

Parsons Paper Company Payroll & Employment Analysis - Stat 210

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Introduction

The Parsons Paper Register contains nearly 400 pages of employee, payroll, and financial records from January 1861 to April 1869 from Parsons Paper Company in Holyoke, Massachusetts. Founded in 1853 by Joseph Parsons, Parsons Paper Company was the oldest and largest manufacturer of cotton-based high quality writing papers in Holyoke until its liquidation in 2005. The original pages of the register, which is now property of the Holyoke Public Library, were scanned on January 10, 2023 as part of this class (Mining the History of Holyoke) and screenshots are included in the analysis below. Pages contain information such as employee name and signature, role, days worked, daily pay, and total wages earned, and are organized by separate pay periods. We are focused mainly on the payroll, which is comprised by pages 1-316 of the register.

In the example analysis below, we transcribed page 253 of the register onto a spreadsheet and compared the number of employees who were able to sign their own signatures to the number of employees who were not able to do so on a singular page. Based off these findings, it appears that a large portion (slightly more than half) of the employees at Parsons Paper Company were illiterate, especially the women, who largely lacked formal education.

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signature_x
no    yes Total
24      20     44
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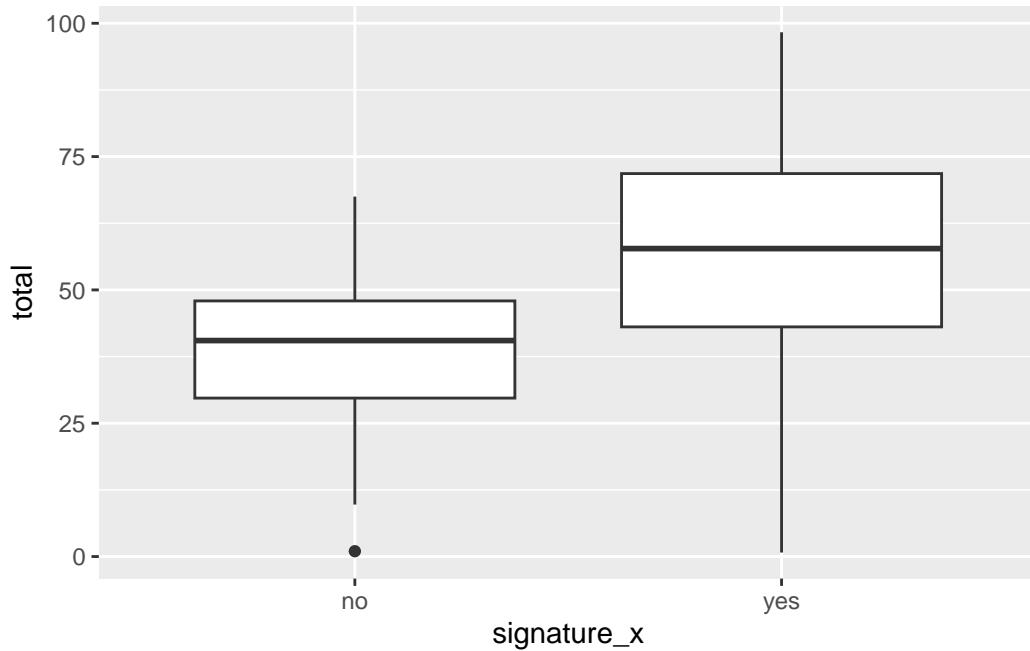
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signature_x
no    yes
0.5455 0.4545
```

NAMES.	NO. POUNDS.	NO. REAMS.	NO. DAYS.	PRICE.	TOTAL AMOUNT.	RENT, OR BOARD.	BALANCE DUE.	DATE.	SIGNATURES.
William Johnson	203 16	6	67 37						Wm. Johnson
John C. Evans	21 1/2	6	31 95	11 67	302 54				John C. Evans
William Connor	25 1/2	6	68 75	7 25	61 50				William Connor
Martin Kennedy	23 7/8	6	87 38				37 38		Martin Kennedy
John Casey	28 1/2	6	51 00				51		John Casey
John Gallivan	25 1/2	6	27 50				37 50		John Gallivan
John Vaughan	25 1/2	6	50 00				50		John Vaughan
John G. Hale	27 9/16	6	40 50				40 50		John G. Hale
Sam'l J. Knight	27 1/2	6	55 00	7 20	47 75				Sam'l J. Knight
Philips Silday	28 1/2	6	57 00				57		Philips Silday
John Conchen	25 7/8	6	86 00	6 25	49 75				John Conchen
John R. Russell	22 1/2	6	45 12	9 00	39 12				John R. Russell
Charles Johnson	25 1/2	6	35 63				35 63		Charles Johnson
William Conroy	27 1/2	6	94 50				94 50		William Conroy
John Flynn	29 1/2	6	67 50				67 50		John Flynn
E. H. Wellington	27 1/2	6	57 75	6 25	51 50				E. H. Wellington
Albertine Howard	27 1/2	6	144 70				144 70		Albertine Howard
John McCay	32 1/2	6	48 81	9 00	38 98				John McCay
Charles String	27 1/2	6	58 50				58 50		Charles String
J. A. Allen	27 1/2	6	40 50	5 00	35 50				J. A. Allen
Dick Devane	31 1/2	6	56 83				56 83		Dick Devane
Pat'k O'Keefe	31 1/2	6	46 50	10 25	36 50				Pat'k O'Keefe
John McNamee	20 1/2	6	53 17				53 17		John McNamee
Edward Wolf	25 1/2	6	40 63				40 63		Edward Wolf
Pat'k Murphy	28 1/2	6	44 60	11 67	39 95				Pat'k Murphy
Pat'k O'Kear	27 1/2	6	48 58	5 75	38 85				Pat'k O'Kear
Joe Brandon	27 1/2	6	9 75	5 00	4 75				Joe Brandon
Joe Brandon Jr	28 1/2	6	45 50				45 50		Joe Brandon Jr
John Vaughan	27 1/2	6	47 25				47 25		John Vaughan
Eugene Healey	26 1/2	6	30 00				39		Eugene Healey
William D. Davis	26 1/2	6	39 75				39 75		William D. Davis
John Speer	18 1/2	6	27 75				27 75		John Speer
John Farren	27 1/2	6	75				75		John Farren
Henry Only	11 1/2	6	12 37				12 37		Henry Only
Kate Nellon	27 1/2	6	30 37				30 37		Kate Nellon
Kate Moran	30 1/2	6	27				27		Kate Moran
Kate Baldwin	23 1/2	6	25 87				25 87		Kate Baldwin
Philip Geary	27 1/2	6	7 12				7 12		Philip Geary
John Flynn	27 1/2	6	1 00				1 00		John Flynn
McNamee B. C.					173 00	146 71	116 00		
Augustine Ely	25 1/2	6	76 60				76 60		Augustine Ely
Walter Buckley	27 1/2	6	61 50				61 50		Walter Buckley
J. M. Alden	25 1/2	6	62 50				62 50		J. M. Alden
Martin Howell	23 1/2	6	51 78	4 00	47 78				Martin Howell
Pat'k Casey	28 1/2	6	52 82				52 82		Pat'k Casey
Augustine Ely	27 1/2	6	81 00				81 00		Augustine Ely
Walter Buckley	27 1/2	6	81 00				81 00		Walter Buckley
J. M. Alden	27 1/2	6	67 50				67 50		J. M. Alden
Martin Howell	27 1/2	6	60 75	4 00	56 75				Martin Howell
Pat'k Casey	33 1/2	6	63 62				53 62		Pat'k Casey
					342 87	249 47	222 28		

Figure 1: Ex. p. 253 of register - February 1st, 1867. Payroll of the Parsons Paper Company (Holyoke, MA)

Table 1: Portion of Register Page 253

