

In particolare sorveglia il rispetto degli orari di lavoro, delle norme sul lavoro delle donne e dei fanciulli e sul lavoro notturno; delle leggi e regolamenti sull'igiene dei locali di lavoro, sulla prevenzione degli infortuni; controlla il rispetto da parte dei datori di lavoro dei minimi di paga e delle principali condizioni dei contratti collettivi, etc..

In sostanza L'Ispektorato esplica le funzioni che avrebbe dovuto esplicare l'antico Ispektorato Corporativo e quelle che in parte venivano esplicitate da funzionari di alcune discolte Unioni dei Sindacati dei lavoratori. =

Il personale deve essere formato da Ispettori e da agenti, i quali debbono avere il potere di elevare contravvenzioni e di presentare denunce alle Autorità Giudiziarie penali, nel caso di constatate violazioni delle leggi e regolamenti sul lavoro. =

sul lavoro e sul rispetto dei contratti collettivi.

In particolare sorveglia il rispetto degli orari di lavoro, delle norme sul lavoro delle donne e dei fanciulli e sul lavoro notturno; delle leggi e regolamenti sull'igiene dei locali di lavoro, sulla prevenzione degli infortuni; controlla il rispetto da parte dei datori di lavoro dei minimi di paga e delle principali condizioni dei contratti collettivi, etc..

In sostanza l'ispettorato esplica le funzioni che avrebbe dovute esplicare l'antico Ispettore Corporativo e quelle che in parte venivano esplicate da funzionari di alcune discolte Unioni dei Sindacati dei Lavoratori. =

Il personale deve essere formato da Ispettori e da agenti, i quali debbono avere il potere di elevare contravvenzioni e di presentare denunce alle Autorità Giudiziarie penali, nel caso di constatate violazioni delle leggi e regolamenti sul lavoro. =

5°) UFFICIO ASSISTENZA SOCIALE

a) Esso ha il compito in primo luogo di assistere i lavoratori in tutte le pratiche e controversie relative ad infortuni sul lavoro ed ad ⁷ ~~assicurazioni~~ ^{infortuni}

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sociali in genere. =

In sostanza l'Ufficio Assistenza sociale deve
esplicare le funzioni degli antichi "PATRONATI" di =
scelti dal governo fascista circa un anno fa. =

b) l'Ufficio Assistenza sociale ha altresì il +
compito di controllare e coordinare l'attività delle
Case Mutue Malattie. =

E' questo un settore che ha bisogno di imma-
diate e particolari cure, perché l'assistenza dei la-
voratori ammalati costituisce un problema sociale di
primo ordine e perché le esistenti casse mutue crea-
te dal fascismo hanno bisogno di essere snellite, epe-
rate da elementi indesiderabili ed unificate nei cri-
teri di sana amministrazione e di funzionamento tecni-
co.

6°) UFFICIO DI COLLOCAMENTO

Esso ha il compito di provvedere al collaudo =
mento della mano d'opera nelle diverse attività, di
sorvegliare o realizzare gli spostamenti della mano
d'opera necessaria ai lavori stagionali.

Per lo svolgimento di tale compito l'Ufficio

sciolti dal governo fascista circa un anno fa. =

b) l'Ufficio assistenza sociale ha altresì il compito di controllare e coordinare l'attività delle Casse Mutue Malattie. =

E' questo un settore che ha bisogno di immediate e particolari cure, perché l'assistenza dei lavoratori ammalati costituisce un problema sociale di primo piano e perché le esistenti casse mutue create dal fascismo hanno bisogno di essere snellite, operate da elementi indesiderabili ed unificate nei criteri di sana amministrazione e di funzionamento tecnici.

cc.

6°) UFFICIO DI COLLOCAMENTO

Esso ha il compito di provvedere al collocamento della mano d'opera nelle diverse attività, di sorvegliare o realizzare gli spostamenti della mano d'opera necessaria ai lavori stagionali.

Per lo svolgimento di tale compito l'Ufficio di Collocamento provvederà alla registrazione dei lavoratori disoccupati.

In sostanza si tratta di assorbire l'attuale Ufficio di Collocamento in seno alla Camera del Lavoro.

no, procedendo allo snellimento ed al buon regolamento della sua attività.

PABISOGNO DI PERSONALE

1°) SEGRETARIA GENERALE

Personale occorrente sin dall'inizio:

Impiegati n.4 (1 Segretario che si occuperebbe degli affari generali e dell'ufficio personale; 1 impiegato che si occuperebbe inizialmente dell'ufficio Statistica Studi e Stampa; un addetto alla Registrazione dei contratti collettivi; 1 legale.)

Dattilografe n.3

Archivista n.1

Bibliotecaria 1 (per il primo lavoro di ordinamento e catalogazione)

2°) AMMINISTRAZIONE

1 Ragioniere

1 dattilografa-autococontabile

3°) UFFICIO SINDACALE

Impiegati di concetto 5 (1 per ciascuna sezione)

Impiegati d'ordine 3

Dattilografe 2

FABISOGNO DI PERSONALE

1°) SEGRETERIA GENERALE

Personale occorrente sin dall'inizio:

Impiegati n.4 (1 Segretario che si occuperebbe degli affari generali e dell'ufficio personale; 1 impiegato che si occuperebbe inizialmente dell'ufficio Statistica Studi e Stampa; un addetto alla Registrazione dei contratti collettivi; 1 legale.)

