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ICY FIRE-HOSE DELUGE STOPS 1,200 IN RIOTOUS RUSH FOR FORD'S JOBS

Five Men Arrested and Three Thousand Soaked With
Water In Zero Cold When Crowd
Tries to Enter Works.

SMASH WINDOWS; WRECK STANDS

Crowd Irritated at Douch Hurls Stones at Factory
Then Angriely Attacks Street Venders' Places—
14,000 Applications By Mail.

A deluge of ice cold water, playing from two firehoses in the hands of Highland Park policemen, stopped the rush of 12,000 men for jobs at the Ford Motor Co. plant Monday morning and caused a near-riot in Manchester avenue, on which the factory entrances to the Ford shops are located.

Three thousand men were soaked with water, it is estimated. With the temperature hovering close to the zero mark and a biting blast coming across the fields from the northwest, they were an unenviable lot as they hurried away to find some place in which to thaw out. Their clothing froze a moment after they encountered the business end of the hose.

Five of the job-seekers were arrested.

Chief of Police Seymour, of the Highland Park department, was inclined to blame the slowness of Ford factory heads for the necessity of turning the hose on the crowd.

ONLY ONE DOOR.

"Only one door into the factory was open at 8 o'clock," said Chief Seymour. "Had several been open the Ford employes could have entered without trouble. But they all were heading for the single door and the job-seekers were mingled with the unemployed. We could not reason with the Ford employes or with the others. The Ford men were going to work later than usual, owing to the new eight-hour shift going into effect today, and were afraid they might lose their jobs if they were late. So they kept pressing forward. Had there been several doors open we could have kept the crowd back while they went in, as we did afterwards when some of the doors opened and threw the other entrances open."

As early as 10 o'clock Sunday night when a gale was blowing and the mercury steadily falling, with a promise of zero weather in the air, men began to congregate about the Ford plant. Monday was the day when the \$5 minimum for laborers went into effect, and the thought of it was sufficient incentive to the gathering men to brave the elements by an all-night vigil. By midnight a line of job-seekers extended to Oakland avenue from near Woodward. As the hours passed, the shivering, stamping crowd increased little by little until at day-break records of last week for men seeking jobs went by the boards.

CROWD ANGRY.

The crowd was not as good-natured as last week's gatherings. The weather had its effect, of course, but hope of success was not as great Monday as before. The temper of some in the crowd was shown late Sunday evening, when some men attacked Patrolman Smith and tore his uniform, snatched away his revolver, club and handcuffs, and were fighting hard when help arrived for Smith.

Chief Seymour said Monday that the officers' assailants were Turks, and that they did not belong to the job-seeking crowd.

Disorders have been feared daily and Chief Seymour each day has de-

talled his entire force to the Ford district. Up to Monday, however, inconsequential battles between men seeking vantage points in the crowd were the only disturbances.

Monday morning the scene appeared to be about as normal as any day last week until close to 8 o'clock. Then the Ford employes began to appear in large numbers to go to work. They found the street so congested that entrance was difficult. The police were holding back the job-seekers so as to leave a lane for the employes, but the latter arrived so rapidly that they soon filled all the space left and soon the job-holders and job-seekers were thoroughly mingled.

The Ford employes wore little badges, but as the dense crowd jammed toward the single door that was open the police found it difficult to see just who got in. Soon there was such a congestion that no one could move. The police shouted orders until they were hoarse, but without effect. Then they threatened the crowd with the fire hose, but the crowd would not listen. The jobholders kept pressing forward and the job-seekers clung to them. Many could not do otherwise because of the enormous pressure on them from behind.

Then the police turned on the water, and employes, job-seekers and police officers themselves were drenched in short order. Scrambling backward the mob overturned the "hot dog" lunch, cigar and other stands across Manchester avenue. Some men, drenched and angry, picked up bricks, stones and bottles and hurled them at the hose users. Many of these missiles went through the factory windows.

When the crowd had backed off to a safe distance the Ford workers were permitted to come up again and other doors to the factories were opened, so that they soon were at work. Then the jobbers once began to move away. By 10 o'clock there were only a few hundred left walking about in the cold, wind-swept streets.

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Date JAN 6 1914

TEN THOUSAND EAGER MEN STAND IN LINE FOR WORK

Profit-sharing Plan of Ford Motor Company Brings Mob to Gates This Morning; Seething Mass of Humanity Fight for Places to Reach Employment Window.

NO INCREASE IN PRICE OF THE PRODUCT

Company Believes Social Justice Begins at Home and Shares Profits With Employees as Reward for Good Service and Sobriety and for Their General Betterment.

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Detroit, Mich., Jan. 6.—Ten thousand and anxious, determined men, some ragged and unkempt, others seemingly prosperous, this morning fought for places in the line that stretched out from the employment window at the Ford Motor company in Highland Park—a line that continued for many blocks from the company's factory. Each man sought to be one of the army of 22,000 workers who will benefit under the \$10,000,000 profit-sharing plan made public yesterday by Henry Ford, head of the giant concern. The formation of the line had started at 3 o'clock this morning when a small group of the city's unemployed took up their position before the big factory gates to await their opening at 7 o'clock. An hour later several hundred more were waiting in the bitter cold. At 6 o'clock the line had become a shoving, jostling mass of men, each with a goal in mind—to reach the employment window before the Ford company's gates opened at eight. A squad of half a hundred police maintained a semblance of order. It was not a new scene to the officials. Each day for three months this has occurred—only on a smaller scale. When first it was called to his attention, Henry Ford determined to seek a remedy. "There, I see, this morning pointing to the struggling mob. Probably the chief reason we adopted this plan. We wanted to give employment to more men. We reduced the working day from nine hours in two shifts to eight hours in three shifts. Each man of those who struggled to reach the factory gates this morning, who is hired by the Ford company, will be employed at a wage of not less than \$5 per day, whether he be floor sweeper, janitor or mechanic's helper. Until the details of the profit-sharing scheme were announced, the minimum wage had been \$3.50 henceforth beginning with next Monday's pay day. Ford insisted that no man in the employ of the company who is over 65 years of age will receive less than \$5 a day. This means 80 per cent of the 22,000 employees. James Couzens, secretary-treasurer of the company, who with Ford, devised the details of the plan today, made public the motives that caused the seven Ford company stockholders to vote to permit their employees to share in approximately one-third of the concern's profits. "We believe that social justice begins at home," Couzens said. "We want those who have helped us to produce this great institution, and who are trying to maintain it, to share in our prosperity. We want them to have a share in the present profits and future prospects. Profit, good service and sobriety—the employment policy which we encourage and reward—will be encouraged and rewarded. We have our hope to do still better for our employees in the future. We want these wages in reality paid in our enterprises. We do not agree with those employees who demand that the movement toward the bettering of society must be undertaken on a much smaller scale. We think that our concern can start and create an example for other employers. That is why we have adopted this plan. We believe in making men prosperous and contented. We do not want to follow the plan of making a few slave drivers in our plant and a few millionaires."

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