lastname	firstname	number_days	price1	price2	total	rent_or_board	balance_due	signature_x	daily_pay
Johnson	William	24.50	16	6	67.37	NA	67.37	yes	2.750
O'Brien	John W.	21.50	9	9	34.95	4.67	30.28	yes	1.626
Connor	William	25.00	16	6	68.75	7.25	61.50	yes	2.750
Kennedy	Martin	23.00	9	9	37.38	0.00	37.38	no	1.625
Casey	James	25.50	12	0	51.00	0.00	51.00	no	2.000
Gallivan	Thos	25.00	9	0	37.50	0.00	37.50	no	1.500
Vaughn	John W.	25.00	12	0	50.00	0.00	50.00	no	2.000
Doyle	Pat K.	27.00	9	0	40.50	0.00	40.50	no	1.500
Knight	Samuel L.	27.50	12	0	55.00	7.25	47.75	no	2.000
Gilday	Phillip	28.50	12	0	57.00	0.00	57.00	yes	2.000
Couchon	John	28.00	12	0	56.00	6.25	49.75	yes	2.000
Russell	Frank	27.50	10	6	48.12	9.00	39.12	yes	1.750
Johnson	Chancy	28.50	7	6	35.63	0.00	35.63	no	1.250
Pomeroy	William	27.00	21	0	94.50	0.00	94.50	yes	3.500
Flynn	John	27.00	15	0	67.50	0.00	67.50	no	2.500
Willington	E.	27.00	19	6	87.75	6.25	81.50	yes	3.250
Moran	Martin	27.50	9	9	44.70	0.00	44.70	no	1.625
McKay	William	31.25	19	6	98.31	9.33	88.98	yes	3.146
Strong	Chester	27.00	13	0	58.50	0.00	58.50	yes	2.167
Allen	J.H.	27.00	9	0	40.50	5.00	35.50	no	1.500
Ryan	Mick	31.00	11	0	56.83	0.00	56.83	no	1.833
Bergin	Pat K.	31.00	9	0	46.50	0.00	46.50	no	1.500
Markham	Mick	29.00	11	0	53.17	0.00	53.17	no	1.833
Woolf	Edward	25.00	9	9	40.63	0.00	40.63	yes	1.625
Moriarty	Pat K.	25.50	10	6	44.62	4.67	39.95	no	1.750
O'Hare	Pat K.	27.00	9	9	43.88	5.00	38.88	yes	1.625
Beaudeax	Jos	6.00	9	9	9.75	5.00	4.75	no	1.625
Beaudeax	Jos Jr.	28.00	9	9	45.50	0.00	45.50	no	1.625
Naughton	John	27.00	10	6	47.25	0.00	47.25	no	1.750
Hurly	Eugene	26.00	9	0	39.00	0.00	39.00	no	1.500
Davis	Hiram	26.50	9	0	39.75	0.00	39.75	yes	1.500
Shea	John	18.50	9	0	27.75	0.00	27.75	no	1.500
Warren	John	0.50	9	0	0.75	0.00	0.75	yes	1.500
Donlan	Mary	11.00	6	9	12.37	0.00	12.37	no	1.125
William	Kate	27.00	6	9	30.37	0.00	30.37	no	1.125
Moran	Kate	24.00	6	9	27.00	0.00	27.00	no	1.125
Baldwin	Kate	23.00	6	9	25.87	0.00	25.87	no	1.125
Gilday	Phillip	NA	NA	NA	7.12	0.00	7.12	yes	NA
Flynn	John	NA	NA	NA	1.00	0.00	1.00	no	NA
Ely	Austin	27.00	18	0	81.00	0.00	81.00	yes	3.000
Buckley	Matteo	27.00	18	0	81.00	0.00	81.00	yes	3.000
Alden	J.M.	27.00	16	0	67.50	0.00	67.50	yes	2.500
Newell	Martin	27.00	13	6	60.75	4.00	56.75	yes	2.250
Casey	Pat K.	33.00	9	9	53.62	0.00	53.62	yes	1.625



The goal of the following report is to further explore patterns in employment and different groups of employees over time by analyzing the payroll records in the 1861-1869 time period, both before and after the end of the Civil War. First, we aimed to quantify the length of a single pay period as well as the number of employees working at Parsons Paper Company during the era spanning the register. The 1860s were a time of great growth for the company, and by the beginning of the Civil War in 1861 Parsons Paper Company had already become the largest manufacturer of writing and envelope paper in the United States. We then examined the distribution of different roles within the company, ranging from women who worked in the “rag room” where the raw material for paper was cut and processed, to men who worked in the engine room and repairs. Most paper mills in the North purchased rags from companies in the South, and Parsons’ rag room was considered an “anomaly.”

One of the central goals of this class is to make the information contained in the Parsons Paper Register and related materials more accessible and widely available to those interested in the rich history of Holyoke. We hope that this report can provide some insight into the different day-to-day operations at Parsons Paper Company, as well as the individuals who worked there, many of whom stayed for several years.

How many days in a pay period?

- The Parsons Paper Company register comprises monthly pay periods from January 1861-April 1869

- Pay periods appear to be a month long with employees typically getting paid on the 1st of the next (?) month
- Based off the spreadsheet from p. 253, most employees work between 20-30 days each pay period, the average is around 27 so most employees work at least 6 days/week
 - In Chapter IV of Green's book, she writes that male Holyoke paper makers worked 58-72 hours a week
 - * 11.25 hours five days a week + 8.75 hours on Saturday was typical for Holyoke textile mills
 - Women worked slightly shorter hours
- Pgs. 223-225 appear to comprise an entire pay period for the month of April in 1868 (most pay periods span ~3 pages in the register)
- Pgs. 223-225 and Pgs. 261-263 below are exactly one year apart in the register (April 1st 1867 + April 1st 1868)

How many employees during this era?