Dattilografe n.3

Archivista n.1

Bibliotecaria 1 (per il primo lavoro di ordinamento e catalogazione)

2°) AMMINISTRAZIONE

1 Ragioniere

1 dattilografa-aiutocontabile

3°) UFFICIO SINDAGALE

Impiegati di concetto 5 (1 per ciascuna sezione)

Impiegati d'ordine 3

Dattilografe 2

4°) ISPettorato DEL LAVORO

Ispettori n.2 - o - 3

Ispettori di Zona n. 4 (Cefalù; Petralia; Carlone;

117

Partinico)

Agenti n. 6

Dattilografe 1

5°) UFFICIO ASSISTENZA SOCIALE

capo Ufficio 1

Impiegato 1

Dattilografe 2

Consulente Medico 1

Legali infortunisti 2 o 3 (questi legali non graverebbero sul bilancio della Camera del Lavoro, trovando il loro compenso negli onorari delle cause vinte)

6°) UFFICIO DI COLLEGAMENTO

Tale Ufficio in atto funziona con un certo numero di impiegati. Alcuni di questi sono da eliminare e da sostituire non soltanto per i loro precedenti politici, ma anche perché inadatti ai compiti.

7°) PERSONALE VARIO

Usciere 1

Fattorino 2

Autista 1

Telefonista 1

Capo Ufficio	1
Imiegato	1
Dattilografo	2
Consulente Medico	1
Legali infortunisti	2 o 3 (questi legali

non graverebbero sul bilancio della Ca-

mera del lavoro, trovando il loro com-

penso negli onorari delle cause vinte)

6°) UFFICIO DI COLLOCAMENTO

Tale Ufficio in atto funziona con un certo numero di impiegati. Alcuni di questi sono da eliminare e da sostituire non soltanto per i loro precedenti politici, ma anche perché inadatti ai compiti.

7°) PERSONALE VARIO

Usciere	1
Fattorino	2
Autista	1
Telefonista	1

35

- L O C A L I -

Le sedi disponibili delle discolte Organizzazioni Sindacali, prese singolarmente, sono insufficienti all'impiego della Camera del Lavoro.

C'è però la possibilità di una organica sistemazione, prendendo la sede del Sindacati dei Lavoratori dell'Agricoltura, in piazza Teatro Massimo, a secondo piano del palazzo Biondo, ed integrandola con i locali del primo piano, in atto occupati dalla Cassa Mutualità Lavoratori dell'Agricoltura. Quest'ultimo organismo può agevolmente trasferirsi in altro locale o presso altra Cassa mutua.

Palermo 10 Settembre 1945

(Avv. Enrico La Loggia)


Consulente del Servizio Sindacale

cienti all'impiego della Camera del Lavoro.

C'è però la possibilità di una organica sistemazione, prendendo la sede dei sindacati dei lavoratori dell'Agricoltura, in piazza Vento Massimo, a secondo piano del palazzo Bianco, ed integrandola con i locali del primo piano, in atto occupati dalla Cassa mutua Malettio Lavoratori dell'Agricoltura. Quest'ultimo organismo può agevolmente trasferirsi in altro locale o presso altra Cassa mutua.

Palermo 10 Settembre 1945

(Avv. Enrico La Loggia)



Consulente del Servizio Sindacale

891,435 FILE

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5/13/01

Rao 433

AMCOT H.Q.AGENDA

10th Meeting of the Executive Council
to be held at 1500 hrs. 10th Sept. 43,
in the Conference Room.

1. Minutes of the previous meeting.
2. Recommendations of AFCC on Labor Plan and submitted for approval (C.S.O.) (Appendix A.)
3. (a) Report on 103 (Risks on Black Market violators) (C.P.S.)
(b) Report on Conference of S.C.A.P. Co. (C.P.S.)
(c) Conduct of Allied Military Personnel. (C.P.S.)
(d) Policy in reference to employment of S.C.A.P. Co. (C.P.S.) assigned under new I/O on appropriate Public Safety duties as such.
4. Discussion of Political Intelligence Questionnaire. (C.S.O.) (Appendix B)

Carol van Huikelen,
1st Lt. A.C.
Secretary, Executive
Council, AMCOT.

DISTRIBUTION: C.C.A.O.
D.C.S.O.
C.S.O.
Heads of Divisions.
Secretary.
War Diary.
File.
Spares.

Agreed: Who issued
as an instruction
B. H. A. O.

14/9

General Kennell

General H^g Sherry

1. Recommend approval of the attached Labor Plan.

2. It seems to me a very appropriate time to make a "clean sweep" for there is no industry now and by the time it is built, this plan will be firmly entrenched.

09/14/35

Sitz

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S.E. C.H. 3.3

APPROVED LABOR PLAN FOR 1934.

