

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.

```
#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 specified 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. Clegg	232	4		30.95	117	30.28	5.67		John C. Clegg
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
Catt Doyle	27	1		46.50			46.50		Catt 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 Conchon	25	1		56.00	62.25	49.75			John Conchon
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
Upstarl Alvaro	27	1		44.70			44.70		Upstarl Alvaro
John McKey	30	1		48.81	9.33	38.95			John McKey
Charles Shring	27	1		58.50			58.50		Charles Shring
J. A. Allen	27	1		40.50	5.00	35.50			J. A. Allen
Nick Ryan	31	1		56.83			56.83		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 Maynard	28	1		44.62	4.67	39.95			Cat Maynard
Cat Maynard	27	1		48.85	5.71	38.85			Cat Maynard
Cat Maynard	27	1		9.75			9.75		Cat Maynard
Joe Brandon Jr	28	1		45.60			45.60		Joe Brandon Jr
John Somers	27	1		41.25			41.25		John Somers
Emmett Hanley	26	1		39.00			39		Emmett Hanley
Emmett Hanley	26	1		39.75			39.75		Emmett Hanley
Emmett Hanley	27	1		27.75			27.75		Emmett Hanley
John Shea	26	1		17.75			17.75		John Shea
John Somers	21	1		12.57			12.57		John Somers
Mary O'Dwyer	21	1		30.37			30.37		Mary O'Dwyer
Kate Williams	27	1		27			27		Kate Williams
Kate Moran	30	1		28.87			28.87		Kate Moran
Kate Baldwin	23	1		7.12			7.12		Kate Baldwin
Philip Gillogly				1.00			1.00		Philip Gillogly
John Flynn					173.00	160.75	11.25		John Flynn
Reparus D. C.									Reparus D. C.
Augusta Eliz.	28	1		76.50			76.50		Augusta Eliz.
Walter Buckley	29	1		61.50			61.50		Walter Buckley
J. M. Alden	25	1		62.50			62.50		J. M. Alden
Martin Knell	23	1		51.75	4.00	47.75			Martin Knell
Cat Casey	28	1		52.82			52.82		Cat Casey
Austin Eliz.	27	1		81.00			81.00		Austin Eliz.
Walter Buckley	27	1		81.00			81.00		Walter Buckley
J. M. Alden	27	1		67.50			67.50		J. M. Alden
Martin Knell	27	1		60.75	4.00	56.75			Martin Knell
Cat Casey	33	1		63.62			63.62		Cat 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, ~

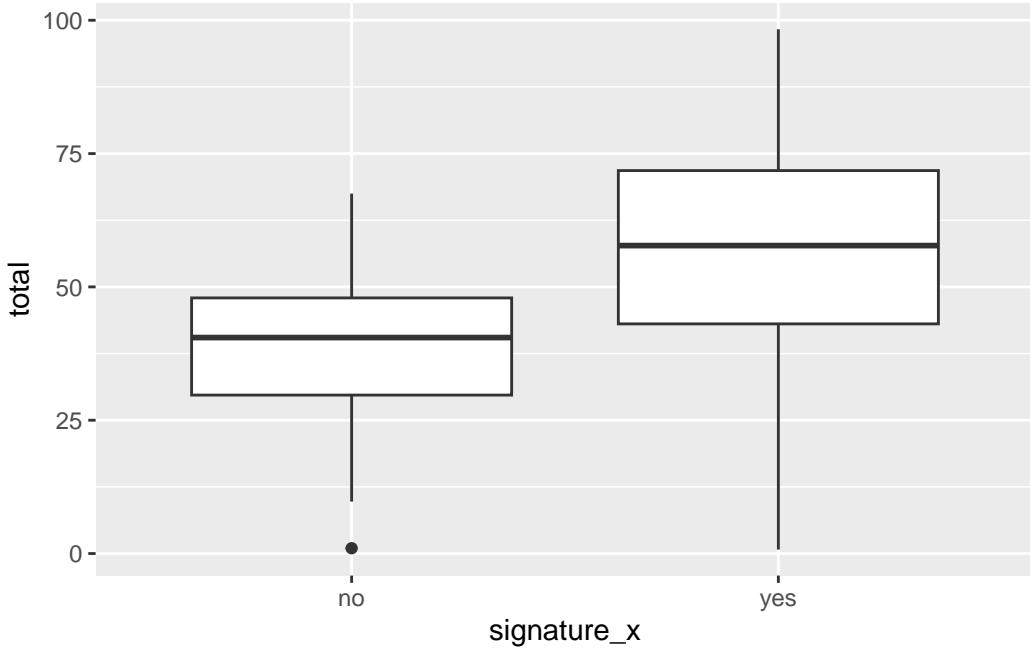
#comparing number of employees able ('yes) to write their signature vs unable ('no')
mosaic::tally(~ signature_x, margins = TRUE, data = register)

