



Finding Aid for

**FIVE DOLLAR DAY COLLECTION, 1909-1919**

**Accession 683**

Finding Aid Published: June 2011



20900 Oakwood Boulevard · Dearborn, MI 48124-5029 USA  
research.center@thehenryford.org · www.thehenryford.org

## OVERVIEW

REPOSITORY: Benson Ford Research Center  
The Henry Ford  
20900 Oakwood Blvd  
Dearborn, MI 48124-5029  
[www.thehenryford.org](http://www.thehenryford.org)  
[research.center@thehenryford.org](mailto:research.center@thehenryford.org)

ACCESSION NUMBER: 683

CREATOR: Ford Motor Company.

TITLE: Five Dollar Day collection

INCLUSIVE DATES: 1909-1919

QUANTITY: 0.2 cubic feet

LANGUAGE: The materials are in English

ABSTRACT: The Five Dollar Day was implemented by the Ford Motor Company in 1914 and effectively doubled the daily income of its qualifying automobile workers. This collection is comprised of photocopies primarily of newspaper articles related to the implementation of the Five Dollar Day.

## ADMINISTRATIVE INFORMATION

- ACCESS RESTRICTIONS:** The collection is open for research.
- COPYRIGHT:** Copyright has been transferred to the Henry Ford by the donor. Copyright for some items in the collection may still be held by their respective creator(s).
- ACQUISITION:** Ford Motor Company Archives donation, 1964.
- RELATED MATERIAL:** Related material held by The Henry Ford:
- Sociological Department (Ford Motor Company) records subgroup, 1915-1946 (bulk 1930-1943)
  - Memorandums subseries, 1911-1946, Accession 509.
  - Clipping books series, 1879-1951, (bulk 1913-1950), Accession 7
- PREFERRED CITATION:** Item, folder, box, accession 683, Five Dollar Day collection, Benson Ford Research Center, The Henry Ford
- PROCESSING INFORMATION:** Collection processed by Ford Motor Company Archive staff, April, 1964
- DESCRIPTION INFORMATION:** Original collection inventory list prepared by Ford Motor Company Archive staff, and published in April, 1964.
- Finding aid written by Natasha Rogers and Peter Kalinski, June 2011, and published in June 2011.
- Finding aid prepared using Describing Archives: A Content Standard (DACs) and local guidelines.

## **BIOGRAPHICAL/HISTORICAL NOTE**

In January 1914, Ford Motor Company stunned American industry by announcing the five dollar-day wage based on company profit sharing, effectively doubling the average automobile worker's daily pay. The rest of the automobile industry was forced to meet Ford's wages making the American automobile worker one of the highest paid industrial workers in the world. The five dollar-day rate also included company oversight. In order to ensure that workers did not waste their pay, Ford Motor Company also established the Sociological Department, a department that oversaw, sometimes to an excessive extent, worker's private lives through home visits and personal finance investigations.

## **SCOPE AND CONTENT NOTE**

The Five Dollar Day collection is an assembled collection of photocopies primarily of newspaper articles reporting on the announcement of Ford Motor Company's industry leading \$5 per day wage. The collection also includes several letters to Ford employee Mike Paikulki granting him profit sharing bonuses between 1909 and 1912. Clippings are photocopies made from original newspaper clippings contained in clipbook, catalog number 64.167.7.3. Letters are photocopies made from originals contained in Memorandums subseries, 1911-1946, Accession 509.

## **ARRANGEMENT**

The material is broadly arranged in chronological order.

## **SUBJECT TERMS**

### Names, Personal and Corporate

Ford Motor Company--Employees

Ford Motor Company--Sociological Department

### Subjects

Automobile industry and trade

Wage payment systems

### Genre and Form

Clippings (information artifacts)

## CONTAINER LIST

<b>Box no.</b>	<b>Description</b>
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### Box 1

Five Dollar Day, December, 1909 – February, 1914

Letter from J. Couzens to Mike Paikulki, 29 December 1909

Letter from J. Couzens to Mike Paikulki, 29 December 1911

Letter from J. Couzens to Mike Paikulki, 26 December, 1912

Schedule of rates, working hours, etc., 17 January 1914 (3 copies)

