

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.

In the example analysis below, 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.

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signature_x
no    yes Total
24      20     44
```

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signature_x
no    yes
0.5455 0.4545
```

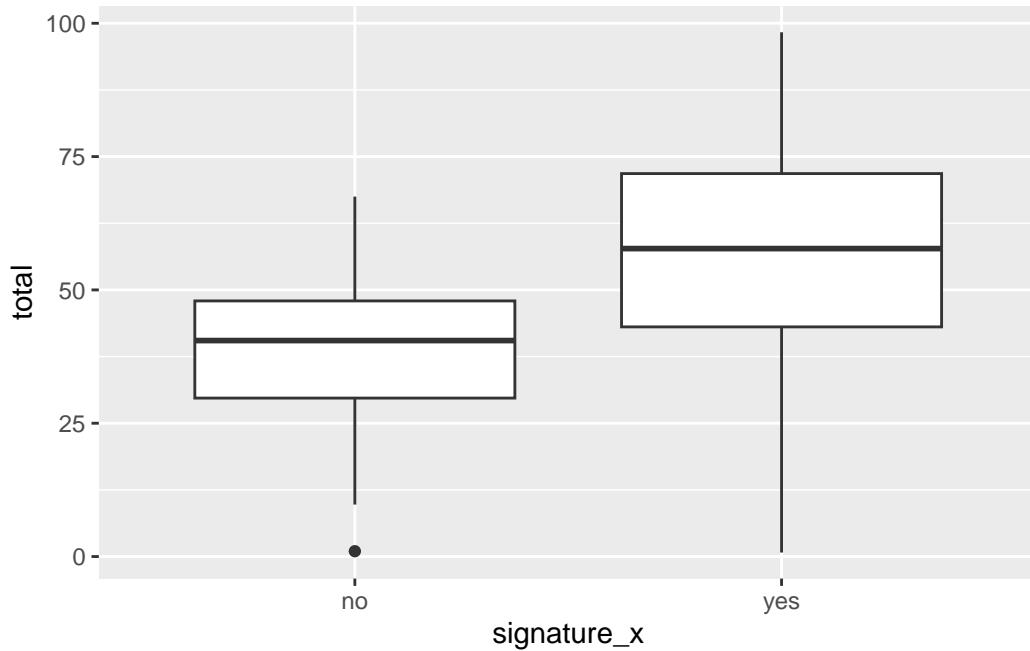
Received of the PARSONS PAPER COMPANY, by their Agent, the sum prefixed to our Signatures,
being in full of all demands up to February 1st 1867.

NAMES	No. POUNDS.	No. REAMS.	No. DAYS.	PRICE.	TOTAL AMOUNT.	RENT, OR BOARD.	BALANCE DUE.	DATE.	SIGNATURES.
William Johnson	263	16	6787			6737			Wm Johnson
John C. Evans	23	4	3195	117	3028				John C. Evans
William Conner	25	6	6875		705	6150			William Conner
Martin Kennedy	23	7	8738			5738			Martin Kennedy
James Casey	26	12	5100			51			James Casey
Bob Fallon	25	9	8750			3750			Bob Fallon
John Vaughan	25	14	5000			50			John Vaughan
Pat Doyle	27	9	4050			1050			Pat Doyle
Sam L. Knight	23	9	5500		7250	4775			Sam L. Knight
Philis Eulay	23	12	5700			57			Philis Eulay
John Conchon	25	7	8600	620		4975			John Conchon
Eugene Russell	26	11	4812	900		3912			Eugene Russell
Chancy Jepson	23	7	3563			3563			Chancy Jepson
William Timony	27	21	9450			9450			William Timony
John Flynn	27	12	6750			6750			John Flynn
E. H. Wellington	27	4	5775	625		5150			E. H. Wellington
Austin Moran	27	9	14700			10700			Austin Moran
Tom McKey	30	7	4831	933		3898			Tom McKey
Chester Strong	27	11	5850			5850			Chester Strong
J. A. Allen	27	9	4050	500		3550			J. A. Allen
Nick Ryan	31	11	5812			5812			Nick Ryan
Pat O'Car	31	41	4650			4650			Pat O'Car
Mike McEwan	29	11	5317			5317			Mike McEwan
Edward Wolf	25	6	4063			4063			Edward Wolf
Cat Majority	25	12	4462	167		3995			Cat Majority
Pat O'Car	27	9	1858	571		13818			Pat O'Car
Joe Brandon	26	10	975	500		475			Joe Brandon
Joe Brandon Jr	28	9	1560			1560			Joe Brandon Jr
John Vaughan	27	16	1125			4725			John Vaughan
Eugene Kehoe	26	1	3900			39			Eugene Kehoe
Lawan D. Davis	26	4	3975			3975			Lawan D. Davis
John Shea	18	9	2774			2774			John Shea
John Moran	2	9	76			76			John Moran
Mary O'Leary	11	6	1257			1257			Mary O'Leary
Kate Williams	27	6	3037			3037			Kate Williams
Kate Moran	34	1	27			27			Kate Moran
Kate Baldwin	23	1	2887			2887			Kate Baldwin
Philip Gidley			712			712			Philip Gidley
John Flynn			100			100			John Flynn
Stephens & Co				17300	607	11600			Stephens & Co
Gretie Elly	28	19	7650			58			Gretie Elly
Walter Buckley	27	18	6150			51			Walter Buckley
Jud. Alden	25	19	6250			6250			Jud. Alden
Martin Knell	23	16	8178	1400		4798			Martin Knell
Pat Casey	32	10	5282			6282			Pat Casey
Austin Elly	27	19	8100			8100			Austin Elly
Walter Buckley	27	18	8100			8100			Walter Buckley
J. M. Alden	27	19	6750			6750			J. M. Alden
Martin Knell	27	16	6675	4000		5675			Martin Knell
Pat Casey	33	9	5362			3362			Pat Casey
			34387	4000		3039			