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

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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	6187			61.87	Apr 15			George Papillion
James P. Queen	29 ³ 9 ₀	3752			37.12	"			James P. Queen
Walter T. Lord	28 ⁴ 2 ₀	5600	6.25		50.75	"			Walter T. Lord
George A. Day	26 ¹³ 1 ₀	5850	6.25		52.25	"			Geo. A. Day
Oscar Whelby	25 ¹¹ 1 ₀	4419	12		52.19	"			Oscar Whelby
J. S. Palmer Sales	26 ⁸ 0 ₀	3467	13.14		21.53	"			J. S. Palmer Sales
Lawrence Farrell	20 ⁹ 0 ₀	4200	13.14		28.86	"			Lawrence Farrell
Samuel Lawrence	16 ² 0 ₀	19.25	12		1.25	"			Samuel Lawrence
Charles K. Morgan	15 ⁴ 0 ₀	10.00			1.00	"			Charles K. Morgan
Mary J. Day	26 ⁶ 0 ₀	26			2.60	"			Mary J. Day
Mary Hollingshead	26 ⁶ 0 ₀	26			2.60	"			Mary Hollingshead
Ellen Donohue	24 ² 0 ₀	20.50			2.45	"			Ellen Donohue
Ellie Morgan	26 ⁶ 0 ₀	26			2.60	"			Ellie Morgan
Thomas Stach	26 ⁶ 0 ₀	26			2.60	"			Thomas Stach
M. Casey (Morgan)	23 ³ 0 ₀	23.30			2.30	"			Mosiah T. Casey
Mary Peeler	25 ³ 0 ₀	25.75			2.50	"			Mary Peeler
Emilia Marsh	25 ⁶ 0 ₀	25.25	12		3.25	"			Emilia Marsh
Malina Colly	26 ⁶ 0 ₀	26			2.60	"			Malina Colly
Astoria Colly	24 ² 0 ₀	20.50	9.00		1.50	"			Astoria Colly
Kes Smith	18 ² 0 ₀	18.50			1.50	"			Kes Smith
Fanny Strong	25 ⁶ 0 ₀	25			2.50	"			Fanny Strong
E. Tomlinson	26 ⁶ 0 ₀	26			2.60	"			E. Tomlinson
Anna Gill	23 ⁸ 0 ₀	25.50	12		3.50	"			Anna Gill
J. W. Eccles	25 ⁶ 0 ₀	25			2.50	"			J. W. Eccles
G. Whittemore	25 ⁶ 0 ₀	25			2.50	"			G. Whittemore
Carrie Galvez	25 ⁶ 0 ₀	25.75			2.50	"			Carrie Galvez
Mico J. Perry	25 ⁶ 0 ₀	25			2.50	"			Mico J. Perry
Maria Bowes	25 ⁶ 0 ₀	24.75	12		2.25	"			Maria Bowes
E. Barnes	20 ⁵ 0 ₀	20.50			2.00	"			E. Barnes
Abby Allen	9 ² 0 ₀	8.10			0.81	"			Abby Allen
Mary E. Kelly	18 ⁶ 0 ₀	18			1.80	"			Mary E. Kelly
Mary Brown	26 ⁶ 0 ₀	26			2.60	"			Mary Brown
Margaret Dowd	3 ⁶ 0 ₀	3			0.30	"			Margaret Dowd
Margaret Melrose	17 ⁶ 0 ₀	11.50	6		0.50	"			Margaret Melrose
M. Brown	5 ¹⁶ 0 ₀	18.64	12		1.64	"			M. Brown
Jeffanna Dover	2 ⁵ 12 ₀	52.55			5.25	"			Jeffanna Dover
Lucy Allen	12 ⁶ 0 ₀	58.58			5.85	"			Lucy Allen
J. Cormac	17 ⁶ 0 ₀	58.58			5.85	"			J. Cormac
Sarah Francis	8 ² 0 ₀	26.97			2.69	"			Sarah Francis
E. A. Allen	11 ¹² 0 ₀	7.84			0.78	"			E. A. Allen
