

Parsons Paper Company Payroll & Employment Analysis - Stat 210

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Introduction

The Parsons Paper Register contains over 300 pages of employee and payroll 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. The original pages of the register were scanned and screenshots are included in the analysis below. Pages contain information such as employee name and signature, role, days worked, and total wages earned, and are organized by separate pay periods.

```
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#| echo: false
knitr::include_graphics("images/001.jpg")
```

Received of the PARSONS PAPER COMPANY, by their Agent, the sum prefixed to our Signatures,

— Mofo's being in full of all demands up to January 1st 1861.

NAMES.	No. POUNDS.	No. REAMS.	No. DAYS.	PRICE.	TOTAL AMOUNT.	RENT, OR BOARD.	BALANCE DUE.	DATE.	SIGNATURES.
W. Ordway	25	200		50 00	50 00	Jan 15	W. Ordway		
Wm. Somerby	26	"		50 00	50 00	"	Wm. Somerby		
James S. Ferris	25	19	11 67	41 67	41 67	"	J. S. Ferris		
James Divine	29	17		34 12	34 12	"	James Divine		
William Johnson	24	180		56 75	56 75	"	William Johnson		
Lawrence Wrenkle	28	150		58 25	58 25	"	Lawrence Wrenkle		
William Perry	00	00		0 00	0 00	"	William Perry		
James McFerris	24	150		56 00	56 00	"	James McFerris		
Peter Hubert	26	98 ²	24 70	24 70	24 70	"	Peter Hubert		
John Dauchin	23 ²	80 ²	18 80	18 80	18 80	"	John Dauchin		
John H. Bouty	25	100		25 00	25 00	"	John H. Bouty		
John Vaughan	25	90 ^c	22 50	22 50	22 50	"	John Vaughan		
Zymes Vaughan	21	100		21 00	21 00	"	Zymes Vaughan		
Page and Frazer	28	100		28 00	28 00	"	Page and Frazer		
John Beggin	26	90 ^c	25 40	25 40	25 40	"	John Beggin		
Anthony Cain	25	90 ^c	22 50	22 50	22 50	"	Anthony Cain		
William Kelly	15 ²	100		15 50	15 50	"	William Kelly		
Patrick O'Dowd	25 ²	100		25 50	25 50	"	Patrick O'Dowd		
Patrick Beggin	30 ²	74	38 15	38 15	38 15	"	Patrick Beggin		
Benjamin Rogers	31 ²	76	39 06	39 06	39 06	"	Benjamin Rogers		
John A. Allen	26	8	55 67	5 00	29 67	"	John A. Allen		
Thomas Bishop	25	200		50 00	50 00	"	Thomas Bishop		
Wiliam Hart	27	49	30 57	30 57	30 57	"	Wiliam Hart		
Richard Kirby	29	90 ^d	26 10	26 10	26 10	"	Richard Kirby		
Michael Ryan	25	74	29 17	29 17	29 17	"	Michael Ryan		
				78 19	70 00	77 47			
							77 47		
							77 47		

— Repairs —

R. S. Howard	29 ²	200	88 50	88 50	Jan 15	R. S. Howard
J. W. Bolton	31 ²	96	88 13	55 12	"	J. W. Bolton
J. M. Alden	26 ²	104	42 50	42 50	"	J. M. Alden
A. P. Prescott	15	14	26 00	26 00	"	A. P. Prescott

182 12

182 12

The goal of this report is to 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.

In History of the Connecticut Valley in Massachusetts: History of Franklin County. History of Hampden County (1879), access [here](#) via Google Books, L.H Everts provides more information about the layout of the mill 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.

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?

