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GENERAL LABOR MATTERS - AMG HQ

Nbr. Dec. 1943

BOE MATTENS - AMG HQ

Dec. 1943

TO: Colonel J T R Bain, Chief - Labor Sub-Commission - A.C.C.
 FROM: Captain Robert M Albright - Labor Representative, HQ, A.C.C.
 SUBJECT: Report and Recommendation of Labor Program, A.C.C.
 DATE: 31 December 1943.

1. Since assignment to Headquarters, Allied Control Commission on 9 November 1943, the following reports have been prepared and copies submitted to the Chief of Staff, ACC; the Deputy Vice President for Economic and Administration; and the Chief of the Labor Sub-Commission:

- a) Labor Report, 10 November to 30 November, 1943.
- b) Labor Report, 1 December to 15 December, 1943.
- c) Labor Report, 16 December to 31 December, 1943.
- d) Recommendations concerning Italian Employment Exchanges.
- e) Notes on the Italian Social Security Program - with Outline of Benefits.
- f) Summary of Contacts with Italian Ministry of Industry Commerce Labor.
- g) Special Report on Application of wage increases in four Apulian Provinces, with statements from the Italian Ministers of Finance and of Labor.
- h) Report on functions of Consigli Provinciali dell' Economia.

2. Regular contacts have been maintained with the Italian Ministry of Industry Commerce and Labor and with local Italian labor offices; with representatives of other Sub-Commissions, ACC; and with local Allied Military Forces through the Assistant Director of Labor at Bari and the Deputy Assistant Directors of Labor in the Apulian Provinces.

A labor office has been maintained at Headquarters, ACC. Two visits have been made to Region II. Three visits have been made to Region III. One visit has been made with the Assistant Under-Secretary of Labor to the proposed new Headquarters of the Italian Ministry of Labor.

Difficulties and delays in travel and mail service and lack of telephone facilities have greatly retarded the work, but the chief difficulty in carrying forward a Labor program has been the delays caused by the resignation of one Minister of Labor and the hospitalization of his successor.

3. The chief labor problems of the present and future appear to be the following:

- a) Reorganization of Italian labor Agencies and Social Security Services.
- b) Development of and necessary control machinery for, labor unions replacing the state controlled syndicates.
- c) Revision of the Social Security benefit structure and extension of coverage to employees of Allied Military Forces.
- d) Coordination with Military authorities in the release of Italian soldiers and prisoners of war and their reemployment.
- e) Coordination with other Sub-Commissions and the Italian Government in matters of wages, working conditions, and work opportunities.

Actions and recommendations concerning these problems are covered in previous

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reports. Advice and direction as to future policy and action is requested.

4. With reference to the future representation of the Labor Sub-Commission, the following recommendations are respectfully submitted:

- a) That one Representative be continued at ACC Headquarters to represent the Labor Sub-Commission with the Headquarters and with Headquarters representatives of other Sub-Commissions; and to serve as Liaison Officer with the Italian Government on all labor and related problems.
- b) That no labor representative be assigned to the four Apulian provinces after the move of the ACC Headquarters but that local labor matters be handled by the Liaison Officers remaining in Brindisi and Bari.
- c) That additional representatives of the Labor Sub-Commission be assigned at a later date to specialized duties with the Italian Ministry of Labor when that Ministry is able to assign specialists and begin the actual work of reorganization of labor and social security agencies.
- d) That regular reports of progress and of labor activity be required from each Regional Labor Officer and regular information and directives furnished them through the Chief of the Labor Sub-Commission. The Sub-Commission representatives at ACC Headquarters should also send and receive these reports.
- e) That definite coordination be established and maintained between the Labor Sub-Commission and Allied Military Forces engaged in hiring Italian civilian labor. Such contacts have been maintained from this Headquarters only at No 2 District in Bari and with DIMEs for the four provinces, whereas wage rates and compensation regulations come from higher authority. Example: G.R.O. 664/43 of 10 December 1943 providing workmen's compensation for all civilians employed in Italian territory by British Forces.

5. It is hoped that it will be possible for the Chief or Deputy Chief of the Labor Sub-Commission to visit this Headquarters in the near future for discussions with the Deputy Vice President for Economic and Administration Mr. Henry F. Grady; and with the Italian Minister of Industry Commerce and Labor Mr. Corbino.

HEADQUARTERS ALLIED CONTROL COMMISSION
APO 39416 DEC 1943 67
HPC/ums
mvlIn reply
refer to: I.-21.9.8
II.- 00.5

16 December 1943

SUBJECT: Action taken covering:

- I. False labor wage rates story which appeared in the Sunday last issue of the Civiltà Proletaria.
- II. Request of Sq. 2 District CMF for widest possible publicity about drastic action to be taken against those who have or may cut and remove operational telephone lines, particularly in the Lecce Area.

TO : Brigadier General Maxwell D. Taylor.

1.

1. With reference to (I) above and in pursuance of your verbal instructions, I conferred yesterday in Bari with the following:

Major General Dowler, #2 District
Colonel Johnston, Chief of Staff, #2 District
Colonel Blanchard, Intelligence, #2 District
Lt. Colonel Monroe, Press Section, P.M.B.
Captain Robertson, Intelligence, P.M.B.
Mr. Pellican, Editor, Civiltà Proletaria

2. The five officers in question were agreed that a large number of soldier labor desertions since mid-October were directly traceable to the false rumor, believed by Italian soldier laborers, that the Allies were making wage payments on their behalf which they, the soldiers, failed to receive from their superiors. Colonel Blanchard had constantly tried without success to trace the source of the rumor.

3. The false newspaper story provided Colonel Blanchard with an opportunity to issue an official denial. This denial and statement of fact appeared yesterday in the Mezzogiorno and was presented by Radio Bari on the hour throughout the day.

4. General Dowler had the opinion that the communist news article provided a medium for clearing up a troublesome source of misunderstanding.

5. It was agreed by all officers concerned that the following step, proposed by your agent, would reduce the likelihood of future press release trouble: Colonel Monroe is to notify all papers, thru the Italian Government, that they must assume the responsibility for the accuracy of statements which they prepare for publication. Any future false or incorrect statement will result in the suppression of a complete issue or of the paper for a determined period.

6. Mr. Pellican was advised that a retraction would be required in his coming issue. He was further told that his paper was injuring the war effort by arousing class feelings between military officers and enlisted men. It was pointed out that in return for the right to publish he assumed a responsibility for helping and not hindering efforts on the home front. Lastly, it was suggested that his future conduct would determine the destiny of his paper.

7. Lt. Col. Monroe agreed that future doubtful articles would be referred to proper channels before approval was given.

II.
8. With reference to Subject #2, I conferred at some length with Colonel Sisney, #2 District. He recognized the validity of your contention that wide publicity would provide the Germans with a positive propaganda instrument. He said that publicity would be restricted to areas involved.

9. I suggested to Colonel Sisney that A.C.C. might be of service in the Lecce Area by having our field agents advise responsible local officials of the need for their help in advising citizens generally of action to be taken by the military against saboteurs. Colonel Sisney is hopeful that you will approve this suggested procedure.

10. It was suggested to P.W.B. that any future request, from any source, for the wide dissemination of any notice which was likely to be of direct or indirect concern or interest to A.C.C. should be referred to the Commission before action was taken. P.W.B. agreed to follow this procedure.


HARRY P. CAIN
Major, A.U.S.
P.R.O.

In reply refer to:
248.8

TO: HEADQUARTERS, ALLIED CONTROL COMMISSION
FROM: CAPTAIN ROBERT M. ALBRIGHT, LABOUR SUB-COMMISSION
SUBJECT: LABOUR REPORT; 1 - 15 DECEMBER 1943
DATE: 16 DECEMBER 1943

1. The Labour Report submitted 1 December 1943 covered the period 9 November 1943 to 30 November 1943, and contained status reports on experiences in Regions I, II and III and in the Apulian Provinces. It also presented the problems of and recommendations concerning: (a) wage adjustments; (b) the question of the continuation or abolition of the Italian Syndical structure; (c) methods of recruiting labor; and (d) Social Security Benefits.

2. This Labour Report, covering the period from 1 December to 16 December 1943, deals with follow-up action on the same four problems, and with other activity in the labour field at Hq Allied Control Commission.

3. Wage Adjustments:

On 1 December the Italian Ministry of Finance, with the approval of the Finance Sub-Commission, ACC, announced an increase of from 10% to 70% on the monthly salary of public employees in the Apulian Provinces. Similar percentage increases upon September 1941 legal salaries were made permissive for all employees of private industry in the Apulian Provinces. The wage formula was identical with General Order 14, of Region I.

The Labour Sub-Commission and Labour representatives have recommended the application of the same formula to Regions II and III but action has not yet been reported.

A full report on the effect of the wage increases in Apulia, with specific reference to the Industria di Presenza and di Operai and with statements from the Ministries of Finance and of Industry, Commerce and Labour, was filed on 10 December 1943.

With reference to wages paid to civilian employees of Allied Military Forces, a representative committee at Advanced AFH has completed a study and made recommendation towards adjustment and uniformity for all Army units. The results of this study are not yet known. The increases provided for employees of civilian agencies do not apply to civilian employees of the Allied Military Forces.

4. The Syndicates:

Syndicates were abolished in Region I by General Order No. 8 of

1 October 1943, and a Regional Labour Directorate with Provincial Labour offices was established to provide employment exchanges and machinery for labor inspection and for settlement of labor disputes. A question of considerable political as well economic importance is whether or not this Order should be extended to the Mainland.

The former Minister of Industry, Commerce and Labour, Dr. Piccardi requested that the Syndical structure on the Mainland be continued at least until a more permanent Italian Government could be established at Rome.

On 3 December 1943, Dr. Corbino, successor to Dr. Piccardi as Under-Secretary for Industry, Commerce and Labour agreed to the extension of the provisions of General Order 8 of Region I to the Italian Mainland.

On 4 December at Naples and on 6 December in Bari I attended meetings on this question and presented the views of the HQ ACU and also of the Italian Ministry. Brig. General McSherry for Region II and Lord Russell of Rodd for Region III and IV ordered the application of the provisions of General Order 8.

Following the Naples and Bari meetings, Capt. David Morse of the Labour Sub-Commission went to Naples to assist Lt. Col. Low, Region III Labour Officer, and Lt. Grilly of the Labour Sub-Commission went to Matera to assist Capt. Fraser, Region II Labour Officer, in carrying out the abolition of the Syndicates and the establishment of Labour Directorates.

On 8 December I advised Dr. Corbino of the action of Region II and III. He agreed to take action in the Apulian Provinces as soon as he returned from a trip to Naples. (Dr. Corbino was injured in an automobile accident and had not, as of 15 December, returned to his office.)

At Dr. Corbino's request, a message was sent to Regions II and III, suggesting the continuation of the Consiglio Provinciale delle Economie, since it performs functions for the Ministry of Industry, Commerce and Labour—not covered by the new Labour Directorates. A separate report is being filed on this point.

5. Labour Recruitment:

No new developments since last report, except that DABs in the Apulian Provinces, and particularly in Brindisi, are making use of the Uffici di Collocamento. fuller

There appears to be no present shortage of civilian labour for the Allied Military Forces. The increases for other civilian labour have not caused any difficulty as yet by reason of the reduced margin between civilian and military employment. However, this may be accounted for by the lack of work opportunities for civilians in employment other than that of the Allied Military Authorities.