H. Brown	15 ⁰ 0 ₀	2.26			0.22	"			H. Brown
Margaret Dowd	" 757	2	15.14		1.57	"			Margaret Dowd
E. M. Scott	" 724	2	14.48		1.44	"			E. M. Scott
Martha Wright	" 1111	2	22.56		2.25	"			Martha Wright
Julia Cormac	" 959	2	18.78	7.00	1.18	"			Julia Cormac
O. H. Meeker	" 401	2	8.42	5.50	0.92	"			O. H. Meeker
L. Powell	"				147.00	170.52	97.60		L. Powell
R. P. Sykes	"								R. P. Sykes
Kun. Lawrence	"								Kun. 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:

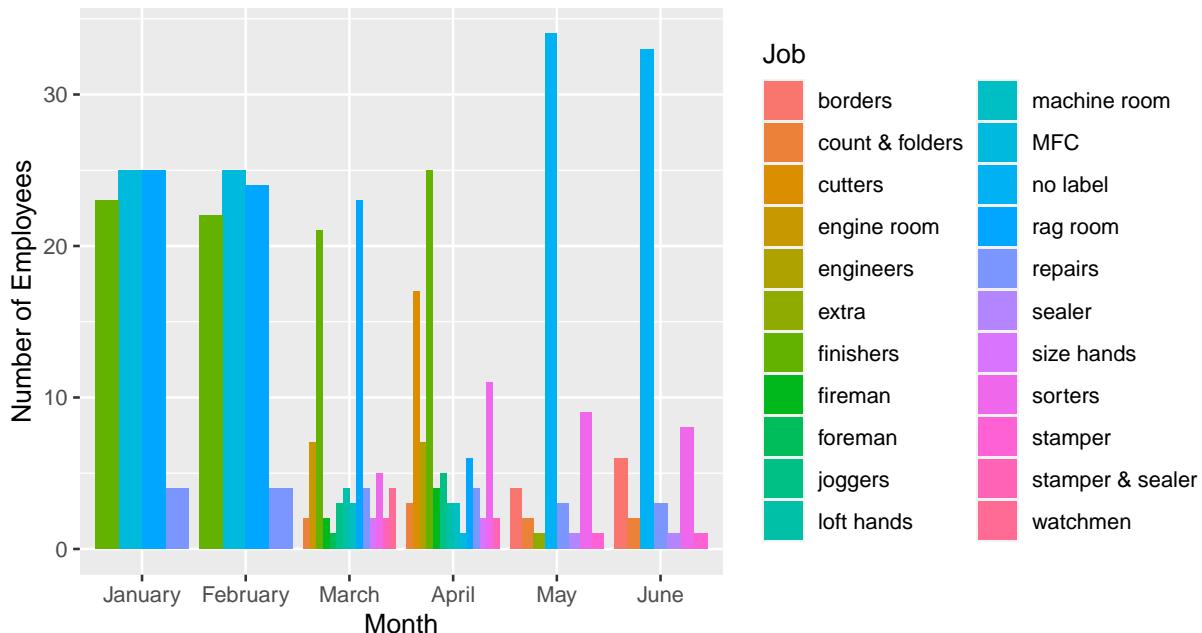
- ‘Repairs’ and ‘Repairs and Watchmen’, however, remain in their own section at the bottom throughout all of the pay periods
 - Presumably employees whose main role was to repair the machines + guard the factory instead of making paper

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

Month	Year	Job	Count	Page.Number	Monthly.Total.Workers
January	1861	MFC	25	1	77
January	1861	repairs	4	1	77
January	1861	rag room	25	2	77
January	1861	finishers	23	2	77
February	1861	MFC	25	3	75
February	1861	repairs	4	3	75
February	1861	rag room	24	4	75
February	1861	finishers	22	4	75
March	1861	foreman	1	5	85
March	1861	machine room	3	5	85
March	1861	engine room	7	5	85
March	1861	loft hands	4	5	85
March	1861	fireman	2	5	85
March	1861	size hands	2	5	85
March	1861	joggers	3	5	85
March	1861	watchmen	4	5	85
March	1861	rag room	23	6	85
March	1861	repairs	4	6	85
March	1861	finishers	21	7	85
March	1861	sorters	5	7	85
March	1861	stamper & sealer	2	7	85
March	1861	count & folders	2	7	85
March	1861	sorters	2	7	85
April	1861	rag room	6	8	93
April	1861	cutters	17	8	93
April	1861	repairs	4	8	93
April	1861	MFC	1	9	93
April	1861	machine room	3	9	93
April	1861	engineers	7	9	93
April	1861	loft hands	3	9	93
April	1861	size hands	2	9	93
April	1861	joggers	5	9	93
April	1861	fireman	4	9	93
April	1861	finishers	25	10	93
April	1861	stamper & sealer	2	10	93
April	1861	count & folders	3	10	93
April	1861	sorters	11	10	93
May	1861	no label	25	11	105
May	1861	stamper	1	11	105
May	1861	sealer	1	11	105
May	1861	count & folders	2	11	105
May	1861	sorters	9	11	105
May	1861	extra	1	11	105
May	1861	no label	34	12	105
May	1861	repairs	3	12	105
May	1861	no label	25	13	105
May	1861	borders	4	13	NA
June	1861	no label	17	14	95
June	1861	repairs	3	14	95
June	1861	borders	6	14	95
