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**Title** Statistical, employment and earnings records

**Record Creator** Charles Martindale, et al.

**Date** 08 Jan 2000

**Company** Ford Motor Company

**Size** 7

**Title**

**Physical Condition**

**Department** Accounting

**Prepared by** James Kusik

**Division** Ford

**Activity** Access review completed

**Functional Dept** Corporate Finance

**Region** North America

**Alice Benn Inventory**

**Start Date** 1910

**End Date** 1948

**Record Groups**

**Size** 0 Financial Management

**Quick Reference**

## Subjects

branch assembly plants

employment statistics

Highland Park Plant

Northern Michigan operations

payroll statistics

Rouge Plant

statistics, earnings

## Description

Payroll statistics for Highland Park Plant, Rouge Plant, and other manufacturing plants, branch assembly plants, and Northern Michigan operations. Contains summary payroll statistics for a significant chronological period. No systematic statistical summaries beyond standard payroll periods are provided (mostly monthly summaries). Also contains a small quantity of employee statistical and head count data.

A sampling of the contents revealed the following items:

Box 1: Monthly reports, productive and nonproductive hours and rates; payroll statistics, all plants, branches and office rolls; payroll and salary statistics (1910-1932).

Box 2: Rouge Plant occupational classification by rates (1935); payroll and salary statistics for all branches, domestic and international.

MARTINDALE PAPERS-STATISTICAL, EMPLOYMENT AND EARNINGS

Box 1

INVENTORY OF DOCUMENTS

Payroll records-Form 3580, 1910 through 1932 Including:

1910-1918

Folio #1--Form 1508 (Highland Park monthly report ; productive and non productive hours and rates covering number of workmen on payroll, production hours worked, non-production hours worked, total hours worked, productive hourly rate, non-productive hourly rate, average hourly rate, productive amount, non productive amount and total pay roll statistical records. This report 1508 includes monthly forms for Month ending May 31, 1910 through October 31, 1918. The same information is then reported on form M-393 month ending Nov 30, 1918 through Dec 31, 191

1919-1920

Labor report form 5582 "Production and Non -Production hours, rates and amounts covering same data as two previous forms covering Highland Park Jan -Dec 1919 Carburetor Dept ( Rowena Street) Aug-Dec 1919; Rouge for Aug-Dec 1919 Labor Report Form 5582 Labor Report, Production and Non-Production hours, rates and amounts for Highland Park Jan-Dec 1920; Carburetor Dept (131-141 Rowena St) Jan-April 1920; Rouge Jan-Dec 1920

1920-1922

Compilation of "Payroll Statistics (All Plants, Branches and Office Roll) (Sept 1, 1920 through Dec 31, 1922 including amount of production and non production hours; production and non production amounts; production and non production employees are

1921-1922

Separate tables giving same information included for: Highland Park Plant (9/1/1920 through 12/31/1922); River Rouge Plant (9/1/1920-12/31/1922); Dearborn Plant (9/1/1920-12/31/1922); Northville plant (9/1/1920-12/31/1922); Hamilton Plant (9/1/1920-12/31/1922); Nankin Mills (11/1921-12/31/1922); Phoenix Nov 1922 and Dec 1922 figures only; Payroll statistics-Branches (not specified by individual branches)..9/1/1920-12/31/1922; Office Rolls 9/1 1920-12/31/1922 and total payroll for office rolls 1921 and 1922 ; All plants branches & office rolls, Nov 1921 covering individual figures for Highland Park, River Rouge Plant; Dearborn plant, Northville Plant, Hamilton, Nankin Mills, total for branches and for office rolls; total cars produced and the same breakdown for the month of December 1921.

1921

Form 3580 Payroll statistics (monthly)....Highland Park Plant May-Dec 1921  
Form 5582..Labor report, Production and non production hours, rates & amounts.. for Highland Park Plant Jan-Dec 1921

1922

Form 3580 Labor Report, production and non production hours rates & amounts for Highland Park Plant Jan-April 1922

Compilation of Payroll Statistics (All Plants, Branches & Office Rolls Jan-Dec 1922 including monthly sheets covering production and non production hours; production and non production amounts; production and non production employees...by specific branch or plant (Highland park, Rouge, Dearborn, Northville & Phoenix combined, Hamilton, Nankin Mills; total for branches and total for office rolls; cars produced; per car statistics etc.