I. Purpose:

- (a) To establish machinery which will help stabilize employer-employee relations during this period of emergency.
- (b) To free employers and employees from the controls of Fascism.
- (c) To open channels for free and democratic employer-employee self organization and representation.

II. Plan:

- (a) A labor office be established in each Province to be known as the Provincial Labor Office. This office to be part of the Provincial system of government and to function in all labor matters. *There shall also be established as soon as practicable a central syndicate with labor office which shall conduct the functions and activities of the Provincial labor office.*
- (b) The fascist corporative-syndicate system be abolished. This included abolition of the nine Provincial Syndicates Unions and all their subsidiary and constituent units; and the various Provincial Councils of Corporations.
- (c) The records, files and property of the abolished Syndicates Unions and councils of corporations to be transferred to the Provincial Labor Office; the funds to be transferred to the appropriate finance office for disposition.
- (d) The substantive wage, hour, and condition of employment provisions of existing collective agreements and wage agreements be continued pending study and revision.
- (e) Wage studies be instituted immediately by each Province, through its Provincial Labor Office.
- (f) No strikers or lockouts permitted during the period of Allied Military Government.

III. Disposition:

- (a) Establishment of Provincial Labor Office.
 1. This Office to be in charge of a division director, to be known as the Director of Labor, appointed by the Prefect and approved by the SCAG. Immediate staff to be composed of clerical employees, labor economists, and labor investigators.
- (b) Functions of the Provincial Labor Office.
 1. Compile statistical information on employment, unemployment, child labor, wages, and cost of living trends.
 2. Set up central employment offices.
 - a. Register all unemployed labor by craft and skill.
 - b. Labor required by Armed Forces to be procured by

- and transfer of the Provincial Labor Office*
- (b) The present supervisory system be abolished. This includes abolition of the nine Provincial Syndicate Unions and all their subsidiary and constituent units; and the various Provincial Councils of Corporations.
 - (c) The records, files and property of the abolished Syndicate Unions and Councils of Corporations to be transferred to the Provincial Labor Office; the funds to be transferred to the appropriate finance office for disposition.
 - (d) The substantive wage, hour, and condition of employment provisions of existing collective agreements and wage contracts be continued pending study and revision.
 - (e) Wage studies be initiated immediately by each Province, through its Provincial Labor Office.
 - (f) No strikes or lockouts permitted during the period of Allied Military Government.

III. Discussion:

(a) Establishment of Provincial Labor Office.

1. This Office to be in charge of a civilian director, to be known as the Director of Labor, appointed by the Prefetto and approved by the SCAC. Immediate staff to be composed of clerical employees, labor consultants, and labor investigators.

(b) Functions of the Provincial Labor Office.

1. Compile statistical information on employment, unemployment, child labor, wages, and cost of living trends.
2. Establish central employment offices.
 - a. Register all unemployed labor by craft and skill.
 - b. Labor required by armed forces to be procured by application directly to the employment office.
 - c. Labor required by civilian employers to be procured as in 2(b) above. (This policy to be subject to later revision).
3. Function as official conciliation and mediation office in labor disputes.
 - a. Any labor dispute involving existing hours, wages, or working conditions shall arise between an employee or group of employees and a civilian employer, and which cannot be resolved by direct negotiation and discussion may be submitted by either party, their representative or representatives, to the Provincial Labor Office for conciliation and mediation.

SECRET

Proposed Labor Plan for Sicily (Cont'd)

- b. In the event of failure to adjust any such dispute by conciliation or mediation the matter to be submitted by either party personally, or through their representative or representatives, to the labor Director, who will without delay appoint an Arbitrator or Board of Arbitrators (not exceeding three in number) to hear the case and render final decision.
- c. All arbitration decisions to be submitted to ASGOT HQ. for approval or disapproval prior to issuance. (The ASGOT will attach his comments and recommendations to the decision at time of submission).
4. Report monthly to the Prefetto and SCIO on the Provincial labor situation. Report to contain pertinent recommendations.
5. To handle such other matters relevant to Provincial labor and labor relations as may be referred to it by the Prefetto.
6. To establish subsidiary offices throughout the Province as efficient administration may warrant.

(a) Abolition of the Fascist Corporative Syndicate System.

1. The Benefactions of employers and the Confederations of workers and their subordinate Federation units are situated in Rome. The constituent unions and syndicates are located in the Provinces and Comunes, and are headed by nine main units as follows:

Workers. 1. Unione Prov. Fascista Lavoratori dell'Industria.

2. Unione Prov. Fascista Lavoratori dell'Agricoltura.

3. Unione Prov. Fascista Lavoratori del Commercio.

4. Unione Prov. Fascista Lavoratori del Credito, Assicurazioni, etc.

Employers. 5. Unione Fascista Industriale.

6. Unione Fascista degli Agricoltori.

7. Unione Fascista dei Commercianti.

8. Unione Fascista Del Credito Provinciale di Palermo.

Professional employers and employees. 9. Unione Prov. Fascista Professionisti ed Artisti.