June	1861	no label	24	15	95
June	1861	sorters	8	15	95
June	1861	count & folders	2	15	95
June	1861	stamper	1	15	95
June	1861	sealer	1	15	95
June	1861	no label	33	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 prefixed 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	0 April 15		J H Ordway
J S Pequency	26 200			\$3 00		55 00			Wm D Pequency
J S Purce	51 100			\$1 67		51 67			J S Purce
John Shum	55 100			\$5 00		55 00			John X Shum
John B. Green	20 100			\$2 00		40 00			J B Green
Scy Rogers	41 600			41 62		46 12	April 15		Scy X Rogers
Patrick Buzan	50 200			\$1 00		51 00	0 April 15		Patrick Delaney
John Beegan	25 100			\$2 00		25 20			John O'Beegan
James Vaughan	25 100			\$2 25		28 25			James X Vaughan
Solon Vaughan	25 900			25 65		25 65			Solon X Vaughan
Michael Ryan	26 000			26 50		29 50			Michael Ryan
William Perry	26 300			\$0 75	100 00	29 75			William Perry
William Sipley	21 000			\$0 75		39 75			Wm Sipley
Lawrence Steele	26 000			\$0 75		39 75			Lawrence Steele
Patrick Mahony	25 200			\$0 75		39 75			Pat X Mahony
Hector Bishop	22 200			\$0 75		29 50			Hector Bishop
John A. Proctor	26 000			\$0 75		39 50			J M Proctor
William Hall	23 100			\$1 20		51 20			Wm Hall
K. S. Ingraham	25 600			28 12		28 12			Kerry B. Ingraham
Patrick Danaher	24 600			25 18		25 18			Pat X Danaher
Mary Hayden	26 000			\$1 00		33 00			Mary X Hayden
Mrs. Baldwin	22 000			\$1 00		21 00			Mrs X Baldwin
Catharine Powers	10 000			\$1 25		5 25			Mrs X Powers
Mrs. Shanks	10 000			\$1 00		9 00			Lawrence Shanks
Thomas Blake	10 900			9 00		9 00	0 April		Thomas Blake
John Cawchin	23 000			\$0 70		20 70	0 April		John Cawchin
James Easg	19 400			10 25		11 25			James X Easg
	1900 100			10 00		779 25			

Over 100
Over 100
Over 100

Over 100
Over 100

Repairs & Hatchments

R. S. Howard	6 000		6 000	0 April 15	R. S. Howard
G. J. Doctor	34 00		34 00		George Doctor
Hollings Kelly	30 00		30 00		William Kelly
One Wellington	31 73		27 65		E. W. Wellington
			173 65		

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

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

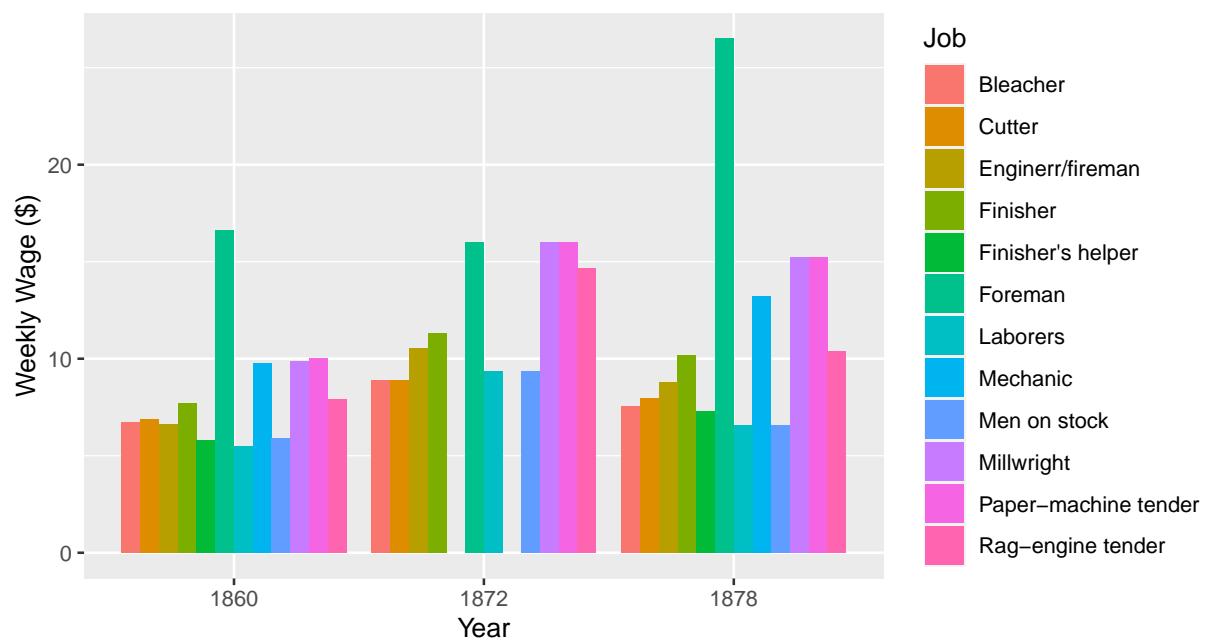
Job	Wages_1860	Wages_1872	Wages_1878
Foreman	16.63	16.00	26.49
Millwright	9.86	16.00	15.21
Paper-machine tender	10.00	16.00	15.25
