

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 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 specified to and 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 Johnson	24 ¹ / ₂	6	6787	6737	6737				Wm Johnson
John V. Conn	21 ¹ / ₂	6	30.95	167	8028				John V. Conn
William Connor	25 ¹ / ₂	6	6875	725	6150				William Connor
Martin Kennedy	28 ¹ / ₂	6	8738		8738				Martin Kennedy
Patrick Casey	28 ¹ / ₂	6	5100		5100				Patrick Casey
Thos. Galligan	25 ¹ / ₂	6	8750		8750				Thos. Galligan
John Vaughn	25 ¹ / ₂	6	5000		5000				John Vaughn
Pat. Doyle	27 ¹ / ₂	6	4050		4050				Pat. Doyle
Sam'l J. Knight	27 ¹ / ₂	6	5500	7285	4775				Sam'l J. Knight
Philip Gilligan	28 ¹ / ₂	6	5700		5700				Philip Gilligan
John Conahan	28 ¹ / ₂	6	5600	625	4975				John Conahan
Frank Russell	21 ¹ / ₂	6	4812	900	3912				Frank Russell
Charles Johnson	28 ¹ / ₂	6	8563		8563				Charles Johnson
William Somers	27 ¹ / ₂	6	9450		9450				William Somers
John Flynn	28 ¹ / ₂	6	6750		6750				John Flynn
E. H. Wellington	27 ¹ / ₂	6	8775	625	8150				E. H. Wellington
Austin Ely	27 ¹ / ₂	6	14970		14970				Austin Ely
John McKey	30 ¹ / ₂	6	4831	933	8898				John McKey
Charles Shring	27 ¹ / ₂	6	8850		8850				Charles Shring
J. A. Allen	27 ¹ / ₂	6	4050	500	3550				J. A. Allen
Dick Ryan	31 ¹ / ₂	6	5683		5683				Dick Ryan
Pat. & Kavanagh	31 ¹ / ₂	6	4650		4650				Pat. & Kavanagh
Nickie McAllister	20 ¹ / ₂	6	5317		5317				Nickie McAllister
Edward West	25 ¹ / ₂	6	4063		4063				Edward West
Cat. Mayatty	28 ¹ / ₂	6	4462	167	3995				Cat. Mayatty
Cat. O'Kane	27 ¹ / ₂	6	4858	571	3888				Cat. O'Kane
Joe Brandon	6 ¹ / ₂	6	975	500	4775				Joe Brandon
Joe Brandon Jr	28 ¹ / ₂	6	4550		4550				Joe Brandon Jr
John Naughton	27 ¹ / ₂	6	4725		4725				John Naughton
Eugene Kelly	26 ¹ / ₂	6	3900		3900				Eugene Kelly
James X. Dowd	26 ¹ / ₂	6	3975		3975				James X. Dowd
John Shea	18 ¹ / ₂	6	2775		2775				John Shea
John Farren	2 ¹ / ₂	6	75		75				John Farren
Mary Denby	11 ¹ / ₂	6	1257		1257				Mary Denby
Kate Wilson	27 ¹ / ₂	6	3037		3037				Kate Wilson
Kate Moran	30 ¹ / ₂	6	27		27				Kate Moran
Kate Baldwin	23 ¹ / ₂	6	2587		2587				Kate Baldwin
Philip Gilligan				712	712				Philip Gilligan
George Flynn				100	100				George Flynn
Patricia D. C.									Patricia D. C.
Quinton Ely	28 ¹ / ₂	6	7650		7650				Quinton Ely
Walter Buckley	20 ¹ / ₂	6	6150		6150				Walter Buckley
J. M. Allen	25 ¹ / ₂	6	6250		6250				J. M. Allen
Austin Kewell	23 ¹ / ₂	6	6178	1400	4798				Austin Kewell
Pat. Casey	32 ¹ / ₂	6	5282		5282				Pat. Casey
Austin Ely	27 ¹ / ₂	6	8100		8100				Austin Ely
Malta Buckley	27 ¹ / ₂	6	8100		8100				Malta Buckley
J. M. Allen	27 ¹ / ₂	6	6750		6750				J. M. Allen
Martin Neill	27 ¹ / ₂	6	6075	400	5675				Martin Neill
Pat. Casey	33 ¹ / ₂	6	6362		5362				Pat. Casey
					34387	1400	32987		