6. Social Security Program

A full report on the Italian Social Security Program, with a table showing types of benefits, was submitted on 3 December 1943.

Little progress has been made toward the improvement of the Benefit and Insurance structure.

There is no provision for any type of assistance to civilian employees of Allied Military Authorities. Three recent deaths from industrial accident have emphasized the need for some provision for coverage. In Region I, civilian employees of AMB are now covered for Industrial Accidents in the same manner that employees of the Italian Government are covered, i.e. by yearly payment of actual costs and administration of services rendered to employees by Provincial officers of the Istituto d'Assicurazione Contro gli Infortuni sul Lavoro. It should be noted that this covers only AMB employees and not employees of Allied Military Forces.

In numerous conferences with the Under-Secretary of Industry, Commerce, and Labour (see letter of December 10), it has been requested that that Ministry submit on behalf of the Italian Government, a plan whereby Allied Military Authorities may pay a single contribution covering the essential forms of insurance for industrial workers. Dr. Giordano, Assistant to Dr. Corbino, is working on this matter at the present time.

The Under-Secretary has also been asked to submit proposals looking to the improvement of the Administration of Social Security for all employees. Specific suggestions have been made toward simplification of administration, and toward elimination of certain types of benefits of dubious value.

7. Other Activities of Labour Officer:

a. Obtained wage information from Italian Admiralty for Major Wigginton, of Water Transportation Section.

b. Advised local DAME and port authorities on use of contractor for freight handling, and advised about Insurance laws.

c. Worked with local Ufficio di Collocamento on results of wage increases for civilians.

d. Conferred with Finance Minister on relation of Labour matters.

e. Conferred with representatives of PAB on wage rates for new civilian employees, agreed on Eighth Army rule.

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f. Advised RAF airport authorities on wage rates and employment conditions in Italian War Industry.

g. Attended Allied Control Commission Headquarters Staff meetings and cleared with other Sub-Commissions on relationships in matters affecting or affected by Labour problems.

ROBERT M. ALRIGHT
Captain, AUS
Labour Sub-Commission

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MILITARY DIVISION
AFM 311

MEMORANDUM: Policy Concerning Wage Increases in Region I

TO: All A.M. Officers in A.M. Headquarters and in Region I

1. Control of inflation in areas under A.M. control is one of the major requirements of A.M. Under this policy substantial additional wage increases cannot be granted, for such increases would be inflationary forces. Officers are requested and instructed, therefore, to be extremely careful under wage questions are being considered to do nothing contrary or prejudicial to the A.M.'s efforts to control inflation.

2. Officers should understand that substantial additional wage increases leading to inflation are more harmful in the long run to the people than are the results of the present wage scale. The quantities of goods available in the area under A.M. control is limited to the amount of goods which can be produced in the area, plus the amount which can be imported. Because of war conditions payment of higher wages, with the consequent higher prices, will not stimulate the supply situation by increasing significantly the amounts of goods produced or imported. However, by furthering the inflationary tendencies the higher wages and higher prices will do just the harm. Inflation disrupts the civilian economy and creates civil unrest, thus reducing the amount of goods produced and available for consumption. The lot of the civilian is made worse and property of the allied armies is hindered because more and more resources must be diverted to areas behind the combat lines.

3. A.M. is making vigorous efforts to control inflation and the fullest co-operation of all A.M. officers is not only requested but expected. Wage increases are requested and expected.

By command of Brigadier General [Signature]:

BRIGADIER GENERAL
Col. [Signature]
Acting Chief of Staff

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245.0 - Wage Increases

HEADQUARTERS
ALLIED MILITARY GOVERNMENT
REGION II

7 Dec 1943

ADMINISTRATIVE INSTRUCTIONS- LABOR NO.1

1. The substantive hour, wage and condition of employment provisions of collective labor agreements and wage covenants in existence on 3 September 1943, are still in effect.

2. Revision of the said hour, wage, or condition of employment provisions may be requested by interested persons through the machinery established in Regional Order No. 5, and the Rules and Regulations issued pursuant thereto.

3. Wage or hour enactments, or schemes for union or association reorganization whether on Provincial or Communal level shall not issue from any Province without the prior approval of the Regional Civil Affairs Officer.

By Order of Lt. Col. McCARTREY:

E. G. Fricker
E. G. FRICKER
Major, GSC I

~~UNCLASSIFIED~~
ALLIED MILITARY GOVERNMENT
REGION II

RULES AND REGULATIONS WITH REGARD TO LABOR OFFICES ISSUED
PURSUANT TO REGIONAL ORDER NO. 5.

THE REGIONAL LABOR OFFICE FOR CLABRIA, LUCANIA AND THE
PROVINCE OF SALERNO

1. The Regional Labor Office for Region II shall be established in the City and Province of Matera or at such other city or town as the Regional Civil Affairs Officer may direct.

2. The Regional Labor Office for Region II shall be in the charge of a civilian director to be known as the Director of Labor for Region Two to be appointed by the Regional Civil Affairs Officer or an officer duly empowered by him in that behalf. His staff shall be composed of civilian clerical staff, labor economists, labor investigators and such other selected personnel as he may require and the Regional Civil Affairs Officer may approve.

3. The powers, duties and functions of the Regional Labor Office for Region II will be as follows:-

- (a) To co-ordinate the functions and activities of the various Provincial Labor Offices.
- (b) To act in an advisory capacity to Provincial Labor Offices.
- (c) To compile statistical information on employment, child labor, wages and labor relations (including disputes, mediation, conciliation and arbitration) in Region II, such statistical information to be based upon information supplied by the Provincial Labor Offices and checked and compared with all other available information.
- (d) To report monthly to the Regional Civil Affairs Officer on the labor situation generally in Region II.
- (e) To publish quarterly in the form of a report to the Regional Civil Affairs Officer a summary of and deductions from the statistical information so compiled and to make such report available for inspection by and publication to the public.
- (f) To act as or to appoint conciliators, mediators or arbitrators in any labor dispute referred to it by any provincial Labor Office or by the Regional Civil Affairs Officer, but so always that any conciliation, mediation, arbitration or other decision given in any such dispute shall be submitted for approval by the R.C.A.O. any decision which appears adversely to affect the interests of the Allied Forces in the territory, or which is in conflict with any policy affecting the public interest in the territory may at the discretion of the R.C.A.O. be reviewed or reopened by him for further evidence and consideration.

(g) To consider forthwith the most practicable and expeditious method of re-establishing and assuring freedom of labor organization and representation throughout Region II.

(h) To deal with such other matters relevant to labor and labor relations in Region II as the Regional Civil Affairs Officer may refer to it.

PROVINCIAL LABOR OFFICES

4. The Provincial Labor Office for each province will be established in the capital city or town of the province or in such other city or town as the Provincial Civil Affairs Officer may direct.

5. Each Provincial Labor Office will be in the charge of a civilian director to be known as the Director of Labor to be appointed by the Prefetto and approved by the Provincial Civil Affairs Officer. His staff shall consist of clerical employees and such labor economists and investigators as he may require.

6. The powers, duties and functions of a Provincial Labor Office will be as follows:

(a) To compile statistical information on employment, unemployment, child labor and wages in the province.

(b) To establish central employment offices as and where necessary and there to:-

- (i) Register all unemployed labor by craft and skill;
- (ii) Furnish labor (on application) to the Allied Forces;
- (iii) Furnish labor (on application) to civilian employers.

(c) To act as or to appoint conciliators, mediators or arbitrators in labor disputes but so always that any conciliation, mediation, arbitration or other decision given in any such dispute shall be submitted for approval to the Regional Civil Affairs Officer through the Provincial Civil Affairs Officer. Any decision which appears adversely to affect the interests of the Allied Forces in the Territory, or which is in conflict with any policy affecting the public interest in the territory may at the discretion of the RCMO, be reviewed or reopened by him for further evidence and consideration.

(d) To report monthly to the Prefetto and the Provincial Civil Affairs Officer on its work in the past month and on the labor situation generally in the province.

(e) To institute forthwith a study of wages in the province.

(f) To establish such sub-offices and to appoint such representatives as efficient administration may require.

(g) To deal with such other matters relevant to provincial labor and labor relations as the Prefetto or the Provincial Civil Affairs Officer may refer to it.

RECORDS AND FILES OF DISSOLVED INSTITUTIONS

7. The records and files of the Institutions dissolved by Article I of Regional Order No. 5 shall be delivered to the Director of Labor for Region II or as he shall direct.

ASSETS OF DISSOLVED INSTITUTIONS

8. (a) Provincial Civil Affairs Officers will furnish to the Regional Controller of Property a list of all property of the said institutions and inventories of contents, stating:-

- (i) The physical condition of the property and
- (ii) Its disposition, i.e. whether occupied by the Armed Forces, AAF, Italian Government Officials, or leased to third parties etc.

Upon receipt of the above information the Controller of Property will take formal control of such property.

(b) The Controller of Property may permit the Regional Labor Office for Region II and the Provincial Labor Offices to use all or any of the buildings and premises of the said institutions together with the furniture and equipment therein belonging to the said institutions and no payment of rent or compensation for such use shall be made; and

(c) No monies of the said Institutions shall be applied without the specific direction of the Regional Finance Officer for any purpose of the Regional or Provincial Labor Offices.

By Order of Lt. Col. McAFFERTY:

7 December 1943

E. G. FRICKER
Major, GSO I,
Reg. 2.

GOVERNO MILITARE ALLEATO DELLA ZONA II

NORME E RECOMANDANTI RIGUARDANTI GLI UFFICI DEL LAVORO,
PUBBLICATI IN SEGUITO ALL'ORDINE REGIONALE N°2.

UFFICIO REGIONALE DEL LAVORO PER LA CALABRIA,
LA LUCANIA E LA PROVINCIA DI SALERNO

1. L'Ufficio Regionale del Lavoro per la Zona II sarà istituito nella città e nella provincia di Matera e in altra città o paese, che il Capo Regionale degli Affari Civili potrà designare.
2. L'Ufficio Regionale del Lavoro per la Zona II sarà diretto da un civile che sarà conosciuto come Direttore del lavoro della Zona II e nominato dal Capo Regionale degli Affari Civili o da un Ufficiale, appositamente da lui autorizzato a questo scopo. Il personale sarà composto da impiegati civili, da esperti in problemi di lavoro e da ispettori del lavoro e da altre personale scelto che potrà essere richiesto dal Direttore con l'approvazione dell'Ufficiale Capo Regionale degli affari civili.
3. I poteri, i servizi e le funzioni dell'Ufficio Regionale del Lavoro per la Zona II saranno i seguenti:
 - (a) coordinare le funzioni e le attività dei vari uffici Provinciali di del Lavoro.
 - (b) esercitare funzioni consultive rispetto agli Uffici Provinciali di del Lavoro.
 - (c) compilare informazioni statistiche sugli impiegati, sul lavoro dei ragazzi, sulle paghe e su tutto quello che ha relazione col lavoro (compresi controversie, mediazioni, conciliazioni e arbitrati) nella Zona II. Queste informazioni statistiche debbono essere basate su informazioni fornite dagli Uffici Provinciali del lavoro, controllate e confrontate con altre informazioni attendibili.
 - (d) riferire mensilmente all'Ufficiale Capo Regionale degli Affari Civili la situazione generale del lavoro nella Zona II.
 - (e) pubblicare trimestralmente in forma di rapporto all'Ufficiale Capo Regionale degli Affari Civili un sommario delle informazioni statistiche e delle deduzioni tratte dalle informazioni stesse, così compilate, allo scopo di rendere tale rapporto utile all'esame del pubblico e per poterlo rendere noto ad esso.
 - (f) nominare o funzionare da conciliatori, mediatori, arbitri in qualsiasi controversia di lavoro, sottoposta ad esso da qualche Ufficio.

