

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.

```
#data set transcribed from p.253 above of the register
register <- readr::read_csv(
  "https://nhorton.people.amherst.edu/stat210/Parsons_page253.csv") |>
  mutate(daily_pay = total / number_days)

Rows: 44 Columns: 12
-- Column specification -----
Delimiter: ","
chr (4): lastname, firstname, signature_x, note
dbl (6): number_days, price1, price2, total, rent_or_board, balance_due
lgl (2): number_pounds, number_reams

i Use `spec()` to retrieve the full column specification for this data.
i Specify the column types or set `show_col_types = FALSE` to quiet this message.
```

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

NAMES	No. POUNDS	No. REAMS	No. DAYS	PRICE	TOTAL AMOUNT.	RENT, OR BOARD.	BALANCE DUE.	DATE.	SIGNATURES.
William J. Thompson	242	16		67.87			67.37		W. Thompson
John C. Evans	232	4		30.95	117	30.28	5.67		John C. Evans
William Conner	25	4		68.75			61.50		William Conner
Martin Kennedy	28	1		87.38			37.38		Martin Kennedy
James Casey	26	2		51.00			51		James Casey
Bob Fallon	25	1		87.50			37.50		Bob Fallon
John Vaughan	25	1		50.00			50		John Vaughan
Pat Doyle	27	1		46.50			46.50		Pat Doyle
Sam J. Knight	27	1		55.00	72.50	47.75			Sam J. Knight
Philis Silday	28	1		57.00			57		Philis Silday
John Conlon	25	1		56.00	62.25	49.75			John Conlon
Frank Russell	26	1		48.12	9.00	39.12			Frank Russell
James Johnson	25	1		35.63			35.63		James Johnson
William Somers	27	2		94.50			94.50		William Somers
John Flynn	27	1		67.50			67.50		John Flynn
E. H. Wellington	27	1		57.75	6.25	51.50			E. H. Wellington
Upson Ward	27	1		44.70			44.70		Upson Ward
John McKey	30	1		48.81	9.33	38.95			John McKey
Charles Strong	27	1		58.50			58.50		Charles Strong
J. A. Allen	27	1		40.50	5.00	35.50			J. A. Allen
Nick Ryan	31	1		56.82			56.82		Nick Ryan
Pat O'Boyle	31	1		46.50			46.50		Pat O'Boyle
Walter McElroy	29	1		53.17			53.17		Walter McElroy
Edward Head	25	1		40.63			40.63		Edward Head
Cat. Majors	28	1		44.62	4.67	39.95			Cat. Majors
Pat O'Kane	27	1		48.85	5.71	38.85			Pat O'Kane
Joe Giandor	6	1		9.75	5.00	4.75			Joe Giandor
Joe Giandor Jr	25	1		45.60			45.60		Joe Giandor Jr
John Somers	57	1		112.25			112.25		John Somers
Emmett Hanley	26	1		39.00			39		Emmett Hanley
Edmund L. Davis	26	1		39.75			39.75		Edmund L. Davis
John Shea	18	1		27.75			27.75		John Shea
John Somers	2	1		7.50			7.50		John Somers
Mary O'Boyle	11	1		12.57			12.57		Mary O'Boyle
Kate Wilson	27	1		30.37			30.37		Kate Wilson
Kate Moran	30	1		27			27		Kate Moran
Kate Baldwin	23	1		28.87			28.87		Kate Baldwin
Philip Gilligan				7.12			7.12		Philip Gilligan
John Flynn				1.00			1.00		John Flynn
Reparo D. C.				173.00	60.00	113.00			Reparo D. C.
Augusta Elly	25	1		76.50			76.50		Augusta Elly
Walter Buckley	20	2		61.50			61.50		Walter Buckley
J. M. Alden	25	1		62.50			62.50		J. M. Alden
Martin Howell	23	1		51.75	4.00	47.75			Martin Howell
Pat Casey	22	1		52.82			62.82		Pat Casey
Austin Elly	27	1		81.00			81.00		Austin Elly
Walter Buckley	27	1		81.00			81.00		Walter Buckley
J. M. Alden	27	1		67.50			67.50		J. M. Alden
Martin Howell	27	1		60.75	4.00	56.75			Martin Howell
Pat Casey	33	1		63.62			33.62		Pat Casey
				343.87	44.00	309.87			