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

Table 1: Portion of Register Page 253

lastname	firstname	number_days	price1	price2	total	rent_or_board	balance_due	signature_x	daily_pay
Johnson	William	24.50	16	6	67.37	NA	67.37	yes	2.750
O'Brien	John W.	21.50	9	9	34.95	4.67	30.28	yes	1.626
Connor	William	25.00	16	6	68.75	7.25	61.50	yes	2.750
Kennedy	Martin	23.00	9	9	37.38	0.00	37.38	no	1.625
Casey	James	25.50	12	0	51.00	0.00	51.00	no	2.000
Gallivan	Thos	25.00	9	0	37.50	0.00	37.50	no	1.500
Vaughn	John W.	25.00	12	0	50.00	0.00	50.00	no	2.000
Doyle	Pat K.	27.00	9	0	40.50	0.00	40.50	no	1.500
Knight	Samuel L.	27.50	12	0	55.00	7.25	47.75	no	2.000
Gilday	Phillip	28.50	12	0	57.00	0.00	57.00	yes	2.000
Couchon	John	28.00	12	0	56.00	6.25	49.75	yes	2.000
Russell	Frank	27.50	10	6	48.12	9.00	39.12	yes	1.750
Johnson	Chancy	28.50	7	6	35.63	0.00	35.63	no	1.250
Pomeroy	William	27.00	21	0	94.50	0.00	94.50	yes	3.500
Flynn	John	27.00	15	0	67.50	0.00	67.50	no	2.500
Willington	E.	27.00	19	6	87.75	6.25	81.50	yes	3.250
Moran	Martin	27.50	9	9	44.70	0.00	44.70	no	1.625
McKay	William	31.25	19	6	98.31	9.33	88.98	yes	3.146
Strong	Chester	27.00	13	0	58.50	0.00	58.50	yes	2.167
Allen	J.H.	27.00	9	0	40.50	5.00	35.50	no	1.500
Ryan	Mick	31.00	11	0	56.83	0.00	56.83	no	1.833
Bergin	Pat K.	31.00	9	0	46.50	0.00	46.50	no	1.500
Markham	Mick	29.00	11	0	53.17	0.00	53.17	no	1.833
Woolf	Edward	25.00	9	9	40.63	0.00	40.63	yes	1.625
Moriarty	Pat K.	25.50	10	6	44.62	4.67	39.95	no	1.750
O'Hare	Pat K.	27.00	9	9	43.88	5.00	38.88	yes	1.625
Beaudeax	Jos	6.00	9	9	9.75	5.00	4.75	no	1.625
Beaudeax	Jos Jr.	28.00	9	9	45.50	0.00	45.50	no	1.625
Naughton	John	27.00	10	6	47.25	0.00	47.25	no	1.750
Hurly	Eugene	26.00	9	0	39.00	0.00	39.00	no	1.500
Davis	Hiram	26.50	9	0	39.75	0.00	39.75	yes	1.500
Shea	John	18.50	9	0	27.75	0.00	27.75	no	1.500
Warren	John	0.50	9	0	0.75	0.00	0.75	yes	1.500
Donlan	Mary	11.00	6	9	12.37	0.00	12.37	no	1.125
William	Kate	27.00	6	9	30.37	0.00	30.37	no	1.125
Moran	Kate	24.00	6	9	27.00	0.00	27.00	no	1.125
Baldwin	Kate	23.00	6	9	25.87	0.00	25.87	no	1.125
Gilday	Phillip	NA	NA	NA	7.12	0.00	7.12	yes	NA
Flynn	John	NA	NA	NA	1.00	0.00	1.00	no	NA
Ely	Austin	27.00	18	0	81.00	0.00	81.00	yes	3.000
Buckley	Matteo	27.00	18	0	81.00	0.00	81.00	yes	3.000
Alden	J.M.	27.00	16	0	67.50	0.00	67.50	yes	2.500
Newell	Martin	27.00	13	6	60.75	4.00	56.75	yes	2.250
Casey	Pat K.	33.00	9	9	53.62	0.00	53.62	yes	1.625