5. To handle such other matters relevant to Provincial labor and labor relations as may be referred to it by the Prefetto.
6. To establish subsidiary offices throughout the Provinces as efficient administration may warrant.

(c) Abolition of the Fascist Corporative System.

1943

1. The Confederations of employers and the Confederations of workers and their subordinate publication units are situated in Rome. The constituent unions and syndicates are located in the Provinces and Cantones, and are headed by nine main units as follows:

- a. Workers, b. Unione Prov. Fascista Lavoratori dell'Industria,
- c. Unione Prov. Fascista Lavoratori dell'Agricoltura,
- d. Unione Prov. Fascista Lavoratori del Commercio,
- e. Unione Prov. Fascista Lavoratori del Credito, Assicurazioni, etc.

Employers, g. Unione Fascista Industriale.

- f. Unione Fascista Degli Agricoltori,
- h. Unione Fascista dei Commercianti,
- i. Unione Fascista Del Credito Provincia di Palermo,

Professional employers and employees, j. Unione Prov. Fascista Professionisti ed Artisti.

2. The entire structure is an integrated one upon which is superimposed the Ministry of Corporations also situated in Rome, but which has its representative in each Province, and known as:

- a. Consigli Prov. delle Corporazioni.

3. Since the system has been invented by Fascism to control labor and industry for its own ends, and has been imposed without voice of either; and since it does not in fact represent in initiation or continuation, the will of either labor or industry, but has been utilized rather to shackle them, it should be abolished immediately.

SECRET

Proposed Labor Plan for Sibiry (Cont'd).

4. Labor and industry should be required to utilize the PLO for negotiation of issues; and for revision of conditions of employment, hours, and wages as prescribed in section III (d) herein.
 5. At the termination of the emergency, labor and industry should be free to proceed to a democratic selection of organization for representation and mutual assistance in accordance with regulations to be prescribed by AMOT.
 6. The records, files and property of the abolished organizations to be transferred to the PLO; the funds to be transferred to the appropriate finance office for disposition.
- (d) Collective Labor Agreements, and Wage Contracts.
1. Hours, wages and conditions of employment fixed by collective agreement, and in existence as of July 9, 1943 to be continued pending study and revision.
 2. Any dispute arising over any term or provision contained in existing collective agreements to be determined in accordance with the machinery provided in 3, b, c above. However, under no circumstances are collective contract provisions to be reopened for negotiation or arbitration without prior consent and approval of the SCLO, and AMOT HQ.
 3. Each Province through its PLO will initiate a wage and hour study so that consideration may be given to revision if warranted.
 4. No wage or hour enactments to issue from any Province without on Provincial or Central basis without prior approval of AMOT H.Q.
- (e) No strikes or lockouts during period of AMOT Administration.

[Handwritten signature]

(2) Collective Labor Agreements, and Wage Contracts.

1. Hours, wages and conditions of employment fixed by collective agreement, and in existence as of July 9, 1943 to be continued pending study and revision.
2. Any dispute arising over any term or provision contained in existing collective agreements to be determined in accordance with the machinery provided in A, B, C above. However, under no circumstances are collective contract provisions to be reopened for negotiation or arbitration without prior consent and approval of the SCAG, and AMOT Hq.
3. Each Province through its FLO will initiate a wage and hour study so that consideration may be given to revision if warranted.
4. No wage or hour contracts to issue from any Province whether on Provincial or Central basis without prior approval of AMOT H.Q.
- (e) No strikes or lockouts during period of AMOT Administration.

8/19/43

To: Lt. Col. Smith

SUBJECT: Proposed Labor Plan

O.P. 435

1. Attached find Plan "A" + PLAN "B" submitted for alternative consideration.
2. It is recommended by the undersigned that PLAN "B" be approved. PLAN "B" is based upon (a) Abolition of Syndical system (b) initial Govt control of labor during period of emergency (c) machinery for free development of labor relations upon termination of emergency. A clear free able.
3. Draft was discussed by Finance Dept. & Lt. Col. Pollett. They also recommend adoption Plan B theory.
4. This matter of utmost urgency.

Deiv. H. Morse
Capt., A.C.

Encl. (6)

2 copies Plan "A"

4 copies PLAN "B"

709

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5113
AMCOT/5025/CS

AMCOT HQ SICILY

7 September 1943

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Rcw
25
J.T.

SUBJECT: Proposed Labor Plan

To : C.C.A.O.

1. The attached labor plan was presented by Capt. Morse at the first meeting of AFUC and because of the urgency of the situation a special meeting was held this morning at which the plan as amended was approved. Capt. Morse and the other members of the council feel that the situation is urgent because of the different measures that being taken throughout the island to deal with the labor problem.
2. The S.C.A.O. Palermo has recently published his own labor plan which is very close to the plan proposed. The S.C.A.O. Rana several weeks ago orally advised the syndicates that they were dissolved. In other provinces, the officials continue to draw pay although the machinery is not functioning.
3. The scheme on its negative side, that is winding up of the syndicates, seems to be entirely sound. On its positive side the provincial labor office seems to me to be a useful mechanism which may develop in the industrial provinces but which will probably not have much to do otherwise. The plan avoids most union issues and keeps the labor situation in a status quo for a period of military government. I see nothing that would hamper any long term arrangements that might be made by AMCOT's successors.
4. I recommend that the plan be approved. If you are not prepared to adopt the entire plan, I should recommend that at least the existing labor organizations be abolished as provided in paragraph 2 (b).