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

```
glimpse(register)
```

```
Rows: 44
Columns: 13
$ lastname      <chr> "Johnson", "O'Brien", "Connor", "Kennedy", "Casey", "Gal-
$ firstname     <chr> "William", "John W.", "William", "Martin", "James", "Tho-
$ number_pounds <lgl> NA, ~
$ number_reams   <lgl> NA, ~
$ number_days    <dbl> 24.50, 21.50, 25.00, 23.00, 25.50, 25.00, 25.00, 27.00, ~
$ price1         <dbl> 16, 9, 16, 9, 12, 9, 12, 12, 12, 10, 7, 21, 15, 1-
$ price2         <dbl> 6, 9, 6, 9, 0, 0, 0, 0, 0, 0, 6, 6, 0, 0, 6, 9, 6, 0, ~
$ total          <dbl> 67.37, 34.95, 68.75, 37.38, 51.00, 37.50, 50.00, 40.50, ~
$ rent_or_board   <dbl> NA, 4.67, 7.25, 0.00, 0.00, 0.00, 0.00, 0.00, 7.25, 0.00-
$ balance_due    <dbl> 67.37, 30.28, 61.50, 37.38, 51.00, 37.50, 50.00, 40.50, ~
$ signature_x     <chr> "yes", "yes", "yes", "no", "no", "no", "no", "no", "no", "no", ~
$ note            <chr> NA, "Brown and Flood?", NA, NA, NA, NA, NA, NA, NA, NA, ~
$ daily_pay       <dbl> 2.750, 1.626, 2.750, 1.625, 2.000, 1.500, 2.000, 1.500, ~

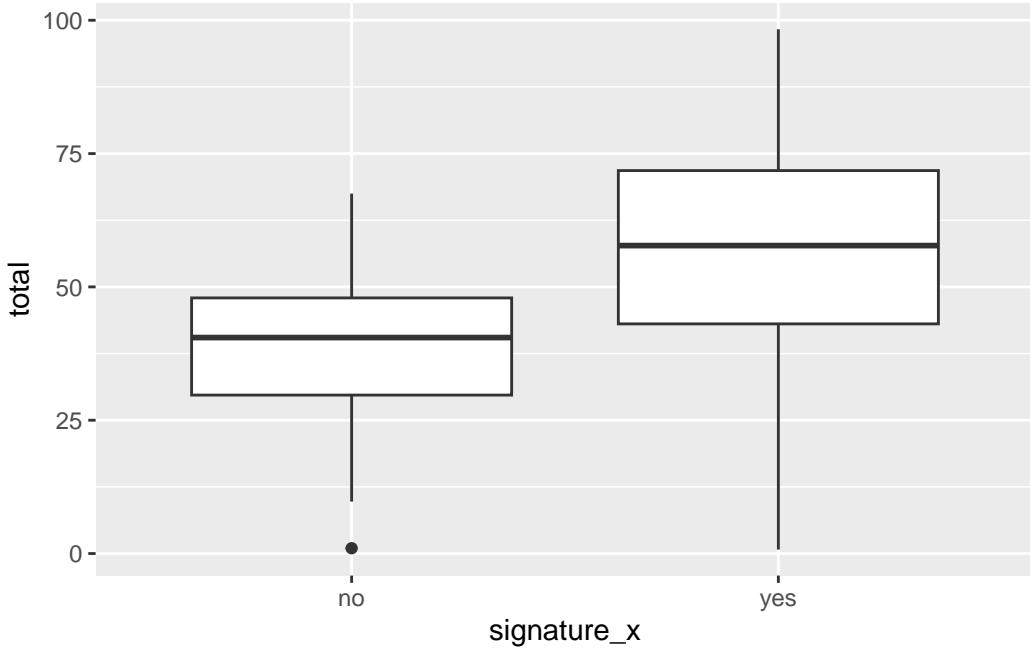
#comparing number of employees able ('yes) to write their signature vs unable ('no')
mosaic::tally(~ signature_x, margins = TRUE, data = register)

signature_x
no yes Total
24 20 44

mosaic::tally(~ signature_x, format = "prop", data = register)

signature_x
no yes
0.5455 0.4545

gf_boxplot(total ~ signature_x, data = register)
```



In the example analysis above, 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.