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

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

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	6187			61.87	Apr 15			George Papillion
James P. Queen	29 ³ 9 ₀	3752			37.12	"			James P. Queen
Walter F. Lord	28 ⁴ 2 ₀	5600	6.25		50.75	"			Walter F. 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		1.50	"			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	18.00			1.80	"			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		1.50	"			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		1.25	"			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	C. 5 ¹² 0 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 ¹¹ 0 ₀	7.84			0.78	"			E. A. Allen
H. Brown	18 ⁰ 0 ₀	2.60			0.26	"			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	" 111	2	22.56		2.25	"			Martha Wright
Julia Cormac	" 959	2	18.78	7.00	1.18	"			Julia Cormac
O. C. Meeker	" 401	2	8.42	5.50	0.92	"			O. C. 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 specified to our Signatures,
being in full of all demands up to April 1st 1868.

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 L. Davis	22 ³	104		3981	3981				Jesse L. Davis
John Lord	24 ³	15		6375	725	5650			John Lord
Elo A. Day	24 ³	10		6063	725	5338			Elo A. Day
O. S. Miller	27 ¹	14		5017	1771	3246			O. S. Miller
O. J. Estee	26	108		4550	1771	2779			O. J. Estee
L. Carroll	21	15		8250	5250	5250			L. Carroll
Charl Robertson	26	16		8250	1771	1479			Charl Robertson
Chas H. Morgan	26	5		2167		2167			Chas H. Morgan
Elen Dentine	25	6		2500		2500			Elen Dentine
John Stack	26			3033		3033			John Stack
H. Casey	20 ³	6	25	50	2550				H. Casey
Eliza Birring	20 ³			2050		2050			Eliza Birring
Elo Shattuck	26			2600	1829	1271			Elo Shattuck
Sarah Stale	25 ²			2350	1829	1021			Sarah Stale
Clara Woodworth	24			2400	1829	1071			Clara Woodworth
Eliza Burry	26			3600		3600			Eliza Burry
Mary Swift	26			2600		2600			Mary Swift
Lolly Norton	20 ³			2150	1829	831			Lolly Norton
J. Buckland	18			1800	956	814			J. Buckland
E. Carlton	13			1800		1800			E. Carlton
Lizzie Davison	26			2600	1829	1271			Lizzie Davison
J. Endicott	26			2600		2600			J. Endicott
Adelia Hart	26			3600	1829	1271			Adelia Hart
Maria Davis	13				1325				Maria Davis
Maria Hart	25			2500	1829	1171			Maria Hart
Eliza Heath	25 ²			2550		2550			Eliza Heath
Sarah Camp	24 ⁵			2000		2000			Sarah Camp
Mary Smith	26			2600	1829	1271			Mary Smith
H. C. Davis	20 ³	47358		2764		2764			H. C. Davis
Lucy Allen	27003	7%		2977		2977			Lucy Allen
M. Brown	3724	40		2009	1829	680			M. Brown
Young Davis	27003	40		2871		2871			Young Davis
E. Allen	1171	2		20302		20302			E. Allen
Mary Conford	780			1560	1560	00			Mary Conford
G. C. Ford	906			1812		1812			G. C. Ford
Walthu Daight	756			1512	700	812			Walthu Daight
C. Collierian	1069			2135	1829	804			C. Collierian
J. Remmigard	915			1830		1830			J. Remmigard
Roddy Davis	1009	7 ⁶		700		700			Roddy Davis
M. Green	2053	25 ⁵		1464		1464			M. Green
H. S. Hobart	2159	9 ⁸		551		551			H. S. Hobart
Julia Combe	2141	2		428		428			Julia Combe
Zy. Brown	168	2		336		336			Zy. Brown
Wendywood	15 ⁶	6		450		450			Wendywood
Mary Davis	650	2 ⁸		1360	625	735			Mary Davis
"	240	2 ⁸		600		600			"
"	260	3		750		750			"
"	702	2 ¹		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'