2. L'Ufficio Regionale del Lavoro per la zona II è civile che sarà conosciuto come Direttore del lavoro della zona II e nominato dal Capo Regionale degli Affari Civili e da un Ufficiale, appositamente da lui autorizzato a questo scopo. Il personale sarà composto da impiegati civili, da esperti in problemi di lavoro e da ispettori del lavoro e da altro personale scelto che potrà essere richiesto dal Direttore con l'approvazione dell'Ufficiale Capo Regionale degli affari civili.

3. I poteri, i servizi e le funzioni dell'Ufficio Regionale del Lavoro per la zona II saranno i seguenti:

- (a) coordinare le funzioni e le attività dei vari uffici Provinciali di del Lavoro.
- (b) esercitare funzioni consultive rispetto agli Uffici Provinciali di del Lavoro.
- (c) Compilare informazioni statistiche sugli impieghi, sul lavoro dei ragazzi, sulle paghe e su tutto quello che ha relazione col lavoro (compresi controversie, mediazioni, conciliazioni e arbitrati) nella zona II. Queste informazioni statistiche debbono essere basate su informazioni fornite dagli Uffici Provinciali del Lavoro, controllate e confrontate con altre informazioni attendibili.
- (d) Riferire mensilmente all'Ufficiale Capo Regionale degli Affari Civili la situazione generale del lavoro nella zona II.
- (e) Pubblicare trimestralmente in forma di rapporto all'Ufficiale Capo Regionale degli Affari Civili un sommario delle informazioni statistiche e delle deduzioni tratte dalle informazioni stesse, così compilate, allo scopo di rendere tale rapporto utile all'esame del pubblico e per poterlo rendere noto ad esso.
- (f) Nominare o funzionare da conciliatori, mediatori, arbitri in qualsiasi controversia di lavoro, sottoposta ad esso da qualche Ufficio Provinciale del Lavoro o dall'Ufficiale Capo Regionale degli affari civili. Fermo restando che ogni conciliazione, mediazione, arbitrato ed altra decisione presa in qualsiasi controversia sarà sempre sottoposta all'approvazione dell'Ufficiale Capo Regionale degli affari civili. Ogni decisione che apparisse contraria agli interessi delle Persone Allenate nel territorio, in

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conflicto con il pubblico interesse nel territorio, potrà essere a discrezione dell'ufficiale Capo Regionale degli affari civili riesaminata o posta di nuovo in discussione da lui in seguito a successiva prova o considerazione.

(g) Considerare immediatamente il metodo più pratico e più sbrigativo per ristabilire la libertà di organizzazione di rappresentanti del lavoro, da un capo all'altro della zona II.

(h) Trattare alcuni altri problemi interessanti il lavoro e le relazioni del lavoro nella zona II, secondo le direttive dell'ufficiale Capo Regionale degli affari civili.

UFFICI PROVINCIALI DEL LAVORO

4. L'Ufficio Provinciale del Lavoro, per ogni Provincia, sarà istituito nel Capoluogo di provincia, o in altra città o paese, che l'Ufficio Provinciale addetto agli affari civili potrà stabilire.

5. Ciascun Ufficio Provinciale del Lavoro sarà diretto da un civile il quale sarà conosciuto come Direttore del lavoro, nominato dal Prefetto e approvato dall'ufficiale addetto agli affari civili della Provincia.

Il personale consisterà di impiegati civili e di esperti in problemi di lavoro e ispettori del lavoro, che il Direttore potrà richiedere.

6. I poteri, i servizi e le funzioni di un Ufficio Provinciale del Lavoro saranno i seguenti:

(a) Compilare informazioni statistiche sulla occupazione, la disoccupazione, il lavoro dei ragazzi e le paghe nella Provincia.

(b) Istituire uffici, centrali di collocamento come e dove si renderà necessario e in essi:

(i) Registrare tutti i lavoratori disoccupati, secondo la categoria e la specializzazione.

(ii) Procurare lavoratori (dietro richiesta) alle Forze Alleate.

(iii) Procurare lavoratori (dietro richiesta) a datori di lavoro civili.

(c) Nominare o funzionare da conciliatori, mediatori e arbitri in controversie di lavoro, fermo restando che qualsiasi conciliazione, mediazione, arbitrato o altra decisione, presa in qualsiasi controversia, siano sempre sottoposti all'approvazione dell'ufficiale Capo Regionale degli affari civili per mezzo dell'ufficiale provinciale addetto agli affari civili. Ogni deci-

za del lavoro, da un capo all'altro della zona II.

- (h) Trattare alcuni altri problemi interessanti il lavoro e le relazioni del lavoro nella zona II, secondo le direttive dell'ufficiale Capo Regionale degli affari civili.

UFFICI PROVINCIALI DEL LAVORO

4. L'Ufficio Provinciale del Lavoro, per ogni Provincia, sarà istituito nel Capoluogo di provincia, o in altra città o paese, che l'Ufficiale Provinciale addetto agli affari civili potrà stabilire.

5. Ciascun Ufficio Provinciale del Lavoro sarà diretto da un civile il quale sarà conosciuto come Direttore del lavoro, nominato dal Prefetto e approvato dall'ufficiale addetto agli affari civili della Provincia.

Il personale consisterà di impiegati civili e di esperti in problemi di lavoro e ispettori del lavoro, che il Direttore potrà richiedere.

6. I poteri, i servizi e le funzioni di un Ufficio Provinciale del Lavoro saranno i seguenti:

(a) Compilare informazioni statistiche sulla occupazione, la disoccupazione, il lavoro dei ragazzi e le paghe nella Provincia.

(b) Istituire uffici, centrali di collocamento come e dove si renderà necessario e in essi:

(i) Registrare tutti i lavoratori disoccupati, secondo la categoria e la specializzazione.

(ii) Procurare lavoratori (dietro richiesta) alle Forze Armate.

(iii) Procurare lavoratori (dietro richiesta) a datori di lavoro civili.

(c) Nominare o funzionare da conciliatori, mediatori e arbitri in controversie di lavoro, fermo restando che qualsiasi conciliazione, mediazione, arbitrato o altra decisione, presa in qualsiasi controversia, siano sempre sottoposti all'approvazione dell'ufficiale Capo Regionale degli affari civili per mezzo dell'ufficiale provinciale addetto agli affari civili. Ogni decisione che appaia contraria agli interessi delle Forze Armate nel territorio, o che sia in conflitto con il pubblico interesse nel territorio, a descrizione dell'ufficiale Capo Regionale degli affari civili, potrà essere riesaminata e posta di nuovo in discussione da lui in seguito a successive prove e considerazioni.

(d) Riferire mensilmente al Prefetto e all'ufficiale Capo degli affari civili della Provincia in merito ai lavori effettuati

nel mese trascorso ed in generale sulla situazione del lavoro nella provincia.

- (e) Iniziare immediatamente un esame dei salari nella Provincia.
- (f) Costituire quegli uffici dipendenti e designare quei rappresentanti tanti che possono essere richiesti da una efficiente amministrazione.
- (g) Trattare le altre questioni del genere interessanti il lavoro nell'ambito della Provincia e trattare rapporti di lavoro secondo le richieste del Prefetto o dell'ufficiale Capo Provinciale degli affari civili.

ARCHIVI E DOCUMENTI DELLE DISCIOLTE ISTITUZIONI

7. Gli archivi e i documenti delle istituzioni disciolte ai sensi dell'Art. 1 dell'Ordine Regionale n° 5 saranno consegnati al Direttore del lavoro per la zona II e come egli verrà disporre.

ATTIVITA' DELLE DISCIOLTE ISTITUZIONI

- (a) L'ufficiale Provinciale addetto agli affari civili forniranno all'assistente controllore della proprietà, preposto alle loro rispettive provincie, un elenco di tutte le proprietà delle suddette istituzioni, nonché gli inventari dei beni, dichiarando:
 - (i) Lo stato materiale delle proprietà
 - (ii) La loro situazione, se cioè occupate dalle Forze Armate o dall'ALG, da ufficiali, dal Governo Italiano, e affittate a terze persone, etc.
- (b) Il controllore della proprietà potrà concedere all'Ufficio Regionale del lavoro per la zona II agli Uffici Provinciali del lavoro, l'uso di tutti o alcuni dei fabbricati e locali delle suddette istituzioni, insieme al loro mobilio se all'arredamento, appartenenti alle dette istituzioni e nessun canone di affitto o compenso per tale uso sarà dovuto.
- (c) Nessun capitale delle suddette istituzioni potrà essere impiegato senza una specifica disposizione dell'ufficiale Capo Regionale delle Finanze, per qualsiasi scopo dagli uffici Regionali e Provinciali del lavoro.

nell'ambito della Provinciale o trattare rapporti di lavoro secondo le richieste del Prefetto o dell'ufficiale Capo Provinciale degli affari civili.

ARCHIVI E DOCUMENTI DELLE DISCIOLE ISTITUZIONI

7. Gli archivi e i documenti delle istituzioni disciolte ai sensi dell'Art. 1 dell'Ordine Regionale n°5 saranno consegnati al Direttore del lavoro per la zona II e come egli verrà disporre.

ATTIVITA' DELLE DISCIOLE ISTITUZIONI

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 - (i) Lo stato materiale delle proprietà
 - (ii) La loro situazione, su ciò occupato dalle Forze Armate o dall'AMG, da ufficiali, dal Governo Italiano, e affittate a terze persone, etc.
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7 Dicembre 1943

Per ordine di:

G.H. MCCAFFREY
Tenente Colonnello Fanteria
Ufficiale Regionale degli Affari Civili

To Lord Stansgate
WHD ✓
↑

TO : Headquarters, Allied Control Commission.
FROM : Captain Robert M. Albright, Labour Sub-Commission.
SUBJECT: Recommendations concerning Italian Employment Exchanges.
DATE : 1 December 1943.

Robert

TO : Headquarters, Allied Control Commission.

FROM : Captain Robert M. Albright, Labour Sub-Commission.

SUBJECT: Recommendations concerning Italian Employment Exchanges.

DATE : 1 December 1943.

1. This memorandum is based on the assumption (a) that, whether or not Syndicates are abolished, the Uffici di Collocamento or a Public Employment Service under another name, will be continued; and (b) that the system needs through reorganization in order to meet policy and service requirements of the Allied Military Forces and Italian military and civilian needs.
2. Experience in the U. K., the U. S. A. and other Allied Nations, as well as experience under the totalitarian States, has demonstrated the value and the vital need of both employers and workers for a Public Employment Service to register and "match" manpower resources and manpower requirements in terms not only of numbers and location but also of occupational classifications and skills.