To quantify this, we counted the number of employees throughout each of the following pay periods by hand by going through the pages of the register one by one:

- Counted 92 employees in April 1861, 122 employees in April 1862, 141 employees in April 1863, 128 employees in April 1864, 159 employees in April 1865, 144 employees in April 1866, 131 employees in April 1867, 153 employees in April 1868, 153 employees in April 1869
 - Average across the measured 9 years = **136 employees between 1861-1869**
 - * Subset Pages: 8-10 (1861) 43-45 (1862), 79-81 (1863), 115-117 (1864 - this month also has pay records from the 30th not included in the employee count above), 151-153 (1865), 187-189 (1866) 223-225 (1867), 261-263 (1868), 314-316 (1869)
 - Number of employees generally increased over time
 - * Green mentions that these mills had abnormally high employee retention rates
 - * Boom in employment towards end of Civil War in 1865

From *Burt's Illustrated Guide of the Connecticut Valley* ([page 79](#)), we also know that at the end of 1867, Parsons employed 150 people.

Received of the PARSONS PAPER COMPANY, by their Agent, the sum specified to our Signatures,
being in full of all demands up to April 1st 1867.

NAMES	NO. POUNDS.	NO. REAMS.	NO. DAYS.	PRICE.	TOTAL AMOUNT.	RENT, OR BOARD.	BALANCE DUE.	DATE.	SIGNATURES.
George Papillion	27 ² 13 ₀	6	6187		61.87	Apr 15			George Papillion
James P. Queen	29 ³ 9 ₀	8	572		37.12	"			James P. Queen
Walter F. Lord	28 ⁴ 2 ₀	5	5600	6.25	30.75	"			Walter F. Lord
George P. Day	26 ¹³ 1 ₀	5	5850	6.25	32.25	"			Geo. A. Day
Oscar Whelby	25 ¹¹ 1 ₀	4	4419	12	52.19	"			Oscar Whelby
J. S. Palmer Sales	26 ⁸ 0 ₀	3	3467	13.14	21.53	"			J. S. Palmer Sales
Lawrence Farrell	20 ⁹ 0 ₀	4	4200	13.14	28.86	"			Lawrence Farrell
Samuel Lawrence	16 ² 0 ₀	3	19.25	12	7.25	"			Samuel Lawrence
Charles K. Morgan	15 ⁴ 0 ₀	2	10.00		10	"			Charles K. Morgan
Mary J. Day	26 ⁶ 0 ₀	2	2.6		2.6	"			Mary J. Day
Mary Hollingshead	26 ⁶ 0 ₀	2	2.6		2.6	"			Mary Hollingshead
Ellen Donohue	24 ² 0 ₀	2	20.50		20.50	"			Ellen Donohue
Ellie Morgan	26 ⁶ 0 ₀	2	2.6		2.6	"			Ellie Morgan
Thomas Stach	26 ⁶ 0 ₀	2	2.6		2.6	"			Thomas Stach
M. Casey (Korean)	23 ³ 0 ₀	2	23.30		23.30	"			Moserah Casey
Mary Peeler	25 ³ 0 ₀	2	25.75		25.75	"			Mary Peeler
Emilia Marsh	25 ⁶ 0 ₀	2	25.25	12	15.25	"			Emilia Marsh
Malina Colly	26 ⁶ 0 ₀	2	2.6		2.6	"			Malina Colly
Astoria Colby	24 ² 0 ₀	2	20.50	9.00	15.50	"			Astoria Colby
Kes Smith	18 ² 0 ₀	2	18.00		18.00	"			Kes Smith
Fanny Strong	25 ⁶ 0 ₀	2	2.5		2.5	"			Fanny Strong
E. Tomlinson	26 ⁶ 0 ₀	2	2.6		2.6	"			E. Tomlinson
Anna Gill	23 ⁸ 0 ₀	2	25.50	12	13.50	"			Anna Gill
J. W. Eccles	25 ⁶ 0 ₀	2	2.5	6.85	18.15	"			J. W. Eccles
G. Whittemore	25 ⁶ 0 ₀	2	2.5		2.5	"			G. Whittemore
Carrie Galvez	25 ⁶ 0 ₀	2	25.75		25.75	"			Carrie Galvez
Mico J. Perry	25 ⁶ 0 ₀	2	2.5		2.5	"			Mico J. Perry
Maria Bowes	25 ⁶ 0 ₀	2	20.50	12	12.75	"			Maria Bowes
E. Barnes	20 ⁵ 0 ₀	2	20.50		20.50	"			E. Barnes
Abby Allen	9 ¹² 0 ₀	2	8.10		8.10	"			Abby Allen
Mary E. Kelly	18 ⁶ 0 ₀	2	18	9.86	8.14	"			Mary E. Kelly
Mary Brown	26 ⁶ 0 ₀	2	2.6		2.6	"			Mary Brown
Margaret Dowd	3 ⁶ 0 ₀	2	3		3	"			Margaret Dowd
Margaret McLean	17 ⁶ 0 ₀	2	11.50	6	5.50	"			Margaret McLean
H. Brown	5 ¹⁶ 0 ₀	2	18.64	12	6.64	"			H. Brown
Jeffanna Dover	C. 5 ¹² 0 ₀	2	30.40	6.25	24.20	"			Jeffanna Dover
Lucy Allen	12 ⁵ 0 ₀	2	35.75		35.75	"			Lucy Allen
J. Cormac	17 ⁶ 0 ₀	2	35.75		35.75	"			J. Cormac
Sarah Francis	8 ² 0 ₀	2	26.97	9.00	17.97	"			Sarah Francis
E. A. Allen	11 ¹² 0 ₀	2	7.84	2.58	4.76	"			E. A. Allen
H. Brown	" 757	2	15.14		15.14	"			H. Brown
Margaret Dowd	" 724	2	14.48		14.48	"			Margaret Dowd
E. M. Scott	" 1111	2	22.56		22.56	"			E. M. Scott
Martha Wright	" 959	2	18.75	7.00	11.75	"			Martha Wright
Julia Cormac	" 401	2	8.42	5.50	7.92	"			Julia Cormac
O. H. Meeker					147.00	170.52	97.60		
L. Powell									
R. P. Sykes									
Kun L. Lawrence									



Figure 2: p. 223 of register, see p.224-225 in 'Appendix'

Received of the PARSONS PAPER COMPANY, by their Agent, the sum specified to our Signatures,
being in full of all demands up to April 1st 1868.

NAMES.	No. POUNDS.	No. REAMS.	No. DAYS.	PRICE.	TOTAL AMOUNT.	RENT, OR BOARD.	BALANCE DUE.	DATE.	SIGNATURES.