- 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)
 - These numbers were counted by hand
 - 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 F. Lord	28 ⁴ 2 ⁰	5	5600	6.25	30.75	"			Walter F. Lord
George A. Day	26 ¹³ 13 ⁰	5	5850	6.25	32.25	"			Geo. A. Day
Oscar Whelby	25 ¹⁰ 11 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	1	10.25	12	7.25	"			Samuel Lawrence
Charles K. Morgan	15 ⁴ 0 ⁰	1	10.00		10	"			Charles K. Morgan
Mary J. Day	26 ⁶ 0 ⁰	2	26		26	"			Mary J. Day
Mary Hollingshead	26 ⁶ 0 ⁰	2	26		26	"			Mary Hollingshead
Ellen Donohue	24 ² 0 ⁰	2	20.50		24.50	"			Ellen Donohue
Eliza Morgan	26 ⁶ 0 ⁰	2	26		26	"			Eliza Morgan
Thomas Stach	26 ⁶ 0 ⁰	2	26		26	"			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	26		26	"			Malina Colly
Astoria Colby	24 ² 0 ⁰	2	20.50	9.00	15.50	"			Astoria Colby
Kes Smith	18 ² 0 ⁰	1	18.00		18.00	"			Kes Smith
Fanny Strong	25 ⁰ 0 ⁰	2	25		25	"			Fanny Strong
E. Tomlinson	26 ⁶ 0 ⁰	2	26	3	23	"			E. Tomlinson
Anna Gill	23 ⁸ 0 ⁰	2	25.50	12	13.50	"			Anna Gill
J. W. Eccles	25 ⁶ 0 ⁰	2	25	6.85	18.15	"			J. W. Eccles
G. Whittemore	25 ⁶ 0 ⁰	2	25		25	"			G. Whittemore
Carrie Galvez	25 ⁰ 0 ⁰	2	25.00		25.00	"			Carrie Galvez
Mico J. Perry	25 ⁶ 0 ⁰	2	25		25	"			Mico J. Perry
Maria Bowes	25 ⁰ 0 ⁰	2	25.00	12	12.50	"			Maria Bowes
E. Barnes	20 ⁵ 0 ⁰	2	20.50		20.50	"			E. Barnes
Abby Allen	9 ⁰ 0 ⁰	1	8.10		8.10	"			Abby Allen
Mary E. Kelly	18 ⁰ 0 ⁰	1	18	9.86	8.14	"			Mary E. Kelly
Molly Brown	26 ⁶ 0 ⁰	2	26		26	"			Molly Brown
Margaret Dowd	3 ⁰ 0 ⁰	1	3		3	"			Margaret Dowd
Margaret McLean	17 ⁶ 0 ⁰	1	11.50	6	5.50	"			Margaret McLean
H. Brown	5.00	1167 40 ⁰⁰	18.64	12	6.64	"			H. Brown
Jeffanna Dover	C. 5	1252 52 ⁵⁵	30.40	6.25	24.20	"			Jeffanna Dover
Lucy Allen	"	1254 58 ⁵⁸	35.74		35.74	"			Lucy Allen
J. Cormac	"	1254 58 ⁵⁸	35.74		35.74	"			J. Cormac
Sarah Francis	"	1254 58 ⁵⁸	35.74	9.00	17.94	"			Sarah Francis
E. A. Allen	"	1254 58 ⁵⁸	35.74	2.58	33.16	"			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	x								
R. P. Sykes	x								
Sam. Lawrence	x								



Figure 1: p. 223 of register

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.

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 15				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		32 25	"		P. O' Hare
Charles Stacey	26 12			52 00		32	"		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 7			45 50		45 50	"		Michael Markham
Rose Baldwin	26 3			21 67		21 67	"		Rose Baldwin
Martin Moran	26 9			59 00		39	"		Martin Moran
James Moran	23 9			54 50		34 50	"		James Moran
Jefferson Powell	26 2			39 75		39 75	"		Jefferson Powell
William Johnson	25 57			68 12	8 54	54 78	"		William Johnson
Bob Deakins	26 9			59 00	4 00	55	"		Bob Deakins
Wm. Corcoran	26 3	19		66 87	8 34	58 63	"		Wm. Corcoran
Patrick Kennedy	26 9			59 00		59	"		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 3	26		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 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	10	10	10 10	10	30 10	"		Joseph Bordeau
John Conchon	22 7	10	10	10 30	10	30 30	"		John Conchon
Frank Cummings	23 7	35 25		35 25		35 25	"		Frank Cummings
Edmund Cain	26 9			39		39	"		Edmund Cain
Patrick Ryan	27 9	40 88	11	16 93		32 88	"		Patrick Ryan
" in April				81		81	"		
Frank Cummings	4 7			6 00		6 00	"		Frank Cummings
Morris Sammons	12 9			18		18	"		Morris Sammons
Thomas Sammons	28 9			42 75		42 75	"		Thomas Sammons
John Conchon	25 9			25		25	"		John Conchon
John Conchon in Apr	24 4			16 93		16 93			John Conchon
				150 78	22 52	149 26			
<u>Repairs &c.</u>									
Austin Ely	26 15			65 00		65	"		Austin Ely
J. M. Allen	26 15			65 00		65	"		J. M. Allen
H. C. Walter	26 50			65 00	8 34	56 66	"		H. C. Walter
Patrick Casey	32 7			32 00		32	"		Patrick Casey
Martin Newell	18 25			40 50		40 50	"		Martin Newell
				28 75	1 54	27 21			