While a Public Employment service can function most smoothly in periods of relative balance in the demand and supply of labour - it is in the periods of imbalance - either manpower shortages (as in war mobilization) or manpower surpluses (as in war demobilization or industrial depressions) that the need for a good Public Employment System has been most widely recognized.

In Italy the prompt establishment of an efficient Italian Employment Service appears to be of primary importance in meeting the problems of the present disorganized labour market, the needs for civilian labour by the Allied Military Forces, and the necessary adjustments of Italian labour and industry in post-war demobilization and economic rehabilitation.

3. The present status of the Italian Public Employment Service is that of disorganization, uncertainty and consequent ineffectiveness. Only in Sicily has any policy been determined and any recognition begun. On the mainland, where employment offices and records have not been destroyed by Nazi or Fascist action or taken over by Allied Military Forces for military use, they remain on uncertain schedules, uncertain of policy, pro-

cedure, administrative responsibility or relationship to other agencies, to the Italian government, or to the Allied Military authorities.

In addition to the present disorganization, the former application of totalitarian principles to Employment Services operations has resulted in procedural developments not suited to present and future policy and service requirements. For example, the compulsory and complete registration of workers, the rigidity of occupational classifications and the force principle in employment priorities and conscription of workers have not prepared the employment offices and staffs to do a competent job of recruiting, interviewing, reclassifying and referring workers under a non-totalitarian regime - and in a disorganized labour market with many necessary occupational shifts in present and post-war readjustment.

All the facts gathered from brief surveys of Uffici di Collocamento in Brindisi, Bari and Naples indicate that both procedures and personnel will require considerable changes and improvement before an efficient service can be developed.

4. The following policy questions concerning Employment Offices should be settled as soon as possible:
 - a) Status of Administrative Control.
 - b) Policy on compulsory use by all employers and all employees.
 - c) Relationship to other Labour and Benefit organizations.
 - d) Plans for reorganization.
5. In view of the foregoing statements, it is recommended:
 - a) That the Italian Ministry of Industry, Commerce and Labour be requested to submit definite proposals on operation of the Uffici di Collocamento for the consideration and approval of the Allied Control Commission.
 - b) That the Italian Ministry be advised that the proposals should contain specific recommendations and plans on the following points:
 1. Establishment of organizational structure for direction of Provincial and local offices.
 2. Purge of personnel deemed incompetent or undesirable for other reasons.

3. Elimination of all employment requirements and procedures relating to political objectives rather than to industrial and economic needs.
 4. Institution of necessary reforms in recruitment, registration, interviewing and classification procedures.
- c) That it be the policy of the Allied Military Forces, through DADIs and U. S. Army Services to make full use of Italian employment offices in all recruiting of civilian workers - in order to avoid confusion and duplication of effort in recruiting and assigning workers.

3/12/43
To Lord Stanger
mm

TO : Headquarters, Allied Control Commission
FROM : Captain Robert M. Albright, Labour Sub-Commission.
SUBJECT: Labour Report; 10 - 30 November 1943.
DATE : 30 November 1943.

Labour

TO : Headquarters, Allied Control Commission.
FROM : Captain Robert M. Albright, Labour Sub-Commission.
SUBJECT: Labour Report; 10 - 30 November 1943.
DATE : 30 November 1943.

1. Summary of Problems. The Labour problems presented in this report include:

- a) Salary and wage adjustments for civilian workers employed either by Italian industries and agencies or by the Allied Military Forces.
- b) The administration of Social Security Benefits and the participation of Allied Forces in the Benefit program, particularly for insurance against industrial accidents.
- c) The abolition or modification of the Syndical structure in Italian labour organization.
- d) Civilian and military procurement of labour and the administration of employment offices, labour inspection services, labour courts and benefit agencies.

The increasing differences and uncertainties of policy and procedure in Regions I, II, III and in the Italian "Freed Provinces", emphasize the urgent need for central policy and control.

2. Status reports by Regions:

- a) Region I. Sicily provides the longest period of experience and the best laboratory for labour problems and solutions. An excellent account of experiences in Sicily is available in the Summary Report of 6 November 1943 of Capt. David A. Morse, Chief of the Labour Division of Region I.

A brief summary of labour directives now in force in Sicily follows:

General Order Number 8 (1 October 1943) dissolved the Syndical System and established a Regional Labour Office for Sicily; a system of Provincial Labour Officers; a method of adjusting labour disputes; and transferred the labour inspection service (Ispettorato Corporativo) to the new Regional Labour Office for Sicily.

The Syndical tax was suspended by order of the Finance Division of Region I. The former Benefit system continues, with a grant of funds through the Finance Division but civilian employees of the Allied Military Forces are not eligible since no contributions are being paid on their behalf. A study of the benefit structure is being made by Lt. Moffitt under direction of Col. J. T. R. Bain, Chief of the Labour Sub-Commission.

The Directive of 1 October 1943 established a uniform wage scale and uniform conditions of employment for civilians employed by branches of the Allied Military Forces.

Administrative Instruction, (Labour Number 2) provided for the continuation of substantive hour, wage and employment provisions of existing collective agreements pending opportunity for revision.

General Order Number 14 (1 November 1943) provided for temporary wage adjustments on a graduated scale to all Italian public employees. The order does not apply to persons employed by Allied Military Forces or their contractors and is permissive for Italian civilian employers.

Central procurement of labour for Allied Military Forces is handled through the newly established Provincial Labour Offices. Use of these offices is not compulsory for civilian employees or their employers, as was formerly true.

- b) Region II. The Labour Officer for Region II, Capt. Robert Frazer, was not assigned until 13 November 1943 and no specific labour policies or procedures had been issued for Region II at the conclusion of the Naples meeting of 25 November 1943.

No wage adjustments have been made. Preliminary wage studies (by Capt. Frazer and by Lt. Criley of the Labour Sub-Commission) indicate that the need for adjustment, while great, is less than in Region II because of the agricultural character of the country and the lower prices and the less prevalent operation of the Black Market in essential foods.

The labour procurement problem for Allied Military Forces in Region II is relatively small and is being handled by the British DADL (Deputy Assistant Director of Labour) without reference to Italian civilian agencies.

Social security benefits are theoretically available for eligible employees of civilian industries but actual payment is doubtful because of disorganization of benefit

agencies and lack of funds. Since the Syndical Tax has been suspended by the Finance Division of Region II, no salaries have been paid to syndical and labour agency officials throughout the Region. The offices, therefore, are only "partially open".

The Regional Civil Affairs Officer, Lt. Col. McCaffre, and the Labour Officer for Region II, feel that the Sicilian plan (General Order No. 8 which abolishes the syndicates and establishes a Regional Labour Directorate) should be adopted in Region II but only if General Order No. 8 is to be general policy for the mainland.

- c) Region III. The foremost questions in Region III are the urgent need of general wage increases and the determination of the Syndical question.

The labour program of Region III is unlike that of either Region I or Region II. Because of the importance of procurement of civilian labour for the Allied Military Forces, the Regional Labour Officer, Lt. Col. Lane, has "taken over" the Naples Employment Office (Ufficio di Colocamento) and similar offices in the Region, and his Staff directs, through Italian officials, the labour recruitment for employing units of the Allied Military Forces. With few exceptions, all requisitions for civilian labour are centralized through the Region IV Labour Office.

On the question of Syndicates, the Regional Civil Affairs Officer, Col. Hume and the Labour Officer for Region III, feel that General Order No. 8 should be effective in Region III, but only if it is to be general policy for the mainland. (Col. Hume has written a memorandum to this effect with copies to Major General Joyce and Major General Rennell.)

On the question of wages, studies by Major Luis of Region III Labour Office and Lt. Criley of the Labour Sub-Commission, indicate that the need for increases is far greater than in Region I or Region II. Labour unrest has been noted and prompt action on the proposed increase has been requested.

On the question of Social Security Benefits, studies of existing laws and institutions have been conducted by Major Kenney, Major Luis and Lt. D'Alessandro, under the direction of Lt. Col. Lane, and positive action has been taken to open Post Offices (for sales of benefit stamps) and to re-instate the benefit program for civilian workers. The Finance Division of Region II has suspended the payment of

certain types of benefits, thought undesirable or not feasible at the present time. No provision has been made for benefits to civilian employees of the Allied Military Forces. Conditions of employment for such employees is under consideration by a joint committee appointed at the Naples Conference of 22 November 1943.

- d) The Italian "Freed Provinces". A fourth type of experience is demonstrated by the Italian Provinces not covered by present Allied Control Commission and AMGOT Regions.

The need for wage adjustment appears to be greater than in Region II and less than in Region III. The Sicilian formula and scale was to be put into effect November 30 by the Italian Minister of Finance.

On the question of labour supply, the Provinces are also in a middle position, considerable labour being needed at Bari and Brindisi -particularly for the ports- but there are fewer industrial labour problems as presented by the Naples Area. The British DADLs in Bari, Brindisi and Taranto handle all British and American labour recruitment directly and generally without reference to the Uffici di Collocamento. Some shortages have been noted due largely to lack of transportation but none are of present importance.

In the procurement of workers, certain persons had been employed by the Allied Military Forces who were classified as essential workers in Italian war industries and "Mobilized" under R. Decreto October 31, 1942. After conferences with the ADL in Bari and the DADL in Brindisi and the Liaison Office Allied Control Commission, the Prefetto in Bari was advised that the request for the release of these workers would be honored, and that no others would be knowingly hired or retained unless of extreme importance and irreplaceable.

On the question of Syndicates and other labour agencies, the government structure remains intact except it is affected by direct hiring by Allied Forces. The former Minister of Labour Sr. Piccardi has formally recommended the continuation of the Syndical system -at least until a permanent Italian government can be established. The bases of the Minister's recommendation may be summarized as follows: (1) Syndicalism preceded Fascism and its faults are due to the principle of a single political party; the exclusion of the free election of syndical representatives and the oppressive political climate of Fascism; (2) The social and economical importance of the Syndicates is great in spite of admitted costly and

inefficient bureaucracy; (3) The present system can be corrected more easily and quickly than it could be replaced; (4) The principle of a single syndicate ought to be maintained since a plurality of syndicates presents grave problems of collective agreements and grave dangers of political disagreement and conflicts; (5) The present Italian government can purge Syndicates of the taint of Fascism and give to the Syndicates a character in harmony with the new political spirit of Italy and with the wishes of the Italian people.

The contrary theory as expressed by General Order No. 8, would abolish syndicates, as was done in Region I, on these bases: (1) Syndicates were never labor organizations but direct agencies of Fascism; (2) The Syndical structure prevents the formation of free labour unions; (3) The faults of the Syndicates are too fundamental for correction; (4) Public opinion of workers favors abolition of Syndicates and freedom to choose new leaders and new labour unions.

On the question of Benefits all previous provisions are theoretically in force but operation of the system is confused due to uncertainties. No benefits are provided for civilian employees of the Allied Military Forces.