PS
708

Encl.

Aug 15, 1943

Memo to S.C.H.O. - Palermo

Dear Charles -

Howe started this study at your direction, so, if you will, please, indicate your approval or disapproval. Also I'd appreciate it very much if you have any suggestions or additions or deletions. I'm sure you will for it has several.

Can I also ask that you stop in this and get it back to me by Monday evening? It is important that certain things of this plan be made immediately due to certain intelligence reports received.

Thank you
E.S.T.

SECRET

PROPOSED LABOR PLAN FOR PALMIRI PROVINCE.

I. The following is submitted as a proposed labor plan for the Province of Palmirli with the view that it is accepted as submitted or as modified it may be adopted as a general plan for the Island of Sicily.

II. PURPOSE: (a) To establish machinery which will help stabilize employer-employee relations during this period of emergency; (b) Give industry and labor from the controls of ^{the} business; (c) open channels for free and democratic industry-labor self determination.

III. It is proposed that:

(A) A labor office be established for the Province of Palermo to be known as the Provincial Labor Office. This office to be part of the Provincial system of government and to function in all labor matters.

(B) The four main syndicates of labor and four unions of employers be reorganized.

(C) Collective labor agreements and wage ^{be continued} ~~agreements~~ ^{in accordance} pending revision.

(D) The Provincial Council of Corporations be abolished. The records, files and property to be transferred to the Provincial Labor Office; the funds to be seized by the Finance Office for appropriate disposition.

(E) No strikes or lock-outs be permitted during period of Allied Military Government.

*Believe that this should be
accepted along lines above*

labor sold" determination.

III. It is proposed that:

- (A) A labor office be established for the Province of Palermo to be known as the Provincial Labor Office. This office to be part of the Provincial system of government and to function in all labor matters.
- (B) The four main syndicates of labor and their unions of employees be reorganized.
- (C) Collective labor agreements and wage covenants ^{be continued} ~~be continued~~ pending revision.
- (D) The Provincial Council of Corporations be abolished. The records, files and property to be transferred to the Provincial Labor Office; the funds to be seized by the Finance Office for appropriation.
- (E) No strikes or lock-outs be permitted during period of Allied Military Government.

Believe that this should be

repeated along with these

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have been the whole

mentioned mentioned - for many

Bellevue

(2)

IV. DISCUSSION.1. Establishment of Provincial Labor Office.

1. This office will be in charge of a Provincial Director appointed by the Prefetto and approved by the S.C.C.O. The immediate staff to be composed of clerical employees, labor economists, labor investigators, and acceptable representatives of both industry and labor who will serve in advisory capacities and on a voluntary honorary basis.

2. Duties of P.L.O.

1. Record number of workers in each industry with breakdown by crafts of those employed, unemployed and unemployable. This material to be prepared by each syndicate of workers and submitted monthly to the P.L.O.

2. Record number of employees in each industry with names of persons employed. This material to be prepared by each union of employers and submitted monthly to the P.L.O.

3. Report monthly to the Prefetto on the Provincial labor situation (including cost of living trends) with pertinent recommendations.

4. Issue regulations requiring quarterly reports from Syndicates and Unions of employers showing number of administrative employees, salaries paid, financial position, number of outstanding labor contracts, and other relevant data as may be prescribed.

5. Act as employment office for branches of armed forces. All labor required by the armed forces will be procured by application directly to the P.L.O. (A central labor exchange has been established by the S.C.C.O. for the City of Palermo for registration and supply of labor to the armed forces and civilian employers. This exchange would, upon acceptance of this plan, be transferred to the P.L.O. and integrated with the main plan as such.)

6. Function as official conciliation and mediation office in labor disputes. In the event of failure to adjust a labor dispute by conciliation or mediation the matter to be submitted by either party to the dispute to the Director of the P.L.O. who will forthwith appoint an arbitrator or board of arbitrators. (Final decision in such case to be approved and rendered final decision. (Final decision in such case to be approved by the Prefetto so that general A.L.G. policy may be established, or where already established, complied with.) This machinery to be utilized also when it is officially decided by the A.L.G. that provisions of the Collective Agreements should be reviewed for revision - for example, wages or hours.

7. To handle such other matters relevant to the Provincial labor situation as may be referred to it by the Prefetto.

8. To establish subsidiary offices throughout the Province as efficient administration may warrant.

9. Syndicates of labor and unions of employers.

employed. This material to be prepared by them which in complete and submitted monthly to the P.I.C.

4. Issue regulations regarding quarterly reports from Syndicates and unions of employers showing number of administrative employees, salaries paid, financial position, number of outstanding labor contracts, and other relevant data as may be prescribed.

