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From the KRUPP file "Offenses against discipline" under
K (B) E - 36 in the possession of the prosecution.

o r d i n a n c e

for the safeguarding of order in plants
of 16 November 1943.

In order to provide the necessary armament material for the
fighting front it is absolutely necessary that working discipline
will be strictly adhered to in the plants. It is mainly the duty of
the plant managers to see to it that it is maintained and if necessary
that it will be reinforced again. I order the following for the
territory covered by private economy in Alsace:

Article 1

The plant managers or his representatives have to currently super-
vise the work discipline in the plant and have to counteract violations
in accordance with articles 2 to 5.

Article 2

The plant manager is authorized to punish violations against order
(work discipline) committed by members of the staff by reprimands or
fines in accordance with the following regulations, even if until now
such measures have neither been provided for in legal regulations, nor
in the plant regulations or contract regulations, namely:

1. Minor violations, e.g. unpunctuality on one occasion by an oral or
written reprimand.
2. Major violations, e.g. absence without excuse or reason, repeated
unpunctuality or arbitrary or early leaving of work as well as repetition
of minor violations, by a fine not exceeding the amount of an average
days pay;
3. Important violations, e.g. repeated violations according to figure 2
or intentional disobedience of orders of the plant manager or his represen-
tatives by a fine not exceeding an average weekly pay.

Article 3

The reprimands and the fines are to be administered respectively imposed by the plant manager or by a person in a leading position commissioned by him; fines are to be imposed only after consultation of the plant official of the party.

The plant manager is obliged to report the fact that a fine exceeding an average days pay was imposed as soon as possible to the chief of the labor office competent for the plant as the plenipotentiary of the Reich Trustee for Labor. A fine imposed will not have to be paid if the chief of the labor office as plenipotentiary of the Reich Trustee for Labor appeals against it within a week after receiving the report.

Fines can be deducted from the pay or the wages. The plant manager has to transfer them to the cash of the NSV (National Socialist Welfare Organization) competent for the plant.

Article 4

In those cases where the plant manager expects an effective support by interpolating the German Labor Front, it is recommendable to consult that office besides taking the usual measures in the plant.

Article 5

If the plant manager considers the measures taken in or outside the enterprise as insufficient or in case these measures were of no avail, he is obliged to submit immediately a report in case of Germans to the chief of the competent labor office as plenipotentiary of the Reich Trustee for Labor, in case of foreigners (inclusive members of the Protectorate and protective members of the German Reich) and Eastern workers to the competent police office.

Article 6

A copy of this ordinance has to be posted in a suitable place in the plants which is accessible to all members of the staff.

Article 7

The plant managers and their representatives who intentionally or out

of carelessness violate this ordinance or avoid to adhere to it, will, if demanded by the finance and economic department, -Reich Trustee for Labor- be punished by prison or a fine, the latter up to an unlimited amount, or with one of these punishments or in accordance with articles 1 and 6 of the ordinance concerning the penalty law in the field of pay and labor conditions of 12 June 1942 (VOEL Page 193) with a fine which is replaced by a detention (arrest) punishment up to 6 weeks in case the fine cannot be paid. The participant (instigator, co-conspirator and assistant) is also liable to punishment.

Article 8

This ordinance will be in force as per 1 December 1943.
The ordinance concerning breach of contract and dismissal, demanding and granting of excessive wages and offenses against discipline in plants, administrations and households of 12 June 1942 (VOEL page 192) is not affected by this ordinance. The ordinance does not apply to ships of maritime and inland navigation and aviation and their crews.

Strasbourg 16 November 1943

The Chief of Civil Administration in Alsace
Finance and Economy Department

K O E H L E R

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