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

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 T. Lord	28 ⁴ 2 ₀	5	5600	6.25	30.75	"			Walter T. Lord
George A. 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	"			M. Casey (Korean)
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	18.50		18.50	"			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 ² 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 bags 1167 lbs 44				18.64	12	6.64	"	H. Brown
Jeffanna Dover	C. 5 ¹² 52 ₅₃	52	53		304.05	6.25	24.20		Jeffanna Dover
Lucy Allen	125 ⁴ 58 ₅₈	58	58		55.74		53.74	"	Lucy Allen
J. Cormac	17 ⁶ 0 ₀	2	17.60		17.60				J. Cormac
Sarah Francis	8 ² 0 ₀	2	8.00		8.00				Sarah Francis
E. A. Allen	11 ¹ 12 ₁₃	12	13		7.84	2.58	7.76		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	18.78	7.00	11.78	"			Martha Wright
Julia Cormac	" 401	2	8.42	53	7.92	"			Julia Cormac
O. H. Meeker					147.02	170.52	97.62		O. H. Meeker
L. Powell	x								L. Powell
R. P. Sykes	x								R. P. Sykes
Kun L. Lawrence									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 prefixed to our Signatures,
being in full of all demands up to April 1st 1868

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

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

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:

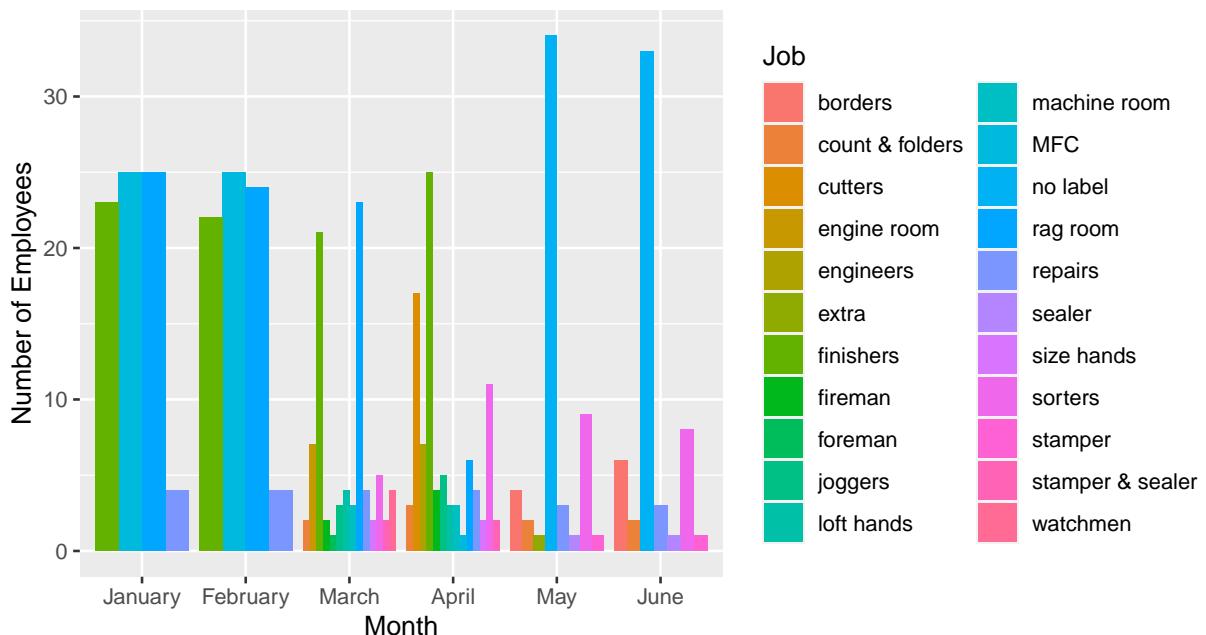
- ‘Repairs’ and ‘Repairs and Watchmen’, however, remain in their own section at the bottom throughout all of the pay periods
 - Presumably employees whose main role was to repair the machines + guard the factory instead of making paper

Table 1: Parsons Employment by Job Type from January-June of 1861

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

- 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
- 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:

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
My oh! Ryan	26 000			26.00		26.00	1		Michael 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	26 000			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