Mechanic	9.75	NA	13.20
Finisher	7.70	11.33	10.20
Rag-engine tender	7.90	14.67	10.41
Enginerr/fireman	6.64	10.52	8.77
Finisher's helper	5.80	NA	7.27
Cutter	6.90	8.89	7.95
Bleacher	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 1867.

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
Louisa Emerson	2929	7		26.56	2.00	24.56	"	Louisa Emerson
Catherine O'Hall	5763	7		55.55		55.55	"	Catherine O'Hall
Mary Murphy	3165	7		28.49		28.49	"	Mary Murphy
Elizabeth Gould	5639	7		32.03		32.03	"	Elizabeth 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	2332	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
Eliza Powers	2700	7		29.34		29.34	"	Eliza Powers
Johanna McCarty	3753	7		33.12		33.12	"	Johanna McCarty
Mary Gaughan	3103	7		29.93		29.93	"	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		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 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 78	"		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 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
John Ballou	26	12	5350		5350			John Ballou
John Larson	26	9	39		39			John Larson
John Larson	26	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	3150		3150			Warren Davis
Julia Anna Conner	26	24	9100		9100			Julia A. 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
W. M. Day	26	16	8450	933	7517			W. M. Day
Charles Strong	26	15	5633		5633			Charles Strong
Joe H. Allen	26	9	39	500	34			Joe H. Allen
Mack Ryan	32	14	5957		5957			Mack Ryan
Pat Beglin	15	14	2750		2750			Pat Beglin
Mack Ryan	28	11	8224		8224			Mack Ryan
Edna Goff	26	16	4687		4687			Edna Goff
Pat Neary	26	16	1594	467	1121			Pat Neary
Pat Neary	27	9	6388	500	5888			Pat Neary
Grace Beaudoin Jr	26	99	4063	500	3563			Grace Beaudoin Jr
John Neary	26	16	4550		4550			John Neary
Eugene Daniels	21	0	8150		8150			Eugene Daniels
Pat Doyle	26	9	3987		3987			Pat Doyle
Mark C. Brine	25	+	3750		3750			Mark C. Brine
Thomas Shub	26	+	3937		3937			Thomas Shub
Mano Conley	26	6	2925		2925			Mano Conley
Kate Lillian	26	+	2925		2925			Kate Lillian
Kate Moran	26	+	2925		2925			Kate Moran
Kate Baldwin	24	+	2700		2700			Kate Baldwin
James Neary	7	9	1050		1050			James Neary
John Flynn	26	+	1000		1000			John Flynn
				718371	6300	10000		
Rephais v.c.								