Figure 1: Ex. p. 253 of register - February 1st, 1867

```
glimpse(register)
```

Rows: 44
Columns: 13

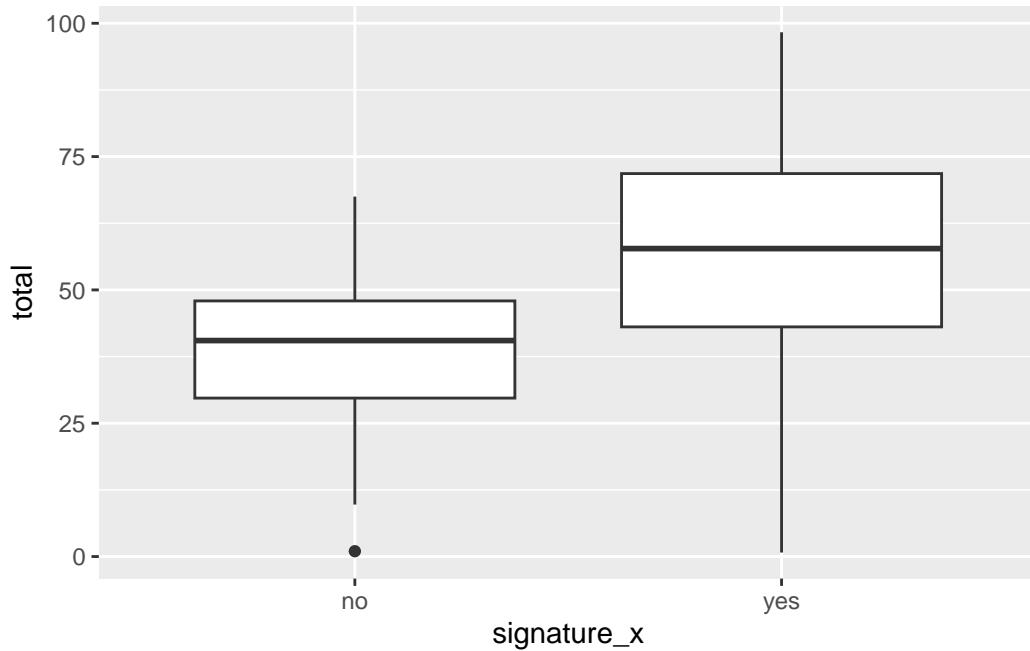
```
$ lastname      <chr> "Johnson", "O'Brien", "Connor", "Kennedy", "Casey", "Gal~  
$ firstname     <chr> "William", "John W.", "William", "Martin", "James", "Tho~  
$ number_pounds <lgl> NA, ~  
$ number_reams   <lgl> NA, ~  
$ number_days    <dbl> 24.50, 21.50, 25.00, 23.00, 25.50, 25.00, 25.00, 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", ~  
$ note           <chr> NA, "Brown and Flood?", 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, ~
```

signature_x

	no	yes	Total
	24	20	44

signature_x

	no	yes
	0.5455	0.4545



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 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.

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.

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)

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	" 111	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	97.60		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'

- 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

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)

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NAMES.	No. POUNDS.	No. REAMS.	No. DAYS.	PRICE.	TOTAL AMOUNT.	RENT, OR BOARD.	BALANCE DUE.	DATE.	SIGNATURES.
Geo Papillion	24 ³	104	6482		6482				George Papillion
Jesse P. Davis	22 ³	104		3981	3981				Jesse P. Davis
John Ford	24 ³	105		6375	725	5650			John Ford
Geo A. Day	24 ³	105		6063	725	5338			Geo A. Day
O. S. Whaler	27 ¹	14		5017	1771	3246			O. S. Whaler
O. S. Whaler	26 ¹	108		4550	1771	2779			O. S. Whaler
Samuel Carroll	21 ¹	15		8250	5250	5250			Samuel Carroll
Charles Robertson	26 ¹	16		8250	1771	1479			Charles Robertson
Charles Morgan	26 ¹	5		2167		2167			Charles Morgan
Ellen Denton	25 ¹	6		2500		2500			Ellen Denton
John Stack	26 ¹			3033		3033			John Stack
H. Casey	20 ¹	6		2550		2550			H. Casey
Sammy Brown	20 ¹			2050		2050			Sammy Brown
Elo Shattuck	26 ¹			2600	1829	1271			Elo Shattuck
Sarah Stale	25 ¹			2350	1829	1021			Sarah Stale
Clara Hordwalt	24 ¹			2400	1829	1071			Clara Hordwalt
Eliza Gandy	26 ¹			3600		3600			Eliza Gandy
Mary Swift	26 ¹			2600		2600			Mary Swift
Lolly Norton	21 ¹			2150	1829	831			Lolly Norton
J. Buckland	18 ¹			1800	956	814			J. Buckland
E. Carlton	13 ¹			1300		1300			E. Carlton
Lizzie Davison	26 ¹			2600	1829	1271			Lizzie Davison
S. Endicott	26 ¹			2600		2600			S. Endicott
Adelia Hart	26 ¹			3600	1829	1271			Adelia Hart
Maria Davis	13 ¹				1325				Maria Davis
Maria Hart	25 ¹			2500	1829	1171			Maria Hart
Leonia Heath	25 ¹			2550		2550			Leonia Heath
Sarah Camp	24 ¹	5		2000		2000			Sarah Camp
Mary Smith	26 ¹			2600	1829	1271			Mary Smith
H. C. Davis	21 ¹	2		2764		2764			H. C. Davis
Lucy Allen	27 ¹	1		2977		2977			Lucy Allen
M. Brown	37 ²	40		2009	1829	680			M. Brown
Young Davis	21 ¹	2		2871		2871			Young Davis
E. Allen	1171	2		2842		2842			E. Allen
Mary Conford	780	1		1560	1560	00			Mary Conford
G. O. Ford	906	1		1812		1812			G. O. Ford
Walthu Daight	756	1		1512	700	812			Walthu Daight
G. Conlinian	1069	1		2135	1829	804			G. Conlinian
J. Remmigard	915	1		1830		1830			J. Remmigard
Roddy Davis	1309	1		700		700			Roddy Davis
M. Green	2105	25	58	1464		1464			M. Green
H. S. Hockett	2159	9	8	551		551			H. S. Hockett
Julia Combs	2141	2		428		428			Julia Combs
Zy. Brown	168	2		336		336			Zy. Brown
Wendywood	11 ¹	6		450		450			Wendywood
Mary Davis	650	2		1360	625	735			Mary Davis
"	240	2		600		600			"
"	260	3		780		780			"
"	702	2		1404		1404			"
"	496	3		1455		1455			"
"	400	2		800	583	217			"
				10960	5807	9746			