3. Recommendations. In view of the above findings it is recommended:

1. That the wage formula, now applicable in Sicily and the Provinces be made effective in Region II and strongly recommended to Region III.
2. That immediate steps be taken to provide payment by Allied Military Forces of Social Security Benefits to civilian workers and that wage levels for such workers be determined with reference to such payments. (At the present time, several sections and individuals are working on parts of this problem). The Italian government has offered a plan for a single payment to cover all types of Benefits.
3. That a definite policy be established on the abolition or temporary retention, with modifications, of the Syndical structure.
4. That a central policy on labour procurement be adopted providing for full utilization of the public employment offices (Uffici di Collocamento) in recruiting and referring workers and determining eligibility for unemployment benefits.

5. That at the earliest possible moment, definite assignments be made of representatives of the Allied Control Commission and of the Italian government to work jointly on policy and procedure for the operation and improvement of labour and Social Security Agencies in accord with policy determinations of 3 and 4 above.

1st Ind.

EDKJ/md

OFFICE OF A.C. OF S., G-4, HQ. SEVENTH ARMY, APO #758, 27 September 1943.

TO: Director of Civilian Labor, AMGOT Headquarters.

For your comment by indorsement.

HARRY D.K. JACKSON,
Major, QMC.,
Fiscal Officer.

2d Ind

DAM/mv

LABOR DIVISION AMGOT HEADQUARTERS, APO #758, 5 October 1943

TO: A.C. OF S., G-4, Seventh Army, APO #758, 28 Sep

1. It was the verbal agreement of representatives of
7A and 8A troops and 15th Army Group that releases and dis-
charges should not be issued to civilians in 1944 except under
extraordinary circumstances.

2. Subject reference to Fortness for 2nd duration.

For the Commanding General:

DAVID A. BROWN
Captain, A.C.
Director, Civilian Labor

907

091442
ALLIED MILITARY GOVERNMENT 17

SUBJECT: Civilian Damage

TO: Gen. Robert S. Stryker, Commanding,
Catholics

FILE No. 3/100

AMGOT HQ, SICILY

23 Jan 45 1945

1. Thanks for the information in letter of 21 Dec 44,
same subject.

2. Result is satisfactory.

DAVID A. SMITH
Gen. Staff, A.G.
Director, Air Staff
Amgote Headquarters

091-461
ALLIED MILITARY GOVERNMENT 15

SUBJECT: Civilian Cases

TO: Capt. Robert Fraser, AMGOT HQ.,
Catania

FILE NO. 2/2-3302

AMGOT HQ. SICILY

12 Sept. 1943

1. Reference your communication dated 7 Sept 43, same subject.

2. At Island wide press conference held at this HQ, it was the agreement of the representatives of the Armed Forces that roll no would not be furnished civilian until year no. 1 of their work, except under exceptional circumstances. This opinion is not an opinion, it is a view. However, it seems to me that his view regarding roll no furnished to work cases in its latest edition is correct. This is logical, even if it is rule, and rate no. as of is available.

3. Will await your for report re roll no.

DAVID L. J. JONES
Captain, I.G.
Director, War Division
and Headquarters

091422 50
ALLIED MILITARY GOVERNMENT

SUBJECT: Office Reorganization

FILE NO. 17-2142

TO: Capt. Robert Prater, ADG HQ.,
Orlando

AMGOT HQ. SICILY

12 Sept 1943

1. The labor section of Civilian Control Division has been separated therefrom and made a separate division.
2. We are no longer reporting to CGO but directly to CG. I am Director. Col. L. Griley has been added to the staff of this division.
3. In near future, we will have meetings to discuss policy, etc.
4. Labor laws are being prepared. Will be out shortly. Will see military and naval air in final stages. Will see that you get advance copies.
5. This is the news for now.

DAVID A. MOORE
Captain, U.S.
Director, Labor Division
AMGOT Headquarters

904

CATANIA,
Sept. 21

Subject: Civilian wages

To Captain David Morse, Labor Officer, AMXOT HQ, Palermo.

With further reference to my letter of yesterday concerning the pay of the employees at Ordinance No. 6 at Motta, I visited this depot this morning and had a talk with Lt. Col. J. W. Diggs, the commanding officer. I found nothing at all irregular with the wages. He has not been paying common labor 3/6 a day but has only paid 2/6 per day. He has however, been furnishing some canned food for one meal a day to the workers. I explained the complications this causes and he has agreed to stop furnishing the food.

Col. Diggs advised me he was given authority to furnish the food by Col. Thomas, A-4, 3rd Service Area, Command HQ, at ~~Palermo~~ ^{Palermo}. This is just for your information. The matter has now been adjusted, so far as Col. Diggs is concerned. I don't know whether you care to pursue it further.

In my memo of Sept. 11 I mentioned that the Army was experimenting with contract labor and that two contractors were bidding to furnish 500 laborers. As I set out in my former memo (Sept. 11) it is quite possible that the contractors might try to pay from 50 to 70 lire per day in order to complete the work quickly. I discouraged this and am very glad to tell you now that the contract idea has been abandoned and Maj. H. A. Wynne, who has succeeded Maj. Holland in charge of the PAL employment office, assures me that the wage scale will be adhered to.

I have been trying to find something for women to do. There are many women who could be cooks or chamberwomen or laundresses who do not have education enough to work in offices. I discussed this matter this morning with the PAL employment office and we are planning to issue a directive to employing units saying that wherever house work is done women should be employed and if men are now in the jobs they should take work of a heavier nature and let the women have the house work.

Bob
ROBERT FRAZER,
Captain, AMXOT.

has agreed to stop carrying

Col. Diggs advised me he was given authority to furnish the food by Col. Thomas, A-4, 3rd Service Area, Command Hq., at ~~Peterson~~. This is just for your information. The matter has now been adjusted, so far as Col. Diggs is concerned. I don't know whether you care to pursue it further.

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I have been trying to find something for women to do. There are many women who could be cooks or charwomen or laundresses who do not have education enough to work in offices. I discussed this matter this morning with the P&L employment office and we are planning to issue a directive to employing units saying that wherever house work is done women should be employed and if men are now in the jobs they should take work of a heavier nature and let the women have the house work.

Bob
ROBERT FRAZER,
Captain, AMTOL.

14
13
CATANIA,
Sept. 20, 1943.

Subject: Civilian wages

To: Captain David Moore, Labor Officer, AMECOT HQ, Palermo.

Col. Pearman handed me the attached memo this morning with the explanation that the U. S. Air Force is paying 52 employees at Ordinance No. 6 Motto 3/6 per day plus a mid-day meal. Lt. Col. J. W. Diggs is in charge. This is causing trouble at petrol depot 19 as the employees there say the Americans get more money and also food.

It is impossible for me to get to Motto today as my car is out of commission but I shall go tomorrow and investigate the situation fully. I should like to know, however, if there is any objection to furnishing food for the mid-day meal if a deduction for the food is made. It was my understanding while at Chrea that this was permissible.

Col. Pearman's idea is that food should not be furnished at all except in isolated spots where the men are required to live where they work. For instance he contemplates the establishment of a work camp in an isolated location, employing a comparatively small number of workmen and he wants to feed them three meals and permit them to sleep there. He asked me to work out a proper deduction for him. They are to be fed British rations and I estimated that it should amount to about 20¢ a day for food. My suggestion would be that the workmen be paid 30 lire a day in addition to their food. Before authorizing this, however, I would like to have a definite decision from you as soon as possible. The Colonel is very much opposed to furnishing food except under the circumstances I have just outlined. He thinks the American Air Force at Motto should not furnish food at all. I will give you a further report on the Motto situation as soon as I can get there - I should also like to know if it is true the workmen actually get 3/6 per day and if they are common laborers, etc.

Col. Pearman has not received the information which you furnished to Col. Stotter. I have, however, taken up with Col. Pearman the matters you referred to him through me. He assured me he would telegraph you about them.

I received your memo of the 14th yesterday and you no doubt have my other reports by now. I shall report further on the Army contract situation when I have been able to go into it again.

Robert Frazer
ROBERT FRAZER,
Captain, AMECOT.

It is impossible for me to get a commission but I shall go tomorrow and investigate the situation fully. I like to know, however, if there is any objection to furnishing food for the mid-day meal if a deduction for the food is made. It was my understanding while at Chreos that this was permissible.

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Robert Frazer
ROBERT FRAZER,
Captain, AMMOT.

Subject: Civilian Supply Warehouse.

AMCCE/5411/CS
AMCCE HQ BUREAU
18 September 43.

To: AMCCE, Catania.

Reference CAT/121/CS 8 September 43. The unloading, warehousing, and control over AMCCE stocks is the responsibility of this Headquarters. AMCCE, Catania, Civilian Supply Division, or any other SOAO concerned, is required to co-operate in every way possible. I am sure, however, that such co-operation will be forthcoming without hesitation.

CSJ/541.

lt. Col., R. A. S. O.
Deputy Director Civilian
Supply and Resources.

Subject: Payment for Services.

AMEOF/5114/CS
AMEOF HQ SICILY
18 September 43.

To: Ident. Iofaso.
Civilian Supply Division, Catania

You are directed to arrange for payment of the attached expense incurred in establishing and operating the AMEOF Civilian Supply Warehouse, Catania. Payment should be made through P.O. Catania and debited to the AME Civilian Supplies account.

ED/ED.

LT. Col., R. A. S. C.
Deputy Director Civilian
Supply and Resources.

P 18/92

mmz

900

Subject:- Labour (Civilian)

Ref: I9GP/I95/A.

D.D.F.L.,

I have ascertained from U.S.A.F., Ordnance
No 6 Motto, O.C. Lieut-Colonel J.W. Diggs employing
52 civilians is paying them 3/6 per day and a mid-day
meal.

Complaint from I9 Petrol Depot that civili-
ans are refusing to work without more pay as they state
that American Army is paying 5/- per day plus food.
They eventually worked today under protest.

[Signature]
Lieut-Colonel,
Commanding I9 Group Pioneer Corps.

Catania
17th September, 1943.

*Labour Liaison Officer Amgok
to enquire re the midday meal.*

8

899

19/9/43

14 SEP 1943

AMCOT/ECOT/CE
 AMCOT/ECOT/CE
 14 September 1943

Memorandum for C.F.O.

The S.C.A.O. Agrigato called this morning to say that 7th Army authorities were supervising bomb and ammunition clearance in the area but were asking that AMCOT pay the civilian labor involved. The D.C.O.A.O. has authorized me to agree to this payment, if necessary, although we both feel it is primarily an Army responsibility.

This is for your information in the event that the S.C.A.O. is unable to work out payment through 7th Army.

T.O.S.W.

Capt. M. J. ...

TAK

C.F.O.

898

**ALLIED MILITARY GOVERNMENT
OF OCCUPIED TERRITORY**

PROVINCE OF CATANIA

Telephone No. _____

Office of the Civil Supply Division
Piazza della Borsa - Catania

HEADQUARTERS

17 SEP '43

AMGOT

To: AMGOT H.Q.

PALERMO

Rel: CAT 121 CSD

Date: 8 Sep. 1943.

I. In anticipation of the "Miriam" cargo certain work was performed by the Catania Consorzio Agrario in connection with a warehouse in Acireale and one in Catania city.

The Consorzio also performed services in connection with the warehousing of part of the cargo actually unloaded here.