Ayer, E. S.	26	18	7800		7800			Ayer, E. S.
Gallu Buckley	21	18	6300		6300			Gallu Buckley
J. M. Allen	25	18	6637		6637			J. M. Allen
Malvin Moran	22	13	4957	400	4550			Malvin Moran
Pat Casey	31	9	6120		6120			Pat Casey
John Sullivan	7	16	1225		1225			John Sullivan
Edu. Danner	8	9	1360		1360			Edu. Danner
Henry Blackmore	7	12	1400	400	1000			Henry Blackmore
				34583	800	33783		

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	1867				William Kelly
Mich. Ryan	28 ³ 9	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	20 ² 4	2200			2200				Jeh. Clark
Catharine Gray	12476	80	1980		1980				Cath. Gray
Kennedy Shulan	2 988		746		746				H. & Shulan
Mary Kenyon	3 784		2203		2203				Mary Kenyon
Bridget Harrigan	4 2215		1772		1772				Bridget Harrigan
Suzanna Emerson	5 2003		1602	300	1402				Suzanna Emerson
Mary Griswold	6 2771		2216		2216				Mary Griswold
Kate O'Farrell	7 2757		2205		2205				Kate O'Farrell
Bridget Gleeson	5 3527		2821		2821				Bridget Gleeson
Bridget Conne	9 2057		1640		1640				Bridget Conne
Ann Conne	10 500		400		400				Ann Conne
Alice Connolly	11 2428		1937		1937				Alice Connolly
Mary Lynch	12 2250		1800	500	1300				Mary Lynch
Bridget Flynn	13 1850		1480		1480				Bridget Flynn
Ellen Shinn	14 8000		2440		2440				Ellen Shinn
Mary Conne	15 2457		1908		1908				Mary Conne
Kate Driscoll	16 2913		2822		2822				Kate Driscoll
Mary Shulan	17 15259		2031		2031				Mary Shulan
John O'Neil	18 2610		2136		2136				John O'Neil
Mary Mahoney	19 2158		1726		1726				Mary Mahoney
Julia Shay	20 806		660		660				Julia Shay
Ellen Satchue	22 2871		2296		2296				Ellen Satchue
Mary Shulan	23 129		2503		2503				Mary Shulan
Kennedy Somes	24 2863		2280		2280				Kennedy Somes
Mary Shay	25 2571		2056		2056				Mary Shay
Bridget Mullery	26 8380		2704		2704				Bridget Mullery
Eliza Beck	27 8188		2550		2550				Eliza Beck
Bridget Linton	28 204		2563		2563				Bridget Linton
Mary Sullivan	29 1754		1403		1403				Mary Sullivan
Bridget Neffey	30 3793		3018		3018				Bridget Neffey
John O'Farrell	31 1924		1539		1539				John O'Farrell
Eliza Powers	32 1938		1566		1566				Eliza Powers
John Marin	33 2651		2120		2120				John Marin
Ellen Stack	34 2532		2025		2025				Ellen Stack
Ann Kenney	35 3634		2907		2907				Ann Kenney
Bridget Kennedy	36 8418		2734		2734				Bridget Kennedy
Karl Sullivan	37 2880		2304		2304				Karl Sullivan
Julia Sullivan	38 8791		3160		3160				Julia Sullivan
Mary Duckford	39 3099		1679		1679				Mary Duckford
Eliza Boggs	40 2763		2210		2210				Eliza Boggs
Karl Brehmbohm	41 2106		1684		1684				Karl Brehmbohm
Julia Dailey	42 2839		2811		2811				Julia Dailey
Margt. Mc Donalde	43 2803		2242		2242				Margt. Mc Donald
Mary Hausey	44 3149		2512		2512				Mary Hausey
John Shay	45 2632		2276		2276				John Shay
Kannah Shulan	46 8380		2664		2664				Kannah Shulan
Isabel Johnson	47 421		336		336				Isabel Johnson
Margt. Burns	48 1448		1158		1158				Margt. Burns
Kate Brady	49 892		713		713				Kate Brady
					121972	2525	119139		

Figure 8: p. 263 of register