1923

Form 3580 Pay Roll Statistics-Highland Park Plant Jan-Dec 1923  
Trade School Pay Roll Statistics (March 1922-Dec 1923  
Compilation of 1923 payroll statistics for 1923 including: total (by month) for Highland Park, Rouge Plant, other plants, branches and total. Note these totals do not agree with the totals on the individual monthly sheets of the report. Monthly sheets (Jan-Dec, 1923) include figures for productive and non productive hours, amounts (production and non production); employees (production & non-production for Highland Park, Rouge, Dearborn, Northville, Hamilton, Nankin Mills, Phoenix, Green Island, Glassmere, Iron Mountain, Flat Rock, branches, office rolls and monthly grand totals; cars produced, labor, overhead etc.

1924

Form 3580 Highland Park payroll statistics (Monthly) Jan-Dec 1924  
Compilation of monthly payroll statistics for all plants, branches and office roll Jan-Dec 1924; compilation of payroll statistical totals for 1924- Highland Park, Rouge, Dearborn, Northville, Hamilton, Nankin Mills, Phoenix, Plymouth, Green Island, Glassmere, Iron Mountain, Flat Rock, Marine Operations, ..



Dearborn, Flat Rock, Airplane, Duluth Dock Operation, Lincoln, Stone Kentucky, Kentenia Kentucky, Twin Branch-W. Virginia, Red Bird River Kentucky, Atlanta, Buffalo, Cambridge, Charlotte NC, Chester, Chicago, Cincinnati, Cleveland, Columbus, Dallas, Denver, Des Moines, Fargo, Houston, Indianapolis, Jacksonville, Kansas City, Edgewater, LIC, New York City, Long Beach, Louisville, Memphis, Milwaukee, New Orleans, Norfolk, Oklahoma City, Omaha, Pittsburgh, Portland Oregon, St Louis, Salt Lake City, San Francisco, Seattle, Somerville, Twin City, Washington D. C.

Recap working papers and adding machine tapes.

1931 FOLIO #4 Contains Form 3580 containing same information for each operation (monthly) with following exceptions: Not included-Kentenia Kentucky, New York City, San Francisco. for months Jan-December 1931. LIC not included for this year.

Additions--L'Anse & Pequaming Farm; Pequaming Commissary; Comphania Ford Industrial Do Brasil; Ypsilanti; Lake Ships .not including ocean ships; Iron Mountain-farm and Iron Mountain -Commissary; Consolidated Development Co; Trade School-Instructors; Trade School-Students; Long Island; New York; Richmond.

Recap...only briefest totals on yealow working sheet...no tapes etc.

1932 FOLIO #5 contains the Forms 3580 (Jan-December, 1932) for all of the aforementioned areas with following exceptions: Not included Kentenia Kentucky, Red Bird River Kentucky, LIC, New York City, San Francisco, Iron Mountain Farm,. Added..Dear-Born Farms and Alexandria Virginia, Ypsilanti Farm;

Recaps and working papers, 1932

BOX #2 PAYROLL STATISTICS..FORM 3580 1933-1937

1933 Folio #6 -Form 3580 Jan-Dec 1933 for all aforementioned operations with following exceptions. Not included Glassmere as such...figures are included in Pittsburgh Kentenia Kentucky; Red Bird River Kentucky; Iron Mountain Farm; Iron Mountain Commissary; LIX; New City; San Francisco, and Washington D. C.

Added: F&R Farm/ Farms; Macon Farm.

Recaps and working papers, 1933

1934 Folio #7 contains Forms 3580 Jan-Dec 1934 for all forementioned operations with the following exceptions: Added Ocean ships, boats, F. Farm, Chicago Entrury of Progress Exposition; Chicago Coubesy Exhibit

Not included: Glassmere as such...it is combined in Pittsburgh; Columbus and Cleveland branches combined;..no longer individual reports for each branch; L'Anse-Pequaming & #2 Camp; Pequaming Farm; Pequaming Commissary; Blueberry Mine; Imperial Mine; Kentenia Kentucky; Red Bird River Kentucky; Cambridge; LIC; New York City; Portland Oregon; San Francisco; Wash- ington D C; Ypsilanti Farm; Iron Mounhain Farm; Dearborn Farm

Recaps.