Figure 3: 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 4: p. 261 of register

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

NAMES.	NO. POUNDS.	NO. REAMS.	NO. DAYS.	TOTAL AMOUNT.	RENT, OR BOARD.	BALANCE DUE.	DATE.	SIGNATURES.
William Jepson								Wm Jepson
John C. Brine	26	16	9	7150	7150			Brine & Dill
William Conner	26	16	7100	725	6425			Wm Conner
Warren Kennedy	26	16	4550		4550			Warren X Kennedy
James Casy	28	99	5350		5350			James Casy
Bob Galloway	26	12	5350		5350			Bob Galloway
John Larson	26	9	39		39			John Larson
John Larson	24	12	49		49			John Larson
John Shea	29	9	4350		4350			John Shea
Schott, E. Knight	26	12	5250	725	4525			E. Schott
Philip Edney	26	16	6019		6019			Philip Edney
John Conner	26	12	53	625	4675			John Conner
Frank Russell	25	16	4575	700	3675			Frank Russell
Chamney, John	26	76	3250		3250			John Chamney
Warren Davis	24	9	3187		3187			Warren H. Davis
Julia Conner	26	24	9100		9100			Julia Conner
John Flynn	27	18	6750		6750			John Flynn
E. W. Wellington	26	16	8450	625	7825			E. W. Wellington
Malvin Moran	26	99	4307		4307			Malvin Moran
Bob McRay	26	16	8450	933	7517			Bob McRay
Charlie Strong	26	15	5633		5633			Charlie Strong
Joe H. Allen	26	9	39	500	34			Joe H. Allen
Mack Ryan	32	14	5957		5957			Mack X Ryan
Pat Beglin	15	14	2750		2750			Pat Beglin
Mack Yost	28	11	8224		8224			Mack Yost
Edna Holt	26	16	4687		4687			Edna Holt
Pat Neary	26	16	1594	467	1121			Pat Neary
Pat O'Kane	27	9	6388	500	5888			Pat O'Kane
Grace Beaudoin Jr	25	99	4063	500	3563			Grace Beaudoin Jr
John Naughton	26	16	4550		4550			John Naughton
Eugene Daniels	21	9	8150		8150			Eugene Daniels
Pat Doyle	26	9	3987		3987			Pat Doyle
Mack C. Brine	25	9	3750		3750			Mack C. Brine
Thomas Shub	26	9	3937		3937			Thomas Shub
Monie Conley	26	6	2925		2925			Monie Conley
Kate Lillian	26	9	2925		2925			Kate Lillian
Kate Moran	26	9	2925		2925			Kate Moran
Kate Baldwin	24	9	2700		2700			Kate X Moran
James Neff	7	9	1050		1050			James Neff
John Flynn	24	9	1000		1000			John Flynn
				71871	6300	1000		
Rephais v.c.								
Ayer, E. S.	26	18	7800		7800			Ayer, E. S.
Yallen Buckley	21	18	6300		6300			Yallen Buckley
J. M. Allen	25	18	6300		6300			J. M. Allen
Malvin Moran	22	13	4957	400	4557			Malvin Moran
Pat Casen	31	94	6120		6120			Pat Casen
John Sullivan	7	16	1225		1225			John Sullivan
Edu. Danner	8	9	1360		1360			Edu. Danner
Kenny Blackmore	7	12	1400	400	1000			Kenny Blackmore
				34583	3000	33783		

Figure 5: 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
Amy Carty	2671	8033			3033				Amy 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 Kergan	32784	-	2203		2203				Mary Kergan
Bridget Harrigan	42235	-	1772		1772				Bridget Harrigan
Suzanna Emerson	52003	-	1602	300	1402				Suzanna Emerson
Mary Grisding	62771	-	2216		2216				Mary Grisding
Kate O'Farrell	72757	-	2205		2205				Kate O'Farrell
Bridget Gleeson	53527	-	2821		2821				Bridget Gleeson
Bridget Conne	92057	-	1640		1640				Bridget Conne
Amy Conne	10500	-	400		400				Amy 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 Drane	162913	-	2822		2822				Kate Drane
Mary Shulan	175259	-	2031		2031				Mary Shulan
John O'Neil	192610	-	2136		2136				John O'Neil
Mary Mahoney	202158	-	1726		1726				Mary Mahoney
Julia Shay	21806	-	660		660				Julia Shay
Ellen Stack	222871	-	2296		2296				Ellen Stack
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 Burke	273188	-	2550		2550				Eliza Burke
Bridget Linton	28204	-	2563		2563				Bridget Linton
Mary Sullivan	291754	-	1403		1403				Mary Sullivan
Bridget Neffey	303793	-	3018		3018				Bridget Neffey
John O'Farrell	311924	-	1539		1539				John O'Farrell
Eliza Powers	321938	-	1566		1566				Eliza Powers
John Marin	362651	-	2120		2120				John Marin
Ellen Stack	372532	-	2025		2025				Ellen Stack
Amy Kergan	383634	-	2907		2907				Amy Kergan
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 Donagh	482803	-	2242		2242				Margt. Mc Donagh
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 6: p. 263 of register

What types of jobs are there?