5. Act as employment office for branches of armed forces. All labor required by the armed forces will be procured by application directly to the P.I.C. (A central labor exchange has been established by the P.I.C. for the City of Palermo for registration and supply of labor to the armed forces and civilian employers. This exchange would, upon acceptance of this plan, be transferred to the P.I.C. and integrated with the main plan as such.)

6. Function as official conciliation and mediation office in labor disputes. In the event of failure to adjust a labor dispute by conciliation or mediation the matter to be submitted by either party to the dispute to the Director of the P.I.C. who will forthwith appoint an arbitrator or board of arbitrators (not exceeding three in number) to hear the case and render final decision. (Final decision in each case to be approved by the Prefetto so that general A.M.S. policy may be established, or where already established, complied with.) This machinery to be utilized also when it is officially decided by the A.M.S. that provisions of the Collective Agreements should be reopened for revision - for example, wages or hours.

7. To handle such other matters relevant to the Provincial labor situation as may be referred to it by the Prefetto.

8. To establish subsidiary offices throughout the Province as efficient administration may warrant.

3. Syndicates of labor and unions of employers.

1. Syndicates of labor.

(a) The 4 main syndicates of employers to be reorganized immediately.

The organizations are:

(i) Unione Prov. Fascista Lavoratori dell' Industria della Provincia di Palermo.

(ii) Unione Prov. Fascista Lavoratori dell'Agricoltura di Palermo.

(iii) Unione Prov. Fascista Lavoratori del Commercio di Palermo.

(iv) Unione Prov. Fascista Lavoratori del Credito, Assicurazioni, etc.

(b) Pending reorganization the syndicates to be continued in structure so that channels of labor information and representation will be kept open.

(c) The syndicates to be responsible for registration of workers and

(5)

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supply of workers to employers except as provided in paragraph IV B 5 above.

- (d) The application to function as representatives of workers in disputes arising under collective labor agreements and in contract negotiations.

2. Unions of employers.

(a) The four main unions of employers to be reorganized immediately. The organizations are:

- (1) Unione Fascista Industriale Della Provincia di Palermo.
- (2) Unione Fascista Degli Agricoltori Provincia di Palermo.
- (3) Unione Fascista Dei Commercianti Provincia di Palermo.
- (4) Unione Fascista Del Credito Provincia di Palermo.

- (b) Pending reorganization the unions of employers to be continued so that channels of industry information and representation will be kept open.

(c) The unions of employers to act in a representative capacity for industry in handling labor disputes or disputes which arise under collective agreements; as a source of statistical information; and as agents for aid in reviving industry.

3. Comment on Reorganization of Syndicates and Unions of employers.

- (a) Eliminate unnecessary personnel.
- (b) Simplify record system.
- (c) Abolish all sub-division of administration originally created by Fascist administration to secure functional employment for loyal party workers.

(d) Reduce organizations to marginal functional size.

Special consideration to be given to merger of labor organizations on the one hand and employer associations on the other.

(e) Change names of organizations eliminating Fascist reference.

(f) Discharge personnel who after investigation are found to be objectionable because of Fascist activity.

4. No immediate action to be taken regarding the unions of professional people and artists (Unione Prov. Fascista Professionisti ed Artisti.) The organization should be continued pending special study. It presents no urgent consideration and is not a true labor-industry situation.

5. Cooperatives to be continued pending study and formulation of special plan. (Enti Fascistale Fascista della Cooperazione, Segreteria Provinciale di Palermo.)

6. Immediately after reorganization the following matters which are of far reaching labor significance should be considered and determined as a

- (b) Pending reorganization the unions or employers' associations that channels of industry information and representation; shall be kept open.
- (c) The unions of employers to act in a representative capacity for industry in handling labor disputes or disputes which arise under collective agreements; as a source of statistical information; and as agents for aid in reviving industry.
3. Consent on Reorganization of Syndicates and Unions of Employers.
- (a) Eliminate unnecessary personnel.
- (b) Simplify record system.
- (c) Abolish all sub-division of administration originally created by Fascist administration to secure functional employment for loyal party workers.
- (d) Reduce organizations to marginal functional size. Special consideration to be given to merger of labor organizations on the one hand and employer associations on the other.
- (e) Change names of organizations eliminating Fascist references.
- (f) Discharge personnel who after investigation are found to be objectionable because of Fascist activity.
4. No immediate action to be taken regarding the unions of professional people and artists (Unione Prov. Fascista Professionalisti ed Artisti.) The organization should be continued pending special study. It presents no urgent consideration and is not a true labor-industry situation.
5. Cooperatives to be continued pending study and formulation of special plan. (Anti Nazionale Fascista della Cooperazione, Segreteria Provinciale di Palermo.)
6. Immediately after reorganization the following matters which are of far reaching labor significance should be considered and determined as a matter of policy:-
- (a) Form of internal labor organization.
- (b) Payment of labor dues and ~~contributions~~ by membership.
- (c) System of free and ~~secret~~ elections so that employees may have determining voice in selection of officers, representatives, type of organization.
- (d) (Similar consideration must be given to association of employers.)
7. Temporary financial support of syndicates and unions of employers.
- (a) Investigate the financial conditions.
- (b) In event funds insufficient to support administration of organization for a three months period, arrangements to be made to loan money

for such period with understanding that the loans will be repaid within an agreed period, after which the organization must function from its own assessments and contributions.