Geo Papillion	24 ³	104	6482		6482				George Papillion
Jesse L. Davis	22 ³	104		3981	3981				Jesse L. Davis
John Lord	24 ³	15		6375	725	5650			John Lord
Elo A. Day	24 ³	10		6063	725	5338			Elo A. Day
O. S. Miller	27 ¹	14		5017	1771	3246			O. S. Miller
O. J. Estee	26	108		4550	1771	2779			O. J. Estee
L. Carroll	21	15		8250	5250	5250			L. Carroll
Charl Robertson	26	16		8250	1771	1479			Charl Robertson
Chas H. Morgan	26	5		2167		2167			Chas H. Morgan
Elen Dentine	25	6		2500		2500			Elen Dentine
John Stack	26			3033		3033			John Stack
H. Casey	20 ³	6	25	50	2550				H. Casey
Eliza Birring	20 ³			2050		2050			Eliza Birring
Elo Shattuck	26			2600	1829	1271			Elo Shattuck
Sarah Stale	25 ²			2350	1829	1021			Sarah Stale
Clara Woodworth	24			2400	1829	1071			Clara Woodworth
Eliza Burry	26			3600		3600			Eliza Burry
Mary Swift	26			2600		2600			Mary Swift
Lolly Wooten	20 ³			2150	1829	831			Lolly Wooten
J. Buckland	18			1800	956	814			J. Buckland
E. Carlton	13			1800		1800			E. Carlton
Lizzie Davison	26			2600	1829	1271			Lizzie Davison
J. Endicott	26			2600		2600			J. Endicott
Adelia Hart	26			3600	1829	1271			Adelia Hart
Maria Davis	13				1325				Maria Davis
Maria Hart	25			2500	1829	1171			Maria Hart
Eliza Heath	25 ²			2550		2550			Eliza Heath
Sarah Camp	24 ⁵			2000		2000			Sarah Camp
Mary Smith	26			2600	1829	1271			Mary Smith
Abby Davis	26			2764		2764			Abby Davis
Lucy Allen	27 ⁰	7 ³		2977		2977			Lucy Allen
M. Brown	3724	40		2009	1829	680			M. Brown
Young Davis	2700	40		2871		2871			Young Davis
E. Allen	1171	2		2502		2502			E. Allen
Mary Conford	780			1560	1560	00			Mary Conford
G. C. Ford	906			1812		1812			G. C. Ford
Walthu Daight	756			1512	700	812			Walthu Daight
G. Conlinian	1069			2135	1829	804			G. Conlinian
J. Remmigard	915			1830		1830			J. Remmigard
Roddy Davis	1009	7 ⁶		700		700			Roddy Davis
M. Green	2053	25 ⁵		1464		1464			M. Green
W. S. Hobart	2159	9 ⁸		551		551			W. S. Hobart
Julia Combs	2141	2		428		428			Julia Combs
Zy. Brown	168	2		336		336			Zy. Brown
Wendywood	15 ²	6		450		450			Wendywood
Mary Davis	650	2 ⁸		1360	625	735			Mary Davis
"	240	2 ⁸		600		600			"
"	260	3		750		750			"
"	702	2 ¹		1404		1404			"
"	496	3		1455		1455			"
"	400	2		800	583	217			"
					10960	5807	9746		

Figure 3: p. 261 of register, see p.262-263 in 'Appendix'

What types of jobs are there?

In *History of the Connecticut Valley in Massachusetts: History of Franklin County. History of Hampden County* (1879), accessed [here](#) via Google Books, L.H Everts provides more information about the layout of the two Parsons Paper Company mills and the different departments of employment, which helped us determine job names that we could not originally decipher (i.e. “jobber”). Everts writes that,

“The buildings of this company are situated on the river-bank near the dam, and were built in 1853. They are two in number,—the **main mill**, where the paper is made, and what is known as the **finishing-mill**, where it is finished. The former is a structure three stories and a basement high. The upper floor and attic are devoted to drying purposes, while the second story contains the storehouse and **rag-rooms**. About 175 persons are employed on the two floors. On the ground-floor is the **engine-room**, which contains sixteen 450-pound and fourteen 250-pound engines. The mill has three Fourdrinier machines, two of them are 62-inch and the other 72-inch. It has two bleach-boilers, of 3 1/2 and 2 1/2 tons respectively, and 4 sheet calendars and a web calendar and 2 hydraulic presses. The finishing-mill is also situated on the bank of the river, a short distance from the other mill, and, like that, is a brick structure three stories high. The attic and third floor are used for **packing**, and on the second floor the paper is **reeled** and **jogged**. On the first floor are eight 6-roll calendars and three powerful hydraulic presses, and in the basement is a box-factory and plating-machines” (919).

From *Burt's Illustrated Guide of the Connecticut Valley* ([page 79](#)), we also know that at the end of 1867, the Parsons Paper Co. employed 150 people and had “nineteen engines for grinding rags,” turning out “800 tons of paper yearly.