1935 Folio #8 contains forms 3580 Jan-Dec 1935 for aforementioned operations with the following exceptions and changes: Rouge on Separate form as of 12/35; Phoenix Plymouth, Nankin Mills, Waterford and Northville nombined on single form as of 12/1935. Added forms for:New York City form picked up again in 1935; San Diego California; Consolidated Development Co-Farms Only added and form for Rural Farm included for this year first time. Not Included: L'Anse-Pequaming-Camp #2; Imperial Mine; Blueberry Mine; Glassmere still reported on PITTSBURGH form; Dulnh Dock operations; Kentenia Kentucky; Red Bird River Kentycky; Cambridge; Cleveland and Columbus still combined; LIC; Portland; San Francisco; Washington DC L'Anse & Pequaming-Farm; Pequaming Commissary; Ypsilanti Farm; Lake Ships (not including ocean ships); Iron Mountain-Farm; F & R Farms ; F& R Farms -Commissary reported on Iron Mountain Form; Ocean Ships.

Recaps...merely 3x5 memo slip attached to each monthly file.

1936 Folio #9 contains forms 3580 Jan Dec 1936 for all forementioned operations and deletions, combinations, etc with following exceptions: --forms for Portland, Lake Ships and Red Bird River (combined with Peabody, ) reappear. Dundee, Dearborn Engineering Lab (Village); Peabody (Red Bird); W. Davy (Twin Branch); Dallas Texas-Texas Centennial Exposition Bldg WERE ADDED. San Diego Cal; Consolidated Dev. Co-Farms Only; Chicago-Century of Progress Exposition; Chicago-Courtesy Exhibit; F. Farm and Macon Farm WERE NOT INCLUDED for 1936

1935--a folder "Rouge Occupational Classification by rates; sometimes " called Labor Rates " was inserted into this part of file for chronological file

1937 Folio 10 Contains Forms 3580 as previously cited. More individualized reporting being used (Twin City; Twin City Glass Dept; Twin City Glass Melting; Twin City Template Cutting and Laminating; Twin City Cutting & Sewing...trim) etc. Additions or completely different combination of operation forms for Newberg (and this is included in group Northville District covering form for each of Phoenix, Plymouth, Nankin Mills, Waterville, and Waterford, Northville as well as the Newberg report form. All of these operations (separate reports for each) have been grouped into one binder for Jan-December 1937; Ocean ships Jan-Dec no longer in the monthly binders for this year. All Jan-Dec brought into one binder. The monthly binders contain recap of totals for Northville District; Ocean ships etc t Dearborn Engineering Lab-Shop; Ford Motor Co-L'Anse-Alberta-Pequaming (not Pe-quami Farms); Ford Motor Co-Upper Peninsula Farms; Milan; Edison Institute; Pequaming Farms; Henry Ford; Chicago Captains & Chief Engineers-Ocean Vessels forms appear in the records Jan-Dec 1937. Dropped from forms during Ja-June 1937..TW// Twin Branch-West Virginia reports; Companhia Industrial Do Brasil; Consolidated Development Co and Boats.

1938	BOX # 3	Folio 11...	U. S. Plants and Branches							Data as outlined for previous years...slight variation in operation title, or active grouping however, in some instances
1939	1937	"	12	"	"	"	"	"	"	
1940	1938	"	13	"	"	"	"	"	"	

BOX #4

1941 Folio # 14 U. S. Plants and branches Same type data for these forms as reported for previous years, change of grouping of plants or operations, drops etc., as required

1942 Jan-June, 1942--Folio # 15, U. S. Plants & Branches  
 July-Dec, 1942..Folio # 16 " " " " "

Note: Starting Sept, 1942, the form 3580 format changed and includes Current month payroll (covering productive, construction, manufacturing & commercial non productive; straight time, overtime and total) in terms of hours worked, amount of rolls and average hourly rate. Year-to-date payroll figures for same class of data; combined payroll and salary roll totals; statistics for current month (employees present, employees regular day off, employees absent, employees on roll, female employees, and employees on military leave; miscellaneous .