2. All of this work by the Consorzio was done under the direction and supervision of Lt. Batt or Lt. Birizzi.

Lt. Batt on arrival here notified the Civilian Supplies Division that the unloading and warehousing of the "Miriam" cargo was under direction of AMGOT H.Q. Palermo and that AMGOT Catania had no responsibility in the matter.

3. The Consorzio Agrario has presented bills for its services copies of which are enclosed herewith. As Lt. Birizzi has left the city with no definitely known date of return, request approval of the Consorzio's bills and authority to pay.

4. Also, is it intended that the unloading and warehousing of any future cargo are to be handled by officers directly under Palermo H.Q. and not attached to this office?

It is desirable that the responsibility of AMGOT Catania in this respect be definitely stated.

J. W. M. H. M.

Telephone No.

HEADQUARTERS

17 SEP 1943

AMGOT

To: AMGOT H.Q.

PALERMO

Office of the Civil Supply Division
Piazza della Borsa - Catania

Ref:

CAT. I2I

CSD.

Date:

8 Sep. 1943.

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It is desirable that the responsibility of AMGOT Catania in this respect be definitely stated.

GEN/JC. T. S. S. S.

897

J. W. M. M. M.

Lieut. Colonel
S.C.A.O.

CATANIA

R-ew

5131

AMST/5025/1
 AMST/10/11/11/11
 30 August 45.

32
6

For Major George W. Bailey,
 Civil Affairs Officer,
 Palestine.

R-ew

45

1. The payment of additional money for inmates
 work was an emergency measure, and should be discontinued.

2. For your information, Finance Division Headquarters
 has instructed Latins of Providence Social to stop
 paying such benefits.

091.462

DIA:

DAVID A. BAKER,
 Capt., A.C.
 Labor Section,
 Civilian Supply Division.

PA 1/9/45

3 396

X

SUBJECT:- Offer of Working Facilities.

09/44A

9 SEP 1943
5113/CJ

Our Ref:- CA215/1.
Your Ref:- AMGOT/268/HQ.
D- 29 Aug 43.

To:- AMGOT H.Q.
PALERMO.

From:- Lt. Col. Wellesley.
S.C.A.O.
Province of Catania.



This offer of labour on the Airport AUGERBINI is one for the Pioneer and Labour Control Officer whom a copy of the letter was sent. No further action is required on the part of AMGOT.

J. Wellesley

Catania.
6 Sept 43.

Lt. Col.
S.C.A.O.

Col SEITZ *Eam*
10/9

895

25 AUG 1943

500/103

5
3
J.T.ALLIED MILITARY GOVERNMENT
City of Palermo

HEADQUARTERS

27 AUG 1943

AMGOT

R. Co

August 26, 1943

Subject: Labor - Wages

To: Capt. David MORSE

Via: Lt. Col. POLETTI.

1. The question of additional money for hazardous work has arisen, with particular reference to electric company.

2. Attaching letter and news clipping for your information and advice.

George W. Haley
George W. HALEY
Major, CMP
Civil Affairs Officer

L

5140 0911 443
 HEADQUARTERS 1051ST ENGINEERS
 PORT CONSTRUCTION AND REPAIR GROUP
 APO 758, U. S. Army

August 13, 1943.

SUBJECT: Release of civilian labor.

TO : Labor Advisor, Civilian
 Supply Branch, AMGOT
 22 via Phillipe Parlato
 Palermo, Sicily.



1. The following civilians have been released from our employ for the reason that their services are no longer required; general reduction in labor.

- | | |
|---------------------------|--------------------------|
| 1. Norfo, Domenico | 16. Infantino, Salvatore |
| 2. Norfo, Pietro | 17. Sole, Andrea |
| 3. Ganci, Filippo | 18. Tarantino, Giuseppe |
| 4. Cavaliere, Vincenzo | 19. Tarantino, Francesco |
| 5. Cavarretta, Francesco | 20. Zizza, Michele |
| 6. Citarrella, Salvatore | 21. Taormina, Rosolino |
| 7. Terrana, Angelo | 22. Musacchia, F. Paolo |
| 8. Muccio, Rosario | 23. Colletti, F. Paolo |
| 9. Miceli, Mario | 24. Liquori, Agostino |
| 10. Lo Destro, Salvatore | 25. Lobianco, Matteo |
| 11. Marsala, Giovanni | 26. Vangelo, Luigi |
| 12. De Simone, Antonino | 27. Tarantino, Francesco |
| 13. Cianciolo, Gioacchino | 28. Lo Curcio, Antonino |
| 14. Sanzone, F. Paolo | 29. Palazzolo, Michele |
| 15. Ruvelo, Michele | |

For the Commanding Officer:

Howard R. Lewis
 HOWARD R. LEWIS,
 Major, C.E.,
 Executive Officer.

Capt Morris, Prefecture

11 Aug 43

Cal Palette told me of the work you are doing on the labor confederations. We are studying the question of my suspending payment of contribute syndicate which will eliminate ^{the} for time being the revenues of the syndicates etc. If you have any views on the matter I would appreciate your coming down this afternoon to talk to me. If I ought to see any of the officers of the labor confederations re the matter could you ask them to come in to see me.

I would also appreciate your asking the Vice Prefect Forchini to come to see me this afternoon. I assume your office also has facilities to locate the Director of the Chamber of Commerce named Farinaccio who I would like to see this afternoon re this matter.

09/14/35

Bernard Bernstein
Jt Col.

Per volere del Duce, ai lavoratori residenti in Palermo sarà corrisposta, a decorrere dal 5 del corrente mese, un'indennità giornaliera in presenza nelle seguenti misure:

- impiegati (uomini) lire 15;
- impiegato (donne) lire 8;
- operai (uomini) lire 10;
- operaie (donne) e ragazzi al di sotto dei 18 anni lire 6.

Detta indennità è raddoppiata per tutti i lavoratori che prestano la loro opera nell'ambito del porto, eccettuati gli operai portuali per i quali sono già state fissate apposite maggiorazioni salariali.

L'onere della predetta indennità graverà per metà sui datori di lavoro e per metà sullo Stato.

Ministero dei Lavori Pubblici

PROVVEDITORATO ALLE OO.PP. CON SEDE IN PALERMO

R. UFFICIO DEL GENIO CIVILE DI PALERMO

Sez. 4^a

N. 12215

Risposta a nota n. 10527

del 6-5-943

Palermo 7 Luglio 1943

OGGETTO : Porto di Palermo- Limiti della zona portuale

ALLA CONFEDERAZ. FASCISTA DEI LAVORATORI
DELL'INDUSTRIA UNIONE PROVINCIALE DI

P A L E R M O

p/ c/ Alla Soc. Generale Elettrica della Sicilia

P a l e r m o

In risposta al foglio sindacato si comunica che l'Officina
Termica della Società Generale Elettrica della Sicilia di Via Alessandro
Volta è compresa entro i limiti portuali previsti dal piano regolatore del
porto di Palermo.

Non è questo R. Ufficio, però l'organo competente per qualsiasi
decisione di carattere sindacale.

L'ingegnere Capo

O.B.

U.S. CONFIDENTIAL (Equals British CONFIDENTIAL)

HEADQUARTERS
ALLIED MILITARY GOVERNMENT
LABOR SUB-COMMISSION
APO 512

9011/LAS

6 November 1943

SUBJECT: Summary Report of Labor in Sicily from 10 July 1943 to
26 October 1943.

TO : Chief Civil Affairs Officer.

1. Introduction.

a. The original ALGOT Plan provided that Labor should be a section under the direction of the Civilian Supply Division. Later, September 1943, Labor was established as a separate division directly responsible to the Chief Civil Affairs Officer.

b. During the period of planning in North Africa prior to invasion of Sicily, the Civilian Supply Division had been unable to obtain current Italian labor intelligence which could be used as a basis for determining a definite labor policy. Intelligence was limited to:

- (1) Approximate number of Sicilian workers,
- (2) 1939 base wage rates,
- (3) Geographical distribution of workers,
- (4) General theoretical description of the Corporate Syndical System, and
- (5) Type of industries.

2. It was decided that in view of the lack of information, study would be limited to theory; that labor principles would be tentatively established along general lines; and that definite decisions would be made in the field after contact with live problems and opportunity to study and evaluate them.

d. A wage scale was proposed for use of the Seventh and

26 October 1943.

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a. The original ALGOT Plan provided that Labor should be a section under the direction of the Civilian Supply Division. Later, September 1943, Labor was established as a separate Division directly responsible to the Chief Civil Affairs Officer.

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2. It was decided that in view of the lack of information, study would be limited to theory; that labor principles would be tentatively established along general lines; and that definite decisions would be made in the field after contact with live problems and opportunity to study and evaluate them.

d. A wage scale was proposed for use of the Seventh and Eighth Armies (Ex. A). This scale was to govern pay of civilians employed by the Armies during invasion and was submitted to the Armies as a tentative guide which would probably need correction and revision after experience in the occupied territory. There could be no assurance that the scale was consistent with the Sicilian pay levels of that period. The Seventh Army adopted the wage Guide in toto and issued it in the form of a directive (Ex. B). The Eighth Army also adopted it, but made some revisions and additions. In the unit, the Guide was based upon the experience of the British wage classifications and rates ^{in Italy}. ~~plus~~ ^{the} available indefinite intelligence which had been received from Italy.

U.S. CONFIDENTIAL (EXCLUDED FROM CONFIDENTIAL)

- 2 -

1. Promulgation of the wage scale was the only specific labor action taken by the Division prior to D-Day.

2. The Sicilian labor experience.

a. First Phase. 10 July 1943 (D-Day) to 22 July 1943
(date of Allied Occupation of Palermo).

(1) During this phase the Labor Section had not yet commenced its function in Sicily. Labor was handled by Civil Affairs Officers of AMGOT who were assigned to tactical troops. This duty was in addition to others, and in view of the pressing nature of other problems, received minimum attention. Proclamation No 8, which froze wages and prices to the 9 July 1943 level was posted in every occupied town and city (Ex. C). Employment offices were opened in cities where labor was needed by the Army or Navy, and notices posted inviting the public to register for work. Fascist Syndicate Offices were taken over and utilized for this purpose.

(2) The Allies had no difficulty in procuring labor. Large surpluses were available where required. In addition, the AMGOT wage scale was particularly attractive to workers in view of Proclamation No 8 and the fact that the scale paid was in many cases 70% above the scale prevailing prior to Occupation.

(3) In each occupied city where offices of Fascist trade unions and associations were located, records were impounded and left for subsequent examination.

(4) There was no development which indicated trouble ahead. Until the Seventh Army had adopted the AMGOT wage scale, the Eighth Army had adopted it only in part, and the Air Force and Navy paid wages without careful consideration of existing wage rates or the AMGOT scale, falling back on the expedient of paying whatever they thought should be paid, and using the American or British standards of payment as a criterion. The lire had been devaluated. Thinking was in terms of the lire being worth one cent.

b. Second Phase. 22 July 1943 to 26 October 1943.