Spreadsheet tracking employment by job type for first 6 months of the register (Jan-Jun 1861)

[Link to full spreadsheet](#)

The role labels on the register become very sporadic after 1861:

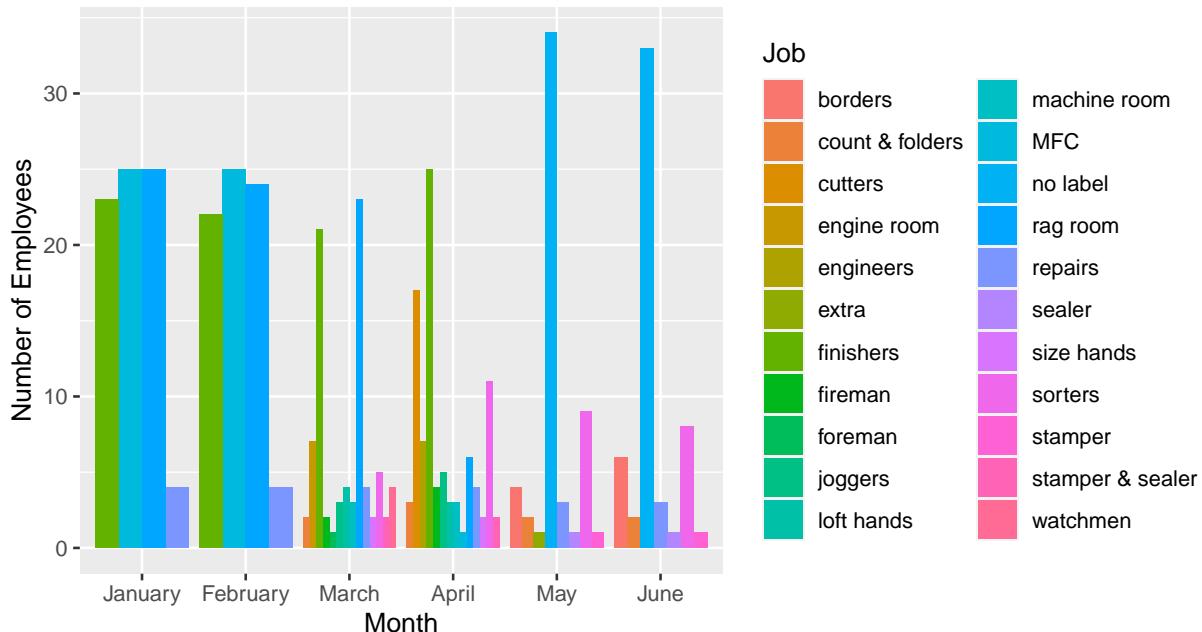
- ‘Repairs’ and ‘Repairs and Watchmen’, however, remain in their own section at the bottom throughout all of the pay periods
 - Presumably employees whose main role was to repair the machines + guard the factory instead of making paper
 - There were 5 people under “Repairs” for April 1st, 1867 (see p. 225 in ‘Appendix’) and 8 under April 1st, 1868 (see p. 262 in ‘Appendix’)
 - * First couple pages of unlabeled workers (presumably majority worked in engine and machine room) + Repairs and Watchmen are all males

Table 2: Parsons Employment by Job Type from January-June of 1861

Month	Year	Page Number	Job	Count	Monthly Total Workers
January	1861	1	MFC	25	77
January	1861	1	repairs	4	77
January	1861	2	rag room	25	77
January	1861	2	finishers	23	77
February	1861	3	MFC	25	75
February	1861	3	repairs	4	75
February	1861	4	rag room	24	75
February	1861	4	finishers	22	75
March	1861	5	foreman	1	85
March	1861	5	machine room	3	85
March	1861	5	engine room	7	85
March	1861	5	loft hands	4	85
March	1861	5	fireman	2	85
March	1861	5	size hands	2	85
March	1861	5	joggers	3	85
March	1861	5	watchmen	4	85
March	1861	6	rag room	23	85
March	1861	6	repairs	4	85
March	1861	7	finishers	21	85
March	1861	7	sorters	5	85
March	1861	7	stamper & sealer	2	85
March	1861	7	count & folders	2	85
March	1861	7	sorters	2	85
April	1861	8	rag room	6	93
April	1861	8	cutters	17	93
April	1861	8	repairs	4	93
April	1861	9	MFC	1	93
April	1861	9	machine room	3	93
April	1861	9	engineers	7	93
April	1861	9	loft hands	3	93
April	1861	9	size hands	2	93
April	1861	9	joggers	5	93
April	1861	9	fireman	4	93
April	1861	10	finishers	25	93
April	1861	10	stamper & sealer	2	93
April	1861	10	count & folders	3	93
April	1861	10	sorters	11	93
May	1861	11	no label	25	105
May	1861	11	stamper	1	105
May	1861	11	sealer	1	105
May	1861	11	count & folders	2	105
May	1861	11	sorters	9	105
May	1861	11	extra	1	105
May	1861	12	no label	34	105
May	1861	12	repairs	3	105
May	1861	13	no label	25	105
May	1861	13	borders	4	NA
June	1861	14	no label	17	95
June	1861	14	repairs	3	95
June	1861	14	borders	6	95
June	1861	15	no label	24	95
June	1861	15	sorters	8	95
June	1861	15	count & folders	2	95
June	1861	15	stamper	1	95
June	1861	15	sealer	1	95
June	1861	16	no label	33	95

- The sorters, stampers, sealers, count & folders, and rag room/cutter roles all appear to remain throughout 1861-1869, although there are much fewer of them compared to the unlabeled names
 - These roles were held by almost all women
 - Wages tend to be lower than male workers

Parsons Paper Company Employment by Job Type in 1861



The plot above shows the distribution of different roles within the paper company during the first six months of 1861. The unlabeled male laborers, MFC mill workers, finishers, and rag room workers appear to be the most popular roles.

Quotes from Hickey thesis that may be of relevance to employment from 1861-1869

The quotes below are taken from John P. Hickey's University of Massachusetts thesis *The Holyoke Area Paper Industry*, which was written in May 1953 and mainly focuses on the Holyoke paper industry in the first half of the 20th century. Quotes relevant to the time period we are interested in examining are included below:

- “In 1861, after a period of severe readjustment just prior to the Civil War, twenty-one of the thirty-six manufactures of fine papers met at Pittsfield...to organize a protective association. They desired to raise prices which had fallen drastically as the result of a decrease in demand. They agreed to reduce output by about one-third for about three

45

Received of the PARSONS PAPER COMPANY, by their Agent, the sum specified to our Signatures,
being in full of all demands up to 1st April 1869.

NAMES	No. POUNDS.	No. REAMS.	No. DAYS	PRICE	TOTAL AMOUNT	RENT, OR BOARD.	BALANCE DUE.	DATE.	SIGNATURES.
J H Ordway				26 100	\$2.00		52.00	April 15	J H Ordway
J S Pomroy	26 200			58.00		53.00	1		Wm S Pomroy
J S Purdy	51 100			51.67		50.67	1		J S Purdy
John Shaw	55 100			55.00		55.00	1		John X Shaw
John Green	201 100			201.00		600.00	19.00		J G W D
Scay Rogers	41 600			41.60		41.60	April 15		Scay X Rogers
Palzick Biugel	50 200			50.00		50.00	1		Palzick Biugel
John O'Conor	28 100			28.00		25.00	1		John O'Conor
James Vaughan	21 100			21.00		21.00	1		James X Vaughan
John Vaughan	25 900			25.65		25.65	1		John X Vaughan
Mychael Ryan	26 000			26.00		26.00	1		Mychael Ryan
William Perry	24 100			39.75	1000.00	29.75	1		William Perry
William Sptor	21 200			39.75		39.75	1		Wm Sptor
Lawrence Hinckie	24 200			39.75		39.75	1		Lawrence Hinckie
Patrick Mahony	27 000			39.75		29.75	1		Cat X Mahony
James Bishop	22 100			39.75		39.75	1		James Bishop
John A Proctor	20 500			39.75		39.75	1		J M Proctor
William Hall	23 100			36.00		36.00	1		Wm Hall
K S Ingaham	25 100			38.00		38.00	1		K S Ingaham
Patrick Danahaw	24 100			38.00		38.00	1		Cat X Danahaw
Mary Hayden	26 200			15.00		15.00	1		Mary X Hayden
Mrs. Baldwin	22 100			11.00		11.00	1		Mrs X Baldwin
Catharine Powers	10 200			5.25		5.25	1		Mrs X Powers
Mrs. Shunkle	11 100			7.00		7.00	1		Lawrence Shunkle
Thomas Blake	10 400			9.00		9.00	April 15		Thomas Blake
John Caudlin	25 100			20.70		20.70	1		John Caudlin
James Lasy	19 400			11.25		11.25			James X Lasy
	1900.00			15.00	7000.00				

Repairs & Hatchions

R S Howard	30 300	60.00		60.00	April 15	R S Howard
G W Bolton	32 100	36.00		36.00	1	G W Bolton
Hillgate Kelly	50 100	30.00		30.00	1	William Kelly
Enos Wellington	31 73	27.65		27.65	1	En W Wellington

Cost 100
100 100
100 100

Figure 4: p. 045 of register - 4 Repairs and Watchmen employees

Table 3: Weekly Wages of Massachusetts Paper Workmen, 1860-78

Job	1860 Weekly Wages (\$)	1872 Weekly Wages (\$)	1878 Weekly Wages (\$)
Foreman	16.63	16.00	26.49
Millwright	9.86	16.00	15.21
Paper-machine tender	10.00	16.00	15.25
Mechanic	9.75	NA	13.20
Finisher	7.70	11.33	10.20
Rag-engine tender	7.90	14.67	10.41
Engineer/fireman	6.64	10.52	8.77
Finisher's helper	5.80	NA	7.27
Cutter	6.90	8.89	7.95
Bleacher	6.70	8.89	7.56
Men on stock	5.88	9.33	6.57
Laborers	5.50	9.33	6.55

months. This was the first trade association established in the paper industry of the United States....The Parsons Paper Company and the Carew Manufacturing Company were charter members of this organization” (108)

This agreed upon reduce in output is important because it may indicate that at the start of the register, employee wages were lower than they would have been under normal circumstance. Any subsequent change in payment patterns is important, as it can indicate both local and domestic economic shocks and sector-specific economic factors.