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

Table 2: Weekly Wages of Massachusetts Paper Workmen, 1860-78

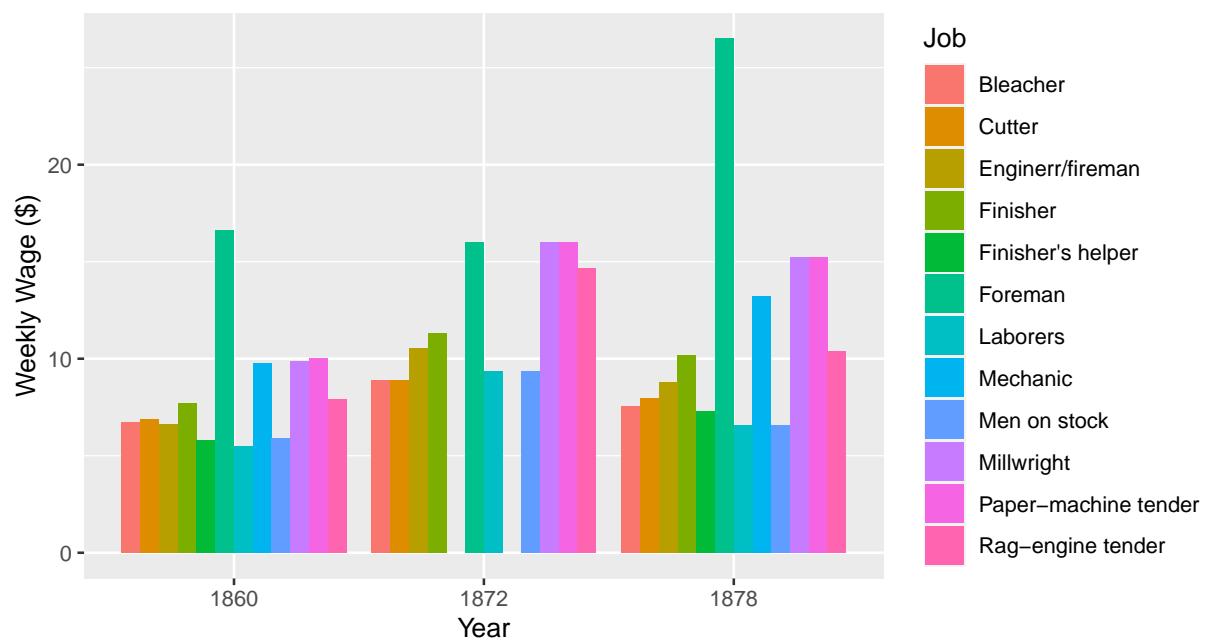
Job	Wages_1860	Wages_1872	Wages_1878
Foreman	16.63	16.00	26.49
Millwright	9.86	16.00	15.21
Paper-machine tender	10.00	16.00	15.25
Mechanic	9.75	NA	13.20
Finisher	7.70	11.33	10.20
Rag-engine tender	7.90	14.67	10.41
Enginerr/fireman	6.64	10.52	8.77
Finisher's helper	5.80	NA	7.27
Cutter	6.90	8.89	7.95
Bleacher	6.70	8.89	7.56
Men on stock	5.88	9.33	6.57
Laborers	5.50	9.33	6.55

- “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 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)
- “Since the discovery of how to utilize wood for the manufacture of paper in 1867, this raw material has been in increasing demand” (84)
- “Several of the local mills were quite large, employing 200 or more workers” and there were “about 3700 workers employed in the local paper industry at the turn of the century” (4)
- “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)

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)

Weekly Wages of Massachusetts Paper Workmen, 1860–78



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	Sp. 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	5703	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
John Clarke	2532	7	298	7	13.98	"		John Clarke
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
Kennedy Fitzgerald	3434	7		30.91		30.91	"	Kennedy Fitzgerald
Catherine Stercklow	3404	7	51.09	7.00	24.09	"		Catherine Stercklow
Olega Powers	2700	7		29.84		29.84	"	Olega Powers
Johanna McCarty	3753	7		33.12		33.12	"	Johanna McCarty
Mary Gaughan	3103	7		29.93		29.93	"	Mary Gaughan
Rosina Mahone	2169	7		19.52		19.52	"	Rosina Mahone
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	5709	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
Elijah Rogers	3666	7		27.60		27.60	"	Elijah 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			1238.16	35.50	1208.26		



