

Parsons_Paper_Register #7

Anna Zhou & Sarah Edelson

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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. 261-263 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 below and Pgs. 261-263 above are exactly one year apart in the register (April 1st 1867 + April 1st 1868)

How many employees during this era?

- 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
- Some pages have a separate section of employees at the bottom under “Repairs” and “Repairs & Watchmen” (April 1862 p.45 - 4 employees under ‘Repairs & Watchmen’) -- I included these names in the counts above

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

NAMES.	No. POUNDS.	No. REAMS.	No. PAGES.	PRICE.	TOTAL AMOUNT.	RENT, OR BOARD.	BALANCE DUE.	DATE.	SIGNATURES.
W. Ordway.				28 100	\$2.00		52.00	April 15	W. Ordway
J. S. Penney				26 200	\$5.00		53.00		Wm J. Penney
J. S. Tamm				51 100	\$1.67		51.67		Jas S. Tamm
John Thun				35 100	\$3.00		53.00		John X Thun
J. H. Allen				20 100	2.00		19.00		J. H. Allen
Sixty Pages				101 400	4.812		44.12	April 15	Sixty Pages
Patrick Begay				56 200	1.00		110.00	April 15	Patrick Begay
John Begay				28 100	2.50		23.72		John Begay
James Begay				28 100	2.50		28.25		James X Begay
John Taylor				28 100	2.50		26.75		John X Taylor
Michael Ryan				26 100	2.50		29.50		Michael Ryan
Hillican Perry				26 100	30.75	100.00	20.75		Hillican Perry
William Styler				21 100	30.75		30.75		William Styler
Sauvance Franklin				9 100	30.75		30.75		Sauvance Franklin
Patrick Mahoney				29 100	20.75		20.75		Patrick Mahoney
Igorozie Bishop				22 100	30.75		30.75		Igorozie Bishop
John H. Frey				26 100	31.20		31.20		John H. Frey
William Hall				53 100	36.00		36.00		William Hall
K. S. Ingraham				25 400	28.12		28.12		K. S. Ingraham
Patrice Sanakhan				95 900	25.18		25.18		Patrice Sanakhan
Mary Gladwin				26 200	15.00		15.00		Mary X Gladwin
Mer. Baldwin				22 100	11.00		11.00		Mer. Baldwin
Catharine Tamm				10 100	5.25		5.25		Catharine Tamm
Mrs. Hinckley				114 100	7.00		7.00		Louise Hinckley
Thomas Blake				60 900	9.00		9.00	April 15	Thomas Blake
John Gauchier				23 100	20.70		20.70	April 15	John Gauchier
James Esey				19 400	144.25		144.25		James X Esey
				1995.100	15.00		709.14		

Repairs & Watchman.

R. S. Howard	50 30	6000	6000	Open 1st	R. S. Howard
G. T. Setzer	\$2 49	3400	5600	1	George Setzer
Hillman Kelly	50 10	3000	3000	1	Hillman Kelly
Enos Wellington	\$1 93	2765	2713	1	Enos Wellington
		173 65	173 65		

- Presumably employees whose main role was to repair the machines instead of making paper
 - There were 5 people under “Repairs” for April 1st, 1867 (see p. 225 above) and 8 under April 1st, 1868 (see p. 262 above)

What types of jobs are there?

We are listing the roles and the page # where it is first introduced

- ? (001) - looks like “MFC” but we can’t decipher it
- repairs (001)
- rag room (002)
- finishers (002)
- ? (005) - looks like something and then “MFC Mill” –> we googled and found that this is actually the name of a machine
- foreman (005)
- machine room (005)
- engine room (005)
- soft hands (005)
- fireman (005)
- size hands ? (005)
- jobbers ? (005)
- watchmen (005)
- overseer (006)
- day hands (007)
- sorters (007)
- stamp & sealer (007)
- count & folder (007)
- engineers (009)
- machine hands (009)
- stamper (011)
- sealer (011)
- sorter (011)
- extra (011)
- borders (013)

- linen ? (021)
- cotton (021)
- cutter (023)
- ? repairs + something else (25)
- repair & watchmen (030)
- ? SN (034)

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

[Spreadsheet LINK](#)

```
employment <- read.csv("jobs.csv")
view(employment)
```

- Role labels become very sporadic after first year
 - ‘Repairs’ and ‘Repairs and Watchmen’, however, remain in their own section at the bottom
 - * All males
- The sorters, stampers, sealers, count&folders, rag room/cutter roles remain throughout 1861-1869, although there are much fewer of them compared to the unlabeled names
 - These roles were held by almost all women

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

- “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)