Clipping, "Ford's Profit Sharing Plan Frighten Greedy Competitors", circa 1914

Clipping, "Henry Ford, Giver of \$10,000,000, Slips Quietly About the City", circa 1914

Clipping, "Ford Profit Sharing Plan Stirs Motor Car Industry", circa 1914

Clipping, "Profit Sharing on a Huge Scale", circa 1914

Clipping, "Ford Cuts Big Melon Among Employees", circa 1914

Clipping, "10,000 Seek a Share of Ford Millions", circa 1914

Clipping, "Riot at Ford Plant at Offer", circa 1914

Clipping, "Henry Ford's Plan and Its Great Value", 19 Jan, 1914

Clipping, "Ten Thousand Men in Rush to Share Ford's Profit Plan", circa 1914

Clipping, "Camp Out All Night to Get Job with Ford", circa 1914

Clipping, "Carnegie Declares Ford Sharing Plan Is Dawn of New Era", circa 1914

Clipping, "Ford Hears Barber Knock His Plan But Keeps Quiet", circa 1914

Clipping, "10,000 Want to Work for Ford", circa 1914

Clipping, "Ford's Step May Help to Equalize Wealth", circa 1914

Clipping, "Local Labor Men Praise Ford for the Profit Sharing Plan", 8 January 1914

Clipping, "Crest of Wave at Ford Factory Has Passed", 8 January 1914

Loyalty to employees - protecting his interests, 4 February 1914

Supplement of letter dated 17 January, 26 January 1914

Profit sharing only after being in company for six months, 5 November 1914

Five Dollar Day, March, 1914 – July, 1919

New contracts with retail salesmen, 19 January 1914

Clipping, "Trying to Get Jobs in the Ford Factory Causes a Near Riot", circa 1914

Advance slips, 2 February 1914

Form 928 Record of Investigation, 3 February 1914

New daily rate, 10 February 1914

Use of time clock for all employees, 24 January 1914

No more allowance for supper money for overtime, 28 January 1914

Rates - regular employees versus temporary employees, 24 February 1914

Clipping, "More Fun to Have a Better Balance", circa 1914

Profit Sharing, 17 January 1914 (labeled sheet number 2)

Clipping, "Thousands Seek Share in Melon", 6 January 1914

Clipping, "Six Thousand Men Struggle for Jobs with Ford Company", circa 1914

Clipping, "Ford Auto Firm to Give \$10,000,000 to Its Employees", circa 1914

Clipping, "Aid Man Who Sweats, Says Ford, Differing with Carnegie on Libraries", circa 1914

Five Dollar Day, March, 1914 – July, 1919 (continued)

Withheld profits, 27 January 1916  
Questions and answers regarding October 10, 1916 \$0.43 rate  
Purchase of cars by employees - no favors, 8 August 1914  
Profit sharing riders - not transferable, 21 August 1914  
Memo regarding vehicle price change, 28 July 1914 (2 copies)  
Memo regarding employee hiring and profit sharing plan, 5 November 1914  
Placing employees in profit sharing, 14 February 1916  
Hiring of clerical help, 3 April 1914  
Minimum wage on boys under twenty-two years of age, 18 April 1914  
Welfare for employees, 29 April 1914 (2 copies of page number 2)  
Spirit of the profit sharing plan, 31 March 1914  
Shop pay roll to be paid in cash, 1 May 1914  
Hourly rates, 20 May 1914  
Vacation, 3 July 1914  
Classification of the branches, 1 August 1916  
Recommendation for bonuses, 18 August 1916  
Salary schedule, 19 August 1916  
Minimum age of profit-sharers, 22 May 1916  
Educational, 29 July 1916  
Aid to the Sick, 29 July 1916  
Office Schedule, circa 1916 (2 copies)  
Schedule for salaried branch employees, circa 1916  
Minimum wage and profit sharing, 17 October 1916  
Minimum age limit, 30 October 1917  
Investigation of employees, 20 November 1917  
Rate schedule, July 1918  
Wage schedule February, 4 January 1919  
Probation period re-instatement and review, 6 February 1919  
Rates, 26 May 1919  
Probationary period, 1 July 1919