- “Repairs, if necessary, are undertaken on Sundays” (94)
- “In replacing a wire on a Fourdrinier paper machine, workers in the Holyoke mills receive half a day’s pay besides their regular pay during the hours they work on the replacement. This acts as an incentive to the workers to get the machine back in operation as soon as possible” (94)

These quotes about repairs are important because, as evidenced in the following section, repairmen who worked during the same week could receive different weekly wages. Perhaps those who replaced machinery that was less integral to daily business operations received a lower overtime pay than those who worked on the Fourdrinier. Additionally, repairmen were most likely compensated more for their work on Sunday than on weekdays.

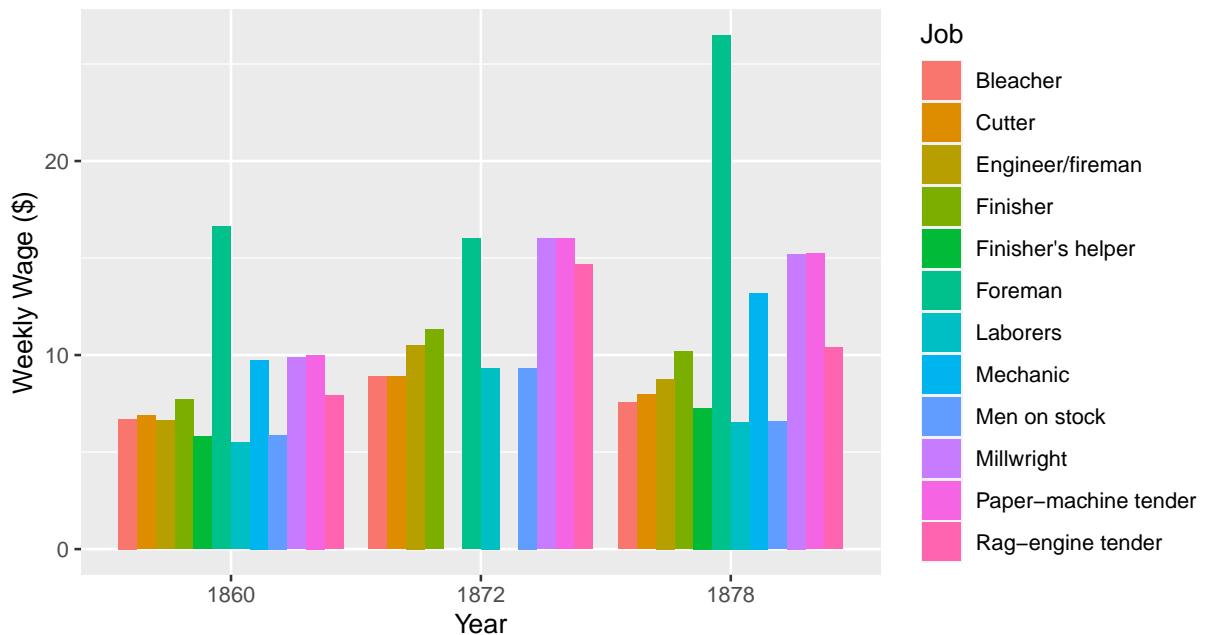
How do Parsons wages compare to the Massachusetts state averages?

The table is adapted from page 314 of Judith McGaw’s *Most Wonderful Machine: Mechanization and Social Change in Berkshire Paper Making, 1801-1885*, which used data from page 74 of the *Tenth Annual Report of the Bureau of Statistics of Labor* (Boston, 1879).