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

- ? (001) - looks like “MFC”
- repairs (001)
- rag room (002)
- finishers (002)
- MFC Mill (005) -> we googled and found that this is actually the name of a milling machine
- foreman (005)
- machine room (005)
- engine room (005)
- soft hands (005)
- fireman (005)
- size hands (005)
- joggers (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)
- repair & watchmen (030)

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

[Link to full spreadsheet](#)

```
employment <- read.csv("parsons_jobs.csv")
kable(employment)
```

MonthYear	Job	Coun	Page	Monthly	Notes
January 1861	MFC	25	001	77	
January 1861	repairs	4	001	77	
January 1861	rag	25	002	77	
	room				
January 1861	finishers	23	002	77	
February 1861	MFC	25	003	75	
February 1861	repairs	4	003	75	
February 1861	rag	24	004	75	
	room				
February 1861	finishers	22	004	75	
March 1861	foreman	1	005	85	
March 1861	machine	3	005	85	subgroup of MFC - looks like they broke out subgroups within the MFC
	room				
March 1861	engine	7	005	85	subgroup of MFC - looks like they broke out subgroups within the MFC
	room				
March 1861	soft hands	4	005	85	subgroup of MFC - looks like they broke out subgroups within the MFC
March 1861	fireman	2	005	85	subgroup of MFC - looks like they broke out subgroups within the MFC
March 1861	size hands	2	005	85	subgroup of MFC - looks like they broke out subgroups within the MFC
March 1861	joggers	3	005	85	subgroup of MFC - looks like they broke out subgroups within the MFC
March NA	watchmen	4	005'	85	

Month	Year	Job	Coun	Page.	Monthly	Notes	Total
March	1861	rag room	23	006	85	the count includes the overseer	
March	1861	repairs	4	006	85		
March	1861	finishers	21	007	85		
March	1861	sorters	5	007	85		
March	1861	stamper & sealer	2	007	85		
March	1861	count & folders	2	007	85		
March	1861	sorter	2	007	85		
April	1861	rag room	6	008	93		
April	1861	cutters	17	008	93	subgroup of rag room - looks like they broke out subgroups within the rag room	
April	1861	repairs	4	008	93		
April	1861	MFC	1	009	93	might be the overseer?	
April	1861	machine hands	3	009	93	within MFC?	
April	1861	engineers	7	009	93		
April	1861	soft hands	3	009	93		
April	1861	size hands	2	009	93		
April	1861	joggers	5	009	93		
April	1861	fireman	4	009	93	says "firemen" here, changing for consistency with previous job label, which said "fireman"	
April	1861	finishers	25	010	93		
April	1861	stamper & sealer	2	010	93		
April	1861	count & folders	3	010	93		
April	1861	sorters	11	010	93		
May	1861	no label	25	011	105	I think these people are finishers though - many of the same people that were labeled finishers for the previous month	
May	1861	stamper	1	011	105		
May	1861	sealer	1	011	105		

Month	Year	Job	Coun	Page.	Monthly	Notes	\$
May	1861	count & folders	2	011	105		
May	1861	sorter	9	011	105		
May	1861	extra	1	011	105		
May	1861	no label	34	012	105		
May	1861	repairs	3	012	105		
May	1861	no label	25	013	105		
May	1861	borders	4	013	NA		
June	1861	no label	17	014	95		
June	1861	repairs	3	014	95		
June	1861	borders	6	014	95		
June	1861	no label	24	015	95		
June	1861	sorters	8	015	95		
June	1861	count & folders	2	015	95		
June	1861	stamper	1	015	95		
June	1861	sealer	1	015	95		
June	1861	no label	33	016	95		

Role labels become very sporadic after first year

- ‘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 above) and 8 under April 1st, 1868 (see p. 262 above)
 - * 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

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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	26 000			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	23 100			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 7: p. 045 of register - 4 Repairs and Watchmen employees

- These roles were held by almost all women
- Wages tend to be lower than male workers

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 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)