D. Collective labor agreements and wages contracts to be continued:

1. As soon as a sense of greater stability and revival of employment and industry permits, representatives of labor and industry may be authorized to request reopening of wages contracts and collective agreements.

2. Procedure to be followed same as that provided in paragraph IV - 6 above.

3. Forgoing not to delay institution of general ~~economic~~ wage survey.

E. Provincial Council of Corporations (Consiglio Provinciale Delle Corporazioni) - To be abolished.

1. Records, files and property to be transferred to P.L.C.

2. Funds to be transferred to appropriate finance officer for disposition.

3. Industry may then establish a free and independent Chamber of Commerce.

F. No strikes or lock-outs during period of A.M.G. administration.

Aug. 1943.

David A. Morse,
Captain, A.C.

7114

PLAN "B"

13/45

DAM

SECRETPROPOSED LABOR PLAN FOR SICILY

- I. Purpose:
- (a) To establish machinery which will help stabilize employer-employee relations during this period of emergency.
 - (b) To free employers and employees from the controls of Fascism.
 - (c) To open channels for free and democratic employer-employee self organization and representation.
- II. Plan:
- (a) A labor office be established in each Province to be known as the Provincial Labor Office. This office to be part of the Provincial system of government and to function in all labor matters.
 - (b) The Fascist corporative-syndicate system be abolished. This includes abolition of the nine Provincial Syndicate Unions and all their subsidiary and constituent units; and the various Provincial Councils of Corporations.
 - (c) The records, files and property of the abolished Syndicate Unions and councils of corporations to be transferred to the Provincial Labor Office; the funds to be transferred to the appropriate finance office for disposition.
 - (d) The substantive wage, hour, and condition of employment provisions of existing collective agreements and wage covenants be continued pending study and revision.
 - (e) Wage studies be instituted immediately by each Province, through its Provincial Labor Office.
 - (f) No strikes or lockouts permitted during the period of Allied Military Government.
- III. Discussion:
- (a) Establishment of Provincial Labor Office.
 - 1. This office to be in charge of a civilian director, to be known as the Director of Labor, appointed by

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SECRET

SECRET

Proposed Labor Plan for Sicily (Cont'd)

the Prefetto and approved by the SCAD. Immediate staff to be composed of clerical employees, labor economists, and labor investigators.

(b) Functions of the Provincial Labor Office.

1. Compile statistical information on employment, unemployment, child labor, wages, and cost of living trends.
2. Establish central employment offices.
 - a. Register all unemployed labor by craft and skill.
 - b. Labor required by Armed Forces to be procured by application directly to the employment office.
 - c. Labor required by civilian employers to be procured as in 2(b) above. (This policy to be subject to later revision).
3. Function as official conciliation and mediation office in labor disputes.
 - a. Any labor dispute involving existing hours, wages, or working conditions which arises between an employee or group of employees and a civilian employer, and which cannot be resolved by direct negotiation and discussion may be submitted by either party, their representative or representatives, to the Provincial Labor Office for conciliation and mediation.
 - b. In the event of failure to adjust any such dispute by conciliation or mediation the matter to be submitted by either party personally, or through their representative or representatives, to the Labor Director, who will without delay appoint an Arbitrator or Board of Arbitrators (not exceeding three in number) to hear the case and render final decision.

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Proposed Labor Plan for Sicily (Cont'd)

- c. All arbitration decisions to be submitted to ASDOT, HQ. for approval or disapproval prior to issuance. (The SCAG will attach his comments and recommendations to the decision at time of submission).
4. Report monthly to the Prefetto and SCAG on the Provincial labor situation. Report to contain pertinent recommendations.
5. To handle such other matters relevant to Provincial labor and labor relations as may be referred to it by the Prefetto.
6. To establish subsidiary offices throughout the Province as efficient administration may warrant.
- (c) Abolition of the Fascist Corporative Syndicate System.
1. The Confederations of employers and the Confederations of workers and their subordinate Federation units are situated in Rome. The constituent unions and syndicates are located in the Provinces and Communes, and are headed by nine main units as follows:
- Workers. a. Unione Prov. Fascista Lavoratori dell'Industria.
- b. Unione Prov. Fascista Lavoratori dell'Agricoltura.
- c. Unione Prov. Fascista Lavoratori del Commercio.
- d. Unione Prov. Fascista Lavoratori del Credito, Assicurazioni, etc.
- Employers. e. Unione Fascista Industriale.
- f. Unione Fascista Degli Agricoltori.
- g. Unione Fascista Dei Commercianti.
- h. Unione Fascista Del Credito Provincia di Palermo.

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Proposed Labor Plan for Sicily (Cont'd)

Professional employers and employees. 1. Unione
Prev. Fascista Professionisti ed Artisti.

2. The entire structure is an integrated one upon which is superimposed the Ministry of Corporations also situated in Rome, but which has its representative in each Province, and known as:

a. Consigli Prev. delle Corporazioni.