(1) During this phase the labor situation had commenced to function in Sicily. Labor was handled by Civil Affairs Officers of AMGOT who were attached to tactical troops. This duty was in addition to others, and in view of the personnel nature of other problems, received minimum attention. Proclamation No. 6, which froze wages and prices to the 9 July 1943 level was posted in every occupied town and city (Ex. C). Employment offices were opened in cities where labor was needed by the Army or Navy, and notices posted inviting the public to register for work. Fascist Syndicate Offices were taken over and utilized for this purpose.

(2) The Armies had no difficulty in procuring labor. Large surpluses were available where required. In addition, the AMGOT wage scale was particularly attractive to workers in view of Proclamation No. 6 and the fact that the scale paid was in many cases 70% above the scale prevailing prior to Occupation.

(3) In each occupied city where offices of Fascist trade unions and associations were located, records were impounded and left for subsequent examination.

(4) There was one development which indicated trouble ahead. While the Seventh Army had adopted the AMGOT wage scale, the Eighth Army had adopted it only in part, and the Air Force and Navy paid wages without careful consideration of existing wage rates or the AMGOT scale, falling back on the expedient of paying whatever they thought should be paid, and using the American or British standards of payment as a criterion. The lire had been devaluated. Thinking was in terms of the lire being worth one cent.

b. Second Phase. 22 July 1943 to 26 October 1943.

(1) During this phase a definite labor policy for Sicily was established. A study was first made of the labor situation in Palermo Province. As the Allied tactical situation improved, the study was enlarged to include newly acquired occupied territory, until finally on 19 August 1943 the entire island was in Allied hands.

(2) Certain immediate general observations were made which should be recorded in this report for background purposes. First, immediately before D-Day every important labor and trade association official in the island had fled to Rome. It was apparent that they had left in a hurry, because in many cases personal possessions and correspondence were found intact some of which disclosed that by date their departure was in the form of

3. CONFIDENTIAL (2) R.O. British CONFIDENTIAL

- 3 -

8 to 10 July 1943. This left labor and trade associations and their offices leaderless, though in some instances clerical staffs remained at work, and records were found intact. Second, pre-invasion statistics were confirmed in that Island employment was found to be approximately 50% agricultural, 26% industrial, and 24% miscellaneous. In these categories, agricultural employment was least affected by invasion. Workers remained, and a circumference permitted, continued their daily duties. Industrial employees were at a standstill. Pre-invasion banking and completely disorganized and dislocated industry. Many cities had been reduced to ruins and industrial workers feared the personal physical risk incident to further employment. This was especially true in the port cities like Palermo, Catania, Syracuse, Messina, and Agrigento. Miscellaneous employment which included shopkeepers, domestic workers, and government employees was in various states of disorganization. The shopkeepers and domestic workers were not working, while government employees if all levels, except those who had fled to Rome, remained at their work waiting for further orders or that the allies would permit them to continue in their employment. Third, there was no evidence of pre-invasion activities by workers. Fourth, during invasion, there was general non-compliance by employees, employers, trade unions and associations with wage conventions or wage provisions stipulated in collective labor contracts. (This did not apply to government employees. Their wage scale was statutory and not covered by collective contracts. The level of wages depended largely upon inter-supply and demand. The black market and became an accepted institution, and official Fascist commodity price lists were respected only in their breach. Cost of living was high and presented a problem with which the Fascist Government had not been able to cope.

(3) Labor was divided into the following broad classifications for preliminary study and action:

Procurement and supply of labor.

Wages, which included the question of cost of living.

Trade unions, associations, and labor relations.

(a) Procurement and supply of labor for branches of the Allied Armed Forces.

(1) This was given A-1 priority. The various C.C.s.s.'s in each province had done their jobs well. In

risk incident to further employment. This was a serious problem in port cities like Palermo, Catania, Siracusa, Messina, and Agrigento. Miscellaneous employment which included shopkeepers, domestic workers, and government employees was in varied states of disorganization. The shopkeepers and domestic workers were not working while government employees of all levels, except those who had fled to Rome, remained at their work waiting to learn whether or not the Allies would permit them to continue in their employment. Third, there was no evidence of pre-invasion substitution by workers. Fourth, during Fascism, there was general non-compliance by employers, employees, trade unions and associations with wage conventions or wage provisions stipulated in collective labor contracts. (This did not apply to government employees. Their wage scale was statutory and not covered by collective contracts.) The level of wages remained largely upon labor supply and demand. The black market had become an accepted institution, and official Fascist commodity price lists were respected only in their breach. Cost of living was high and presented a problem with which the Fascist Government had not been able to cope.

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Procurement and Supply of Labor.

Wages, which included the question of cost of living, Trade unions, associations, and labor relations.

(a) Procurement and Supply of Labor for Branches of the Allied Armed Forces.

(1) This was given A-1 priority. In various E.C.A.C.'s in each province had been their jobs well. In each province the main Fascist trade union office was taken over by the S.C.A.C. and opened as an employment office. The clerical and executive staff (except known Fascist leaders who were removed or the spot) who were familiar with the office records, and registration of workers under Fascism, were directed to continue at work under A.A.C. supervision. The public was invited to register for work and the offices were immediately overrun by men, women, and children of all ages who desired employment. Compulsory registration was not required. The problem was not one of procuring sufficient labor, but in finding enough work for the thousands of persons who for the moment were out of employment because of disorganization of trade, industry and commerce. In Palermo, over 1,800 persons were registered for work the first day. Headquarters of the Allied Forces were notified of the location of the employment offices. The offices were kept open 24 hours a day.

til the latter part of August when the pressure was relieved as a result of fulfillment of the larger military labor requirements. The officers were then put on a 10 hour a day working schedule. An employee was always kept on duty to handle emergencies. The military made its own arrangements for transportation of workers to work areas.

(ii) Certain fundamental rules were established for the employment offices. (a) Registration was voluntary under Fascism. It had been compulsory. (b) Persons were classified for work by skill with full listing of all skills under Fascism they were classified under one skill and could only work in that classification. (c) Preference in employment to members of the Fascist party abolished. Persons were to be employed on an equal basis regardless of race or creed. (d) Preference for employment was to be given to political prisoners who had opposed Fascism and had been imprisoned by the Fascists for that reason; individuals who had been denied employment opportunities under Fascism because of religion, anti-Fascist activity, or refusal to join the Fascist party; and to heads of families who could show great economic need.

(iii) Actual statistics on the number of workers employed through these offices are not available at this writing, though the figures will be compiled at a later date. It can be said generally, however, that labor was well absorbed in the larger coastal cities -- the balance being taken care of by temporary relief or city "clean-up" projects. However, in areas which had previously depended on operation of one specific industry is, for example, saltpeter and asphalt mines. (Agriculture, iron and steel plants) there were totally unabsorbed workers of such industries. Approximately 40,000 miners were in that category. They needed temporary relief and some work with city "clean-up" projects pending reopening of the mines which were as yet not operating because of lack of power and vital equipment parts. At this writing a few mines have reopened, and A.M.G. has made arrangements for the reopening of others.

(iv) Wages and Cost of Living. This problem fell into the following employment categories: Civilians employed by the Armed Forces, government employees, and persons employed by private employers. First, Civilians employed by the Armed Forces. This category presented problems of an emergency nature because the military was at the time the largest single employer

under Fascism they were classified under one skill and could only work in that classification. (c) Preference in employment to members of the Fascist party abolished. Persons were to be employed on an equal basis regardless of race or creed. (d) Preference for employment was to be given to political prisoners who had opposed Fascism and had been imprisoned by the Fascists for that reason; individuals who had been denied employment opportunities under Fascism because of religion, anti-Fascist activity, or refusal to join the Fascist party; and to heads of families who could show great economic need.

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(b) Wages and Cost of Living. This problem fell into the following employment categories: Civilians employed by the Armed Forces, government employees, and persons employed by private employers. First, Civilians Employed by the Armed Forces. This category presented problems of an emergency nature because the military was at the time the largest single employer of labor on the island; wage rates paid were not uniform between the various branches of the service; and it was obvious that the official and unofficial pay rates of pay were in some cases too high, and in some too low. Wages were not related to the economy of the island, and in cases where they greatly exceeded prevailing customary rates, were driving persons away from private and government employment and adding to the spiral of inflation. The lack of an official Armed Forces wage policy and scale caused confusion in the labor market. In view of these circumstances conferences were called by the Labor Section of A.M.G. attended by representatives of the Allied Armies, Navies, and Air Forces and a

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uniform wage scale was adopted (Ex. D). The scale was promulgated by A.M.C. and issued to all of the branches to be reissued in routine military orders or directives. The scale became effective 1 October 1943, and included 17 working categories. In addition, it was agreed that periodic joint conferences would be called by A.M.C. for further revision of wages and addition of job classifications. It was also agreed that if between conferences a branch had to establish a rate for a job not covered by the uniform scale, that it would be submitted to A.M.C. for study and determination, and when fixed would be made uniform for that job throughout the island. Basic conditions of employment were also established and made part of the wage publication. An effort was made to eliminate the wide discrepancies between wages paid by the military and those prevailing in other fields. It was borne in mind that the scale would establish an island wide precedent which would eventually be reflected in wages paid to government and private employees. The result was that approximately 50% of the then existing military rates of pay were reduced from L 10 to L 30 per day, while in other cases rates were left unchanged, and in some cases increased. (Comparison of Exs. A, B, and D will disclose the adjustments made.) While the uniform scale was not the answer to the wage problem as such, it was of constructive value since it established a uniform wage scale and policy; established wages and rate procedure; and revised rates to a more economically desirable level. Second, was the question of Governmental employees, and third, Private Employees. This question was complicated by an elaborate Italian wage structure which had been confused during Fascism by the addition of many index rates (more than 18 in the case of Governmental employees) which were in each instance proclaimed as specially desirable Government aid, but were actually attempts to meet the rise in cost of living without admitting the fact. When cost of living increased, the State would add an indemnity for workers, but instead of calling it a cost of living adjustment, or wage increase, they would call it an indemnity for bombing, "bombardamento", or something at work "presence", and thus hide its true purpose. The result was a "hidden wage" wage structure which started with a low base rate, concluded with an accumulation of indemnities which in many cases represented between 60 to 70% of a worker's total income. There was no relation between base pay, indemnities, and the job. Not only was the situation confusing to the workers, but universally represented because the wage was not stable, was in such form that it could be altered by the State at any time, and hence, threatened the worker's sense of security. It was found that neither employers nor employees were able to calculate the precise wage due employees. Examination of State Government payrolls disclosed that this

the wide discrepancies between wages paid by the military and those prevailing in other fields. It was borne in mind that the scale would establish an island wide precedent which would eventually be reflected in wages paid to government and private employees. The result was that approximately 50% of the then existing military rates of pay were reduced from L 10 to L 30 per day, while in other cases rates were left unchanged, and in some cases increased. (Comparison of Eas. A, B, and C will disclose the adjustment made.) While the uniform scale was not the answer to the wage problem as such, it was of constructive value since it established a uniform wage scale and policy; stabilized wages and wage procedures; and revised rates to a more economically desirable level. Second, was the question of Governmental Employees, and third, Private Employees. This question was complicated by an elaborate Italian wage structure which had been continued during Fascism by the addition of many indices (more than 10 in the case of Governmental employees) which were in each instance proclaimed as socially desirable Government rates, but were actually attempts to meet the rise in cost of living without admitting the fact. When cost of living increased, the State would add an indemnity for workers, but instead of calling it a cost of living adjustment, or wage increase, they would call it an indemnity for bombing, "bombardamento", or appearing at work "grebenda", and thus hide its true purpose. The result was a "hodge podge" wage structure which started with a low base rate and concluded with an accumulation of indemnities which in many cases represented between 60 to 70% of a worker's total income. There was no relation between base pay, indemnities, and the job. Not only was the situation confusing to the workers, but universally resented because the wage was not stable, was in such form that it could be altered by the State at any time, and hence, threatened the worker's sense of security. It was found that neither employees nor employers were able to calculate the precise wage due employees. Examination of State Government payrolls disclosed that this confusion was not limited to private employers and employees, but also to State Agencies (including the Department of Finance) which were unable to give precise calculations of wages due Government employees, and admitted that they "just did the best they could". The Italian wage structure had not been analyzed or revised since 1923. It was decided to make a careful study of wage structure, rates of pay, cost of living, and then decide whether or not to change the structure, and whether or not wages should be granted. The study was concluded, but not submitted for official action because of decision by High Authority to wait developments in the relationship between the Allies

U.S. CONFIDENTIAL (Equals British CONFIDENTIAL)

and the Italian government before making changes which would so vitally affect the basic financial and economic structure of the country. (Ex. E - Rough draft of summary report.)