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

- 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](#)

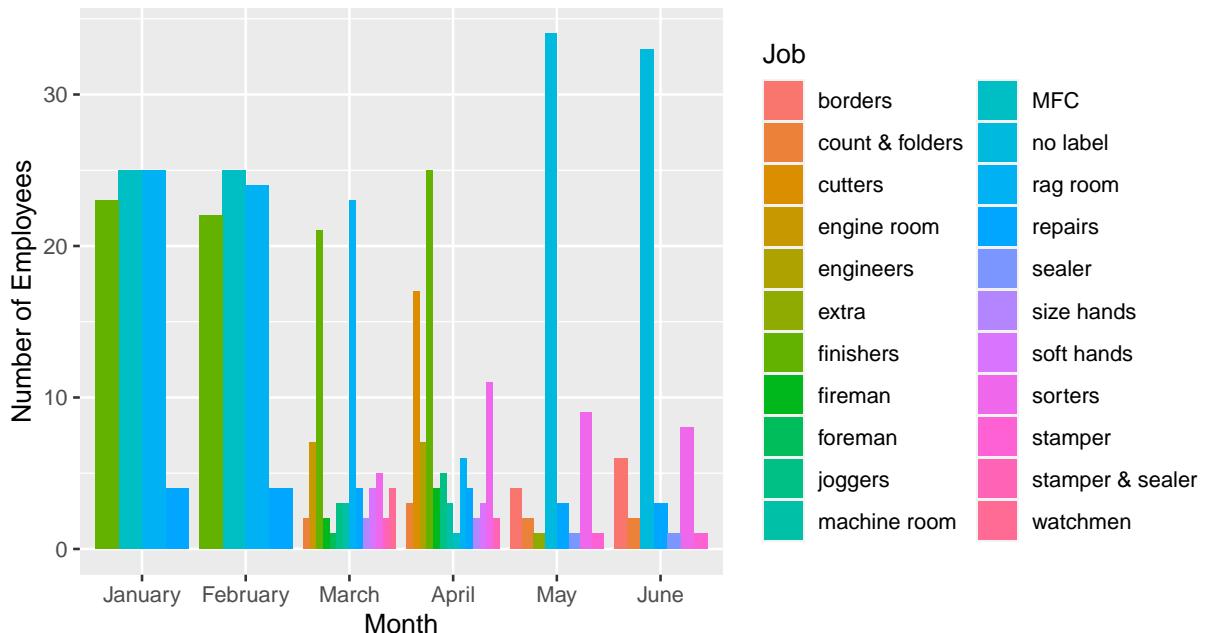
Role labels become very sporadic after first year

- ‘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

Month	Year	Job	Count	Page..	Monthly.Total	Notes
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	subgroup of MFC - looks like they broke out subgroups within t
March	1861	engine room	7	5	85	subgroup of MFC - looks like they broke out subgroups within t
March	1861	soft hands	4	5	85	subgroup of MFC - looks like they broke out subgroups within t
March	1861	fireman	2	5	85	subgroup of MFC - looks like they broke out subgroups within t
March	1861	size hands	2	5	85	subgroup of MFC - looks like they broke out subgroups within t
March	1861	joggers	3	5	85	subgroup of MFC - looks like they broke out subgroups within t
March	1861	watchmen	4	5	85	subgroup of MFC - looks like they broke out subgroups within t
March	1861	rag room	23	6	85	the count includes the overseer
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	subgroup of rag room - looks like they broke out subgroups with
April	1861	repairs	4	8	93	
April	1861	MFC	1	9	93	might be the overseer?
April	1861	machine room	3	9	93	within MFC?
April	1861	engineers	7	9	93	
April	1861	soft hands	3	9	93	
April	1861	size hands	2	9	93	
April	1861	joggers	5	9	93	
April	1861	fireman	4	9	93	says "firemen" here, changing for consistency with previous job
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	I think these people are finishers though - many of the same peo
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 men, 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.