3. Since the system has been invented by Fascism to control labor and industry for its own ends, and has been imposed without voice of either; and since it does not in fact represent in initiation or continuation, the will of either labor or industry, but has been utilized rather to shackle them, it should be abolished immediately.
4. Labor and industry should be required to utilize the PLO for composition of issues; and for revision of conditions of employment, hours, and wages as prescribed in section III (d) herein.
5. At the termination of the emergency, labor and industry should be free to proceed to a democratic selection of organization for representation and mutual assistance in accordance with regulations to be prescribed by ANSCOT.
6. The records, files, and property of the abolished organizations to be transferred to the PLO; the funds to be transferred to the appropriate finance office for disposition.

(d) Collective Labor Agreements, and Wage Covenants.

1. Hours, wages, and conditions of employment fixed by collective agreement, and in existence as of July 9, 1943 to be continued pending study and revision.

SECRET

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Proposed Labor Plan for Sicily (Cont'd)SECRET

2. Any dispute arising over any term or provision contained in existing collective agreements to be determined in accordance with the machinery provided in 3a, b, c above. However, under no circumstances are collective contract provisions to be reopened for negotiation or arbitration without prior consent and approval of the SCAO, and AMSCOT HQs.
 3. Each Province through its PIO will initiate a wage and hour study so that consideration may be given to revision if warranted.
 4. No wage or hour enactments to issue from any Province whether on Provincial or Communal basis without prior approval of AMSCOT Hq.
- (c) No strikes or lockouts during period of AMSCOT Administration.

David A. Moore
DAVID A. MOORE
Capt., A. C.

8/19/43

SECRET

eds.

Subject: - Abolition of Syndicates and Allied Fascist Bodies.

Memo to: C.M.O.

C.P.O.

Major General - Social Insurance.

Civilian Supply - Capt. Horne.

Public Health - Major Witte.

Legal Division.

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RECEIVED 12.

AMOR H. G. STALL

1 September, 1943.

Rev

1. Proclamation No. 1 orders "The Fascist Party" will be dissolved and all discriminatory decrees and laws will be annulled."

Proclamation No. 7 in more detailed form

- (a) orders ~~and~~ dissolution of the party and confiscation of its assets.
- (b) provides that the C.C.A.O. will from time to time issue orders dissolving bodies which appertain to or ~~be~~ controlled by the Fascist Party, or may declare that the same or any branch may be carried on for the benefit of the people under modified rules and Allied Military Government control.

2. There are apparently still functioning:

- syndicates employees (probably 22 in number)
- syndicates employers (probably 22 in number)
- allied organizations, such as Ufficio Unificazioni Contributi in Agricolture, etc.

Representatives of these syndicates have been coming in to AMOC Headquarters asking for instructions as to their continued functioning, and requesting that funds be supplied to pay the salaries of their staffs. Not having issued specific orders for their abolition, ~~we have the~~ ^{may} responsibility of seeing that such salaries are paid.

In the case of "Unificazioni Contributi in Agricolture" we have agreed to cover their payrolls up to the end of August, but have informed the organization that we will not provide any funds for salaries beyond this date.

In the past few days I have been visited by representatives of Sindacati Credito e Assicurazioni (syndicates for bank and insurance employees and employers) and ~~of~~ Unione Commercianti (syndicate of Merchants). Both ask ~~where are~~ ⁶⁹⁸ going to get funds for payment for July and August payrolls?

It seems to me that we ought to adopt a policy as follows to apply throughout the island.

- (a) Agree to pay the payrolls for the staffs of the Sindacati (employees' and employers') to the end of September. This to permit personnel to readjust themselves,

1. Proclamation No. 1 orders "the Fascist Party" will be dissolved and all discriminatory decrees and laws will be annulled."

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In the case of "Unificazioni Contributi in Agricoltura" we have agreed to cover their payrolls up to the end of August, but have informed the organization that we will not provide any funds for salaries beyond this date.

In the past few days I have been visited by representatives of Sindacati Credito e Assicurazioni (syndicates for bank and insurance employees and employers) and of Unione Consumatori (syndicate of consumers). Both ask where are ~~they~~ ^{going} to get funds for payment for July and August payrolls?

It seems to me that we ought to adopt a policy as follows to apply throughout the island.

- (a) Agree to pay the payrolls for the staffs of the Sindacati (employees' and employers') to the end of September. This to permit personnel to readjust themselves, and to give time to arrange the following.
- (b) Ask syndicate to advise us forthwith of any non-syndical function associated with it. This refers particularly to health insurance organizations. For example in the case of Sindacato Credito ed Assicurazioni, the representative informed me that part of their contributi sindacali financed the Istituto Fascista di Assistenza per i lavoratori del Credito e l'Assicurazione (Fascist Institute for assistance to bank and insurance employees). I feel sure we shall find that these health insurance organizations heavily deserve the name, so heavy were administrative costs in comparison to benefit performed.
- (c) We shall endeavour to have all such sickness organizations combine into one organization and adopt a system of paying contributions.

0422