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				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 9			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 39			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 36			53 50	8 34	50 16	"		J. L. O'Brien
J. D. A. Ballou	25 7			47 20		47 20	"		J. D. A. Ballou
Frank Russell	23 9			35 25		35 25	"		Frank Russell
Nick Haley	24 9			36		36	"		Nick Haley
Joseph Bordeau	25 9			110 13	10	10 63	"		Joseph Bordeau
John Conchon	22 1			40 30	10	30 30	"		John Conchon
Frank Cummings	23 9			35 25		35 25	"		Frank Cummings
Edmund Cain	26 9			39		39	"		Edmund Cain
Patrick Ryan	27 9			43 88	11	32 88	"		Patrick Ryan
" in April				81		81	"		
Frank Cummings				6 00		6 00	"		Frank Cummings
Morris Sammons	12 9			18		18	"		Morris Sammons
Thomas Johnson	28 9			42 75		12 75	"		Thomas Johnson
John Coulson	25 9			25		25	"		John Coulson
John Coulson in Apr	24 9			16 93		16 93			John Coulson in Apr
				150 78	22 52	149 56			

Repayments

Austin Ely	26 18	65 00	65	"	Austin Ely
J. M. Allen	26 18	65 00	65	"	J. M. Allen
H. C. Walter	26 25	65 00	8 34		H. C. Walter
Patrick Casey	32 19	32 00	52	"	Patrick Casey
Martin Newell	18 25	40 50	40 50	"	Martin Newell
		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	2839	4632	500	4132	4132				Michael Ryan
Ellen Carty	2671	3033			3033				Ellen Carty
Kate Sheridan	2671	8033	700		2333				Kate Sheridan
Ann Carty	2671	8033			3033				Ann Carty
Jean Davenport	2369	2587			3587				Mary X Davenport
Jeh. Clark	204	2200			2200				Jeh. Clark
Catharine Gray	12476	80	1980		1980				Cath. Gray
Kennedy Shulan	21988	-	746		746				H. & Shulan
Mary Kergon	31784	-	2203		2203				Mary Kergon
Bridget Harrigan	42235	-	1772		1772				Bridget Harrigan
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 Conne	92057	-	1640		1640				Bridget Conne
Ann Conne	10500	-	400		400				Ann Conne
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 Conne	152457	-	1908		1908				Mary Conne
Kate Driscoll	162913	-	2822		2822				Kate Driscoll
Mary Shulan	171579	-	2031		2031				Mary Shulan
John O'Neil	192670	-	2136		2136				John O'Neil
Mary Mahoney	202158	-	1726		1726				Mary Mahoney
Julia Shay	21806	-	660		660				Julia Shay
Ellen Satchue	222871	-	2296		2296				Ellen Satchue
Mary Shulan	223129	-	2503		2503				Mary Shulan
Kennedy Somes	242863	-	2280		2280				Kennedy Somes
Mary Shay	252571	-	2056		2056				Mary Shay
Bridget Mullery	268380	-	2704		2704				Bridget Mullery
Eliza Beck	273188	-	2550		2550				Eliza Beck
Bridget Linton	28204	-	2563		2563				Bridget Linton
Mary Sullivan	291754	-	1403		1403				Mary Sullivan
Bridget Neffey	303793	-	3018		3018				Bridget Neffey
John O'Conor	311924	-	1539		1539				John O'Conor
Eliza Powers	321938	-	1566		1566				Eliza Powers
John Marin	362651	-	2120		2120				John Marin
Ellen Stack	372532	-	2025		2025				Ellen Stack
Ann Kennedy	383634	-	2907		2907				Ann Kennedy
Bridget Kennedy	408418	-	2734		2734				Bridget Kennedy
Karl Sullivan	412880	-	2304		2304				Karl Sullivan
Julia Sullivan	428951	-	3160		3160				Julia Sullivan
Mary Duckford	433099	-	1679		1679				Mary Duckford
Eliza Boggs	442763	-	2210		2210				Eliza Boggs
Karl Brehmbohm	452106	-	1684		1684				Karl Brehmbohm
Julia Dailey	462839	-	2811		2811				Julia Dailey
Margt. Mc Donalde	482803	-	2242		2242				Margt. Mc Donald
Mary Hausey	483149	-	2512		2512				Mary Hausey
John Shay	502632	-	2276		2276				John Shay
Kannah Shulan	518380	-	2664		2664				Kannah Shulan
Isabel Johnson	51421	-	336		336				Isabel Johnson
Margt. Burns	531448	-	1158		1158				Margt. Burns
Kate Brady	59892	-	713		713				Kate Brady
					121972	2525	119139		

Figure 8: p. 263 of register