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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			\$2 00		53 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	201 100			\$2 00	402 00	19 00			J B Green
Scy Rogers	41 600			41 60		46 12	0 April 15		Scy X Rogers
Patrick Buzan	56 200			\$1 00		51 00	0 April 15		Patrick Delaney
John Beegan	25 100			\$2 00		25 42			John O'Beegan
James Vaughan	21 100			28 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	24 300			\$9 75	100 00	29 75			William Perry
William Sipley	21 200			\$9 75		39 75			Wm Sipley
Lawrence Steele	26 200			\$9 75		39 75			Lawrence Steele
Patrick Mahony	29 200			\$9 75		29 75			Pat X Mahony
Hector Bishop	22 200			59 37		59 37			Hector Bishop
John A. Proctor	26 300			51 20		51 20			J M Proctor
William Hall	23 100			36 00		56 00			Wm Hall
K. S. Ingraham	26 600			28 12		28 12			Kerry B. Ingraham
Patrick Danaher	24 200			33 18		23 18			Pat X Danaher
Mary Hayden	26 500			13 00		13 00			Mary X Hayden
Mrs. Baldwin	22 100			11 00		11 00			Mrs X Baldwin
Catharine Powers	10 200			5 25		5 25			Mrs X Powers
Mrs. Shanks	14 100			7 00		7 00			Lawrence Shanks
Thomas Blake	10 900			9 00		9 00	0 April		Thomas Blake
John Cawchin	23 100			30 70		30 70	0 April		John Cawchin
James Easg	19 400			101 25		119 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. A. Doctor	32 100		34 00		George Doctor
Hollings Kelly	50 100		50 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

- “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)

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.

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 1/2			29 75		29 75	"		Michael Ryan
John Carroll	37 2/3			63 62		65 62	"		John Carroll
John Slaughter	22 9/10			55 75		55 75	"		John Slaughter
Michael Markham	26 1/2			45 50		45 50	"		Michael Markham
Rose Baldwin	26 3/4			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 2/3			39 75		39 75	"		Jefferson Powell
William Johnson	25 1/2			63 12	8 54	54 78	"		William Johnson
Bob Deakins	26 9			39 00	4 00	35	"		Bob Deakins
Wm. Corcoran	26 3/4			66 87	8 34	58 63	"		Wm. Corcoran
Patrick Kennedy	26 9			39 00		39	"		Patrick Kennedy
James Casey	27 2/3			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 3/4			53 50	8 34	50 16	"		J. L. O'Brien
J. D. A. Ballou	25 1/2			47 20		47 20	"		J. D. A. Ballou
Frank Russell	23 2/3			35 25		35 25	"		Frank Russell
Nick Haley	24 9/10			36		36	"		Nick Haley
Joseph Bordeau	25 9/10	110 13	10	30 63		30 63	"		Joseph Bordeau
John Conchon	22 1/2	40 30	10	30 30		30 30	"		John Conchon
Frank Cummings	23 9	35 25		35 25		35 25	"		Frank Cummings
Edmund Cain	26 9	39		39		39	"		Edmund Cain
Patrick Ryan	27 9/10	43 88	11	32 88		32 88	"		Patrick Ryan
" in April	1/2	81		81		81	"		
Frank Cummings	4 1/2	6 00		6 00		6 00	"		Frank Cummings
Morris Sammons	12 9	18		18		18	"		Morris Sammons
Thomas Johnson	28 9/10	42 75		42 75		42 75	"		Thomas Johnson
John Coulson	25 9	25		25		25	"		John Coulson
John Coulson in Apr	27 9/10	16 93		16 93		16 93			John Coulson in Apr
					150 78	22 52	149 52		

Repayments

Austin Ely	26 1/2	65 00	65	"	Austin Ely
J. M. Allen	26 1/2	65 00	65	"	J. M. Allen
H. C. Walter	26 25	65 00	8 34	56 66	H. C. Walter
Patrick Casey	32 9/10	32 00	52	"	Patrick Casey
Martin Kelly	18 2/3	40 50	40 50	"	Martin Kelly
		28 7 50	1 54	27 9 16	



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