(c) Trade Unions and Labor Relations.

(1) There was no free labor movement or industry association under Fascism. State labor-industry control was the key to the Fascist theory of government and was accomplished through the Corporative Syndical System. The syndicates were the basic cell of the Fascist social and economic concept. Workers and employees within certain occupations were organized into separate syndicates and permitted to function by positive law. The economic field (except government) was divided into industry, commerce, banking, and agriculture. In addition there was the group known as artists and professional men. Each of the aforementioned economic divisions had a separate independent organization for employees and employers, except artists and professional men, who were combined into one organization. Each province had a such organization known as provincial "Unions". Syndicates were constituted members thereof. Provincial Unions then selected representatives which composed the Federations, and the Federations selected representatives for the Confederations. The Federations and Confederations were situated in Rome and represented the Unions involved, but at different levels. All representatives of each unit starting with the basic syndicates and ending with Confederations had to be members in good standing of the Fascist party and approved by Mussolini. That was the syndical structure. On top of that was the corporative superstructure. This was composed of 22 Corporations, the members of which were Confederation delegates and Fascist party members appointed by the Ministry of Corporations. Each Corporation represented a whole cycle of economic activity. At the head of these Corporations sat the Minister of Corporations -- Mussolini.

(14) Workers and employers paid dues in the form of syndical taxes. Dues were deducted from payrolls by employers and sent directly to the Ministry of Corporations in Rome, not to the syndicates. Rome decided how much was necessary for the next annual budget of the syndicates. And sent some to the Provincial Unions for allocation to itself and syndicates, and kept the balance. Collective labor agreements were negotiated by the Federations and approved by Mussolini, after which they became the law of the industry involved. Workers had no voice in them, or right of ratification. Contracts stipulated hours, wages and working conditions. Strikes and lockouts were prohibited and pun-

field (except government) was divided into industry, commerce, banking, and agriculture. In addition there was the group known as artists and professional men. Each of the aforementioned economic divisions had a separate independent organization for employees and employers, except artists and professional men, who were combined into one organization. Each province had 9 such organizations known as provincial "Unions". Syndicates were constituted members thereof. Provincial Unions then selected representatives which composed the Federations, and the Federations selected representatives for the Confederations. The Federations and Confederations were situated in Rome and represented the Unions involved, but at different levels. All representatives of each unit starting with the Rome syndicate and ending with Confederations had to be members in good standing of the Fascist party and approved by Mussolini. That was the syndical structure. On top of that was the corporate superstructure. This was composed of 22 Corporations, the members of which were Confederation delegates and Fascist party members appointed by the Ministry of Corporations. Each Corporation represented a whole cycle of an economic activity. At the head of these Corporations sat the Minister of Corporations -- Mussolini.

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(iii) After examination of the Corporate Syndical System, conferences with pro-Fascist labor leaders, anti-Fascist groups, government representatives, employers and workers, and after an intensive survey of the island, it

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clear that the system should be abolished. Revision was impossible. It would have meant appointing administrators of syndication, financing them, and hence complete government regulation and control. Continuation of the system meant continuation of Fascism. (This view was concurred in by the Finance Division, which had already abolished the syndical tax.) The situation demanded a new start with an assurance to both employees and employers that they would not be coerced by government into any particular organization. Collective bargaining had been a mockery. Collective contracts were imposed by duress. The Corporate Syndical System was openly resented and protested against by the great majority of employers and employees. Syndicates were not labor organizations or trade associations, but rather agencies of the Fascist party. The system to the public meant subject slavery, and they literally asked to be freed from it -- not by half measures, but by a clean sweep which would leave them free to digest their new liberty and decide on a fresh course of action. It was, therefore, decided that each group should be left to build for itself what it thought would best serve its purposes, the social and economic welfare of the island, and its sense of freedom and liberty. To this end, the Fascist Corporate Syndical System was dissolved and all Fascist officials removed.

(iv) Various plans were drafted to accomplish the objective stated above. Plan "B" was finally approved (Ex. F) and was signed on 24 September 1943 to become effective 1 October 1943 as General Order No. 8 (Ex. G). This plan dissolved the Corporate Syndical System, established a system of Provincial Labor Offices, a Regional Labor Office for Sicily, and of adjusting labor disputes; and assured a free labor movement for Sicily. Rules and Regulations were issued to aid in effectuating the order (Ex. H), and a covering letter of preliminary instructions to all S.C.A.O.'s to emphasize its importance (Ex. I).

(v) To assure stability during the period of transition from the old system to the new freedom, Administrative Instruction - Labor No. 2 was issued (Ex. J). It provided for continuation of the substantive hour, wage, and condition of employment provisions of existing collective agreements pending opportunity for revision.

(vi) The Inspectorate Corporate which was a direct representative of the Ministry of Corporations in Rome and functioned in Sicily for the purpose of inspecting health, hygiene and similar laws for workers was continued, though trans-

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(vii) On 10 October 1943 labor proposal No. 3 was prepared and submitted for approval (Ex. L). The purpose of this proposal was to clarify the question of whether or not General Order No. 2 actually gave employees the right of selection of representatives for purposes of collective bargaining, and to round out the labor program. The proposal was submitted to AFHQ, HGS for instruction. No reply to date.

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U.S. CONFIDENTIAL (Equals British CONFIDENTIAL)

U.S.S. CONFIDENTIAL (under British Confidentiality)

3. Conclusion.

a. Part I. By 26 October 1943 ASOT had accomplished the following in the field of labor:

- (1) Established a uniform wage scale for Sicily governing civilians employed by branches of the Armed Forces.
- (2) Completed a study of the Italian wage structure and system with recommendations for revision and adjustment.
- (3) Completed a cost of living study for Sicily (Ex. N).
- (4) Concluded the task of procuring and supplying labor to branches of the Armed Forces.
- (5) Established the Fascist Corporative Syndical System.
- (6) Substituted civilian government agencies for handling labor problems subject to A.M.G. guidance and supervision.
- (7) Consolidated under the Regional Labor Office for Sicily previous Fascist functions which were found to be of benefit to workers and the public; having eliminated those which were found objectionable.
- (8) Provided a machinery for present and future self-determination of labor disputes and contracts.
- (9) Assured a framework for a free labor and trade association movement.
- (10) Initiated a study of cooperatives, workers' compensation, and public health systems.

b. Part II. As of 26 October 1943 there was considerable unrest among the workers who were asking for wage increases to meet the higher cost of living. Several unions had been organized on the island. The most prominent in Palermo (Ex. N). The public was voicing itself in the first free press that they have had in 25 years, on questions relating to labor. There had been no strikes or lockouts. There had been 4 important labor disputes between employers and employees, all of which were resolved by agreement between the parties after reference by employer and employee representatives to the new Regional Labor Office. The outstanding grievances were security of food, the growing black market, and rising cost of living.

c. Part III. A framework for democracy in labor and in-

labor to branches of the armed forces.

(5) Abolished the Fascist Corporative Syndical

System.

(6) Substituted civilian government agencies for handling labor problems subject to A.I.G. guidance and supervision.

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C. Part III. A framework for democracy in labor and industry has been established in Sicily. The third phase will answer the question of whether or not the Sicilians will responsibly accept their new challenge of freedom. Much will depend upon the ability of the population and the allies to meet the need for production and supply of food, eliminating the black market, and arranging the rise in cost of living.

DAL/tbw

David A. Morse
DAVID A. MORSE,
Capt., A.C., 883
Labor Division.

U.S. CONFIDENTIAL (Original British CONFIDENTIAL)

SECRETLABOR PLAN FOR HICOM

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 island-wide labor office which shall coordinate the functions and activities of the Provincial Labor Office.
- (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 the Prefetto and approved by the SCAC. Immediate staff to be composed of clerical employees, labor economists, and labor investigators.

- (b) Functions of the Provincial Labor Office.

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 1. This Office to be in charge of a civilian director, to be known as the Director of Labor, appointed by the Profetto and approved by the SCAC. 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.

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 - 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.)

- 2 -

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.

C. All arbitration decisions to be submitted to ANACT HQ for approval or disapproval prior to issuance. (The SCAC will attach his comments and recommendations to the decision at time of submission.)

4. Report monthly to the Prefetto and SCAC 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 Comunes, 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.

- a. Unione Fascista Industriale.
- b. Unione Fascista degli Agricoltori.
- c. Unione Fascista dei Commercianti.
- d. Unione Fascista del Credito Provincia di Palermo.

Professional employers and employees.

- 1. Unione Prov. Fascista Professionisti ed Artisti.

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- D. Unione Prov. Fascista Lavoratori del Credito, Assicurazioni, etc.

Employers.

- A. Unione Fascista Industriale.
- B. Unione Fascista degli Agricoltori.
- C. Unione Fascista dei Commercianti.
- D. Unione Fascista del Credito Provinciale di Palermo.

Professional employers and employees.

1. 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.

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 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 Covenants.
1. Hours, wages and conditions of employment fixed by collective agreement, and in existence as of July 9, 1945 to be continued pending study and revision.
 2. Any dispute arising over any term of provision contained in existing collective agreements to be determined in accordance with the machinery provided in 5.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 SCAO, and AMOT HQ.
 3. Each Province through its PLO will initiate a wage and hour study as that consideration may be given to revision if warranted.
 4. No wage or hour amendments to issued from any Province whether on Provincial or Central basis without prior approval of AMOT HQ.
- (e) No strikes or lockouts during period of AMOT Administration.

AMOT H.Q.,
Sept. 13.

1. Hours, wages and conditions of employment fixed by collective agreement, and in existence as of July 3, 1943 to be continued pending study and review.
 2. Any dispute arising over any term of 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 recognized for negotiation or arbitration without prior consent and approval of the SCLC, and AMCT 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 amendments to issue from any Province without Provincial or Central heads with at prior approval of AMCT HQ.
- (c) No strikes or lockouts during period of AMCT Administration.

AMCT H. C.,
Sept. 43.

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