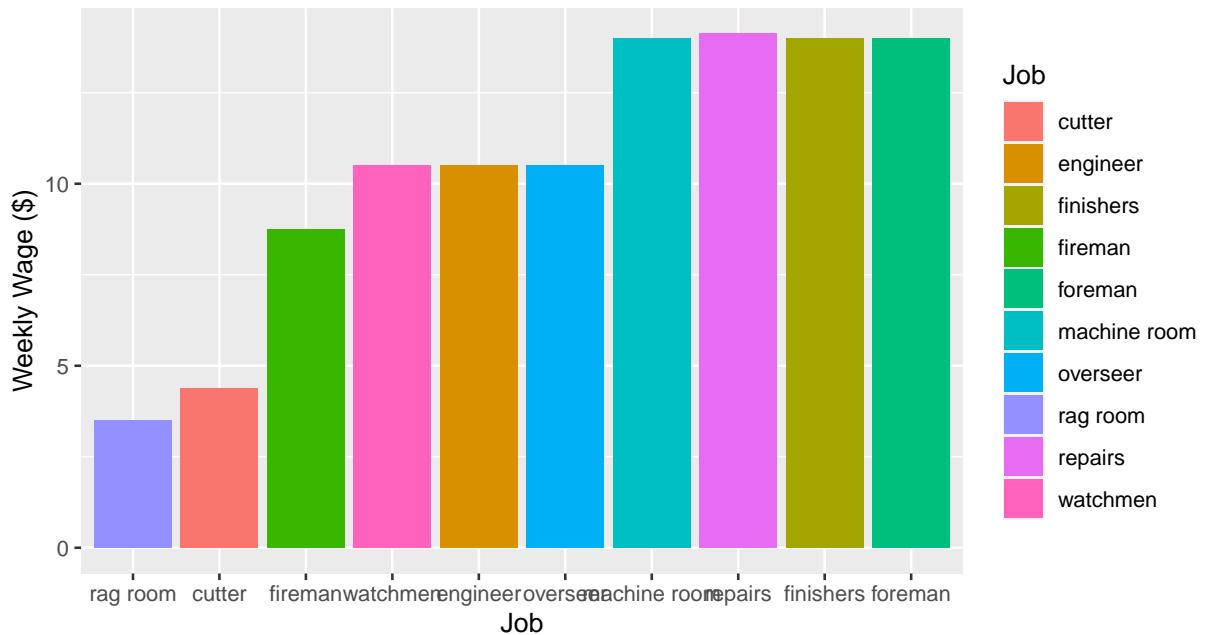
Table 4: Parsons Weekly Wages - 1861

Job	Weekly Wages (\$)
repairs	14.12
finishers	14.00
foreman	14.00
machine room	14.00
repairs	12.25
machine room	11.79
engineer	10.50
overseer	10.50
watchmen	10.50
fireman	8.75
watchmen	7.00
cutter	4.38
rag room	3.50
rag room	3.50

Weekly Wages of Massachusetts Paper Workmen, 1860–78



Weekly Wages of Parsons Paper Company Workers – 1861



These graphs show how the Parsons Paper Company wages in 1861 were lower than the average wages of Massachusetts paper workmen in 1860 for the lowly roles, such as the rag room and cutters, and significantly higher wages for the more the higher paying jobs of machine room, fireman, engineer, and finisher. The only job in which Parsons Paper Company underpaid relative to the state average is the foreman position. It may be beneficial to compare the Parsons Paper Company wages to those of other paper mills in Holyoke, as opposed to the entire state, to get a better understanding of how the Parsons Paper Company paid relative to its direct competitors.

Appendix

Received of the PARSONS PAPER COMPANY, by their Agent, the sum perfoiced to our Signatures,
being in full of all demands up to April 1st 1869.

NAMES.	NO. POUNDS.	NO. REAMS.	NO. DAYS.	TOTAL AMOUNT.	RENT, OR BOARD.	BALANCE DUE.	DATE.	SIGNATURES.
William Kelly	26	18	78	8.54	69.66	Spet 15		William Kelly
Samuel F. Keedell	26	12	52	6.25	45.75	"		G. F. Keedell
Michael Ryden	26	7	5225	5.00	37.25	"		Michael Ryan
Catharine Beatty	25	7	2917		29.17	"		Catharine Beatty
Ellen Conroy	25	7	2917		29.17	"		Ellen Conroy
Bridget McConnel	4177	9		37.59	37.59	"		Bridget McConnel
Lelia Emerson	2929	7		26.56	2.00	24.56	"	Lelia Emerson
Catherine O'Hall	5763	7		55.55		55.55	"	Catherine O'Hall
Mary Murphy	3165	7		28.49		28.49	"	Mary Murphy
Rebecca Gould	5639	7		32.03		32.03	"	Rebecca Gould
Eliza Simeon	3114	7		32.55		32.55	"	Eliza Simeon
Mary Donahue	3836	7		34.52		34.52	"	Mary Donahue
Bridget Shand	3846	7		29.21		29.21	"	Bridget Shand
Margaret Fitzgerald	5835	7		39.52		39.52	"	Margaret Fitzgerald
Julia Spain	3647	7		33.27		33.27	"	Julia Spain
Maggie Lynch	2288	7		19.87		19.87	"	Maggie Lynch
Eliza Clark	2352	7	298	7	13.98	"		Eliza Clark
Peggy Maloney	3911	7		35.20		35.20	"	Peggy Maloney
Margaret Kelly	5595	7		31.92		31.92	"	Margaret Kelly
Margaret Coffey	4322	7		38.90		38.90	"	Margaret Coffey
Kenneth Fitzgerald	3434	7		30.91		30.91	"	Kenneth Fitzgerald
Catherine Stercklow	3404	7	51.09	7.00	24.09	"		Catherine Stercklow
Eliza Powers	2700	7		29.84		29.84	"	Eliza Powers
Johanna McCarty	3753	7		33.12		33.12	"	Johanna McCarty
Mary Gaughan	3103	7		27.93		27.93	"	Mary Gaughan
Rosina Mahony	2169	7		19.52		19.52	"	Rosina Mahony
Eliza Stock	3237	7		29.25		29.25	"	Eliza Stock
Ann Kennedy	4224	7		35.81		35.81	"	Ann Kennedy
Mary Marshall	1863	7		16.77		16.77	"	Mary Marshall
Margaret Vaughan	5799	7		35.34		35.34	"	Margaret Vaughan
Jane Sullivan	4773	7		37.56		37.56	"	Jane Sullivan
Anna Torney	3118	7		29.97		29.97	"	Anna Torney
Eliza Rogers	3666	7		27.60		27.60	"	Eliza Rogers
Mary Dooling	3702	7		30.88		30.88	"	Mary Dooling
Mary Mahoney	2957	7		26.61		26.61	"	Mary Mahoney
Mary McDoough	1711	7		15.42		15.42	"	Mary McDoough
Johanna Shea	3169	7		28.52		28.52	"	Johanna Shea
Johanna Dehan	4249	7		38.16		38.16	"	Johanna Dehan
Mary Ward	2086	7		18.77		18.77	"	Mary Ward
	112121			123818	35.50	120826		



Figure 5: p. 224 of register

Received of the PARSONS PAPER COMPANY, by their Agent, the sum prefixed to our Signatures,
being in full of all demands up to April 1st 1867.

NAMES.	No. POUNDS.	No. REARS.	No. DAYS.	PRICE.	TOTAL AMOUNT.	RENT, OR BOARD.	BALANCE DUE.	DATE.	SIGNATURES.