Recap sheets  
 Form 3580 for each main location and groupings (as in Iron Mountain-L'Anse-Gladstone-Pequaming Farms.)

1943 Form 3580 again revised. Starting Jan, 1943 form contains data for Current month including Govt Contracts, mfg operations, construction, expenses-non production, total straight time, time and one half, double or premium time grouping covering payroll hours; payroll amount; average hourly rate; vacation allowance; retroactive pay and total payroll; salary amount, vacation allowance, total salary; total payroll and sales for current month. Year to date data includes same data; employee statistics for employees present, regular day off, other absentees, total on roll, total females, military leave for payroll employees, salary roll employees and total employe figure.

Folio 17 Jan-June, 1943  
 Folio 18..July-Dec, 1943

BOX # 5

1944 Folio # 19--Jan-June, 1944 .....Form 3580 same as of revised Jan 1943..  
 Folio # 20 July-Dec " " " " " " " " " " "  
 1945 Folio # 21 Jan-June, 1945 Same same  
 Folio # 22 July-Dec 1945 " "  
 Folio # 23 Jan-June 1946 " "

BOX #6

Folio # 24 July-Dec 1946 " "  
 1947 Form 3580 reporting again revised. Revised payroll & Salary roll statistics Jan-Nov 1947 covering form for each of following:Roube-Dearborn Lab and Farms combined on 1 form Rouge Automotive form; Dearborn Engineering Lab form;Belleville Farm report;Dearbor Farm report; Macon Farm report. As of Feb 47 Sharon farm form added; Boats form added April 47; Ocean Boats added May 1947. The June reporting includes 5 1/2% adjust for increased hourly wage liability under new proposed wage agreement and one set c the form reportings not including the 5 1/2% adjustment factor. July 19/and Aug report in dual sets for same factor; Sept includes 8.62% adjustment under new contract and

*Folio # 25*

Folio 24 Continued. of Box 6

retroactive general increase and holiday pay-new contract; Nov 1947 includes the Thanksgiving pay under new contract etc.

1 folder--Hourly statistics & Salary Roll Statistics Form 3580 for Highland Park Tractor operations, 1947

2 Ledgers: Containing Form 3580 hourly and salary roll statistics (1947 revised form type) for locations May 1947-Dec 1947

#2 Containing superseded June -Oct 1947 form 3580-hourly and salary roll statistic

Box # 7 Martindale collection of Mancount reports 1921-1941 and some for 1948.

Weekly mancoun data-Rouge only: 1921-1922; 1923-1924-1925 by plant or operation.

" " " " 1926-1928; 1929-1930-1931; 1932-1933-1934 parts I and and 1935-1936-1937

" " " " 1938-1939-1940; 1941;

Monthly man count data " Jan-Dec 1933, 1934, 1935, 1936, 1937, 1938, 1939, 1940

Mancoun data from AMA...apparently based on Ford reporting to AMA...From Mr. Gatien monthly data for 1944 only

Form 2733-50M...Factory Count----Engineering factory count reports 7/1947-10/8/48;

Dearborn Engineering Lab records #2/4/27-6/3/47 included in this group.

Inventory completed Oct 4, 1965

ONLY ONE CARD FOR 1944 CAN BE LOCATED APR. 1988

*A. Silvestry*

Added 6-30-83

From MR. A.J. PRINCIPLE  
EMPLOYMENT OFFICE  
ROUGE

Box 7

SETS OF  
THREE EMPLOYMENT CARDS:

- ① Willow Run - DEC. 1941  
~~JAN. - DEC. 1942~~  
JAN. - DEC. 1942  
JAN. - DEC. 1943  
JAN. - APR. 1944

② 1943 (PLANT ?)

③ MAN COUNT DETROIT AREA

- |          |         |
|----------|---------|
| 10-31-44 | 5-22-45 |
| 1-30-45  | 6-26-45 |
| 2-27-45  | 7-31-45 |
| 3-27-45  | 8-28-45 |
| 4-24-45  |         |