William J. Penney	26 35			84 50	84 50			Apr 1 st	Wm. J. Penney
John Wellington	27 35			74 25	6 25	68	"		John Wellington
John Duffy	26 25			66 25	6 25	60	"		John Duffy
John Flynn	22 25			49 50		49 50	"		John Flynn
P. O' Hare	26 7			52 25		52 25	"		P. O' Hare
Charles Stacey	26 12			52 00		52	"		Charles Stacey
John G. Allen	26 9			39 00	5	34	"		John G. Allen
Michael Ryan	17 7			29 75		29 75	"		Michael Ryan
John Carroll	37 2			63 62		65 62	"		John Carroll
John Slaughter	22 9			55 75		55 75	"		John Slaughter
Michael Markham	26 17			45 50		45 50	"		Michael Markham
Rose Baldwin	26 8			21 67		21 67	"		Rose Baldwin
Martin Moran	26 9			39 00		39	"		Martin Moran
James Moran	23 9			34 50		34 50	"		James Moran
Jefferson Powell	26 2			39 75		39 75	"		Jefferson Powell
William Johnson	25 57			63 12	8 54	54 98	"		William Johnson
Bob Deakins	26 9			39 00	4 00	35	"		Bob Deakins
Wm. Corcoran	26 8	19		66 87	8 34	58 63	"		Wm. Corcoran
Patrick Kennedy	26 9			39 00		39	"		Patrick Kennedy
James Casey	27 2			55 00		55	"		James Casey
John Vaughan	26 3			52 00		52	"		John Vaughan
Patrick Begley	36 9			51 00		51	"		Patrick Begley
J. L. O'Brien	26 12			53 50	8 34	50 16	"		J. L. O'Brien
J. D. A. Ballou	25 17			47 20		47 20	"		J. D. A. Ballou
Frank G. Long	25 2			55 25		55 25	"		Frank G. Long
Frank L. Russell	24 9			36		36	"		Frank L. Russell
Nick Haley	24 9			36		36	"		Nick Haley
Joseph Bordeau	25 9	11	12	10	30 63	30 63	"		Joseph Bordeau
John Conchon	22 11	10	30	10	30 30	30 30	"		John Conchon
Frank Cummings	23 9	35	25		55 25	"			Frank Cummings
Edmund Cain	26 9			39		39	"		Edmund Cain
Patrick Ryan	27 9	43	88	11	32 88	32 88	"		Patrick Ryan
" in April	7 2			81		81	"		
Frank Giannino	4 9			6 00		6 00	"		Frank Giannino
Morris Sammons	12 9			18		18	"		Morris Sammons
Thomas Sammons	28 9			42 75		42 75	"		Thomas Sammons
John Coulombe	25 9			25		25	"		John Coulombe
John Coulombe in Apr	9 4	16	93		16 93				
					150 78	22 52	149 50		

Repayments

Austin Ely	26 18	65 00	65	"	Austin Ely
J. M. Allen	26 15	65 00	65	"	J. M. Allen
H. C. Walter	26 25	65 00	8 34	56 66	H. C. Walter
Patrick Casey	32 19	32 00	52	"	Patrick Casey
Martin Kelly	18 25	40 50	40 50	"	Martin Kelly
		28 75	1 54	27 21	



Figure 6: p. 225 of register

*Received of the PARSONS PAPER COMPANY, by their Agent, the sum specified to our Signatures,
being in full of all demands up to April 1st 1868.*

Figure 7: p. 262 of register

Received of the PARSONS PAPER COMPANY, by their Agent, the sum specified to our Signatures,
being in full of all demands up to April 1st 1863.

NAMES.	NO. POUNDS.	NO. REAMS.	NO. DAYS.	PRICE.	TOTAL AMOUNT.	RENT, OR BOARD.	BALANCE DUE.	DATE.	SIGNATURES.
William Kelly	26151	7800	903	6867	6867				William Kelly
Mich. Ryan	28 ³ 9	4632	500	4132	4132				Michael Ryan
Ellen Cavanagh	2671	3033			3033				Ellen Cavanagh
Kate Sheridan	2671	8033	700		2333				Kate Sheridan
Ann Cavanagh	2671	8033			3033				Ann Cavanagh
Jean Davenport	2369	2587			3587				Mary X Davenport
Jeh. Clark	20 ³ 4	2200			2200				Jeh. Clark
Catharine Gray	12476	80	1980		1980				Cath. Gray
Kennedy Shulan	21 988		746		746				Kennedy Shulan
Mary Kavanagh	3 784		2203		2203				Mary Kavanagh
Bridget Harrington	42215		1772		1772				Bridget Harrington
Suzanna Emerson	52003		1602	300	1402				Suzanna Emerson
Mary Griswold	62771		2216		2216				Mary Griswold
Kate O'Farrell	72757		2205		2205				Kate O'Farrell
Bridget Gleeson	53527		2821		2821				Bridget Gleeson
Bridget Connealy	92057		1640		1640				Bridget Connealy
Ann Connealy	10 500		400		4				Ann Connealy
Alice Connolly	11242		1937		1937				Alice Connolly
Mary Lynch	12250		1800	500	1300				Mary Lynch
Bridget Flynn	131850		1480		1480				Bridget Flynn
Ellen Shinn	148000		2440		2440				Ellen Shinn
Mary Connealy	152457		1908		1908				Mary Connealy
Kate Connealy	162913		2822		2822				Kate Connealy
Mary Shahan	17 2559		2031		2031				Mary Shahan
John O'Neil	192610		2136		2136				John O'Neil
Mary Mahoney	202158		1726		1726				Mary Mahoney
Julia Shay	21 826		660		660				Julia Shay
Ellen Stack	222871		2296		2296				Ellen Stack
Mary Shahan	22 3129		2503		2503				Mary Shahan
Kennedy Somes	242863		2280		2280				Kennedy Somes
Mary Shay	252571		2056		2056				Mary Shay
Bridget Mullery	268380		2704		2704				Bridget Mullery
Eliza Burke	273188		2550		2550				Eliza Burke
Bridget Linton	28204		2563		2563				Bridget Linton
Mary Sullivan	291754		1403		1403				Mary Sullivan
Bridget Neffey	303793		5018		5018				Bridget Neffey
John O'Brien	31 1924		1539		1539				John O'Brien
Eliza Powers	32 1938		1566		1566				Eliza Powers
John Marin	362651		2120		2120				John Marin
Ellen Stack	37 2532		2025		2025				Ellen Stack
Ann Kennedy	38 3634		2907		2907				Ann Kennedy
Bridget Kennedy	40 8418		2734		2734				Bridget Kennedy
Karl Sullivan	41 2880		2304		2304				Karl Sullivan
Julia Sullivan	42 8791		3160		3160				Julia Sullivan
Mary Duckford	43 3099		1679		1679				Mary Duckford
Eliza Boggs	44 2763		2210		2210				Eliza Boggs
Karl Brehmbohm	45 2106		1684		1684				Karl Brehmbohm
Julia Dailey	46 2839		2811		2811				Julia Dailey
Margt. Mc Donogh	48 2803		2242		2242				Margt. Mc Donogh
Mary Hausey	49 3149		2512		2512				Mary Hausey
John Shay	50 2632		2276		2276				John Shay
Kannah Shahan	51 8380		2664		2664				Kannah Shahan
Isabel Johnson	52 421		336		336				Isabel Johnson
Margt. Burns	53 1448		1158		1158				Margt. Burns
Kate Brady	59 892		713		713				Kate Brady
					121972	2525	119139		

Figure 8: p. 263 of register