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).

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:

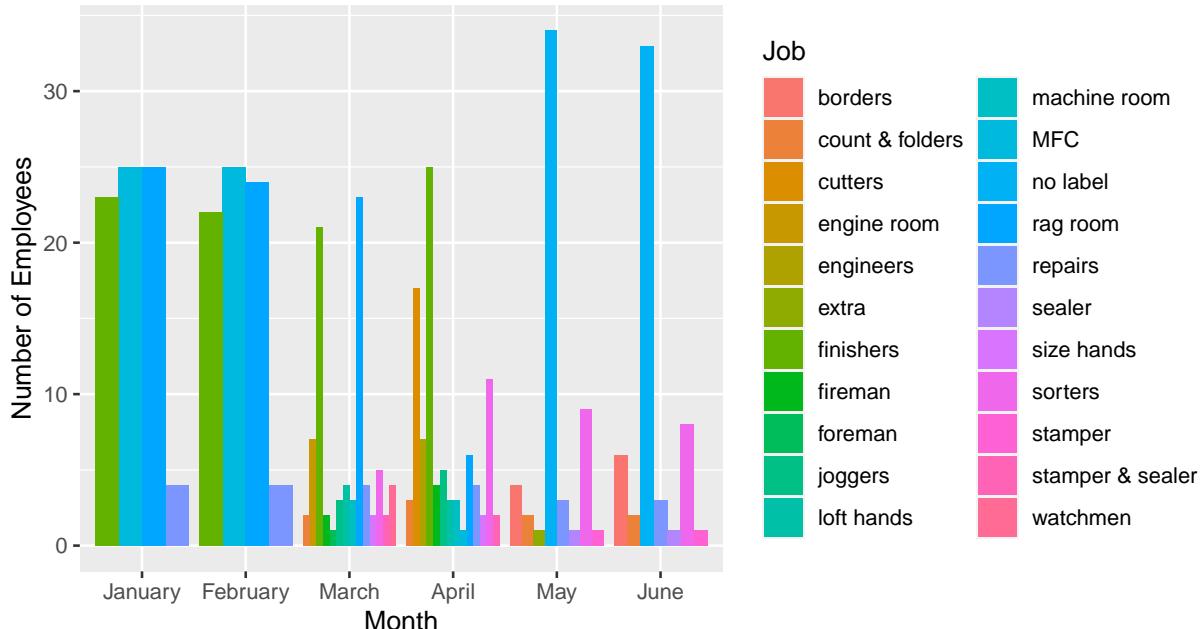
- ‘Repairs’ and ‘Repairs and Watchmen’, however, remain in their own section at the bottom throughout all of the pay periods
 - Presumably employees whose main role was to repair the machines + guard the factory instead of making paper
 - There were 5 people under “Repairs” for April 1st, 1867 (see p. 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

Table 2: Parsons Employment by Job Type from January-June of 1861

Month	Year	Page Number	Job	Count	Monthly Total Workers
January	1861	1	MFC	25	77
January	1861	1	repairs	4	77
January	1861	2	rag room	25	77
January	1861	2	finishers	23	77
February	1861	3	MFC	25	75
February	1861	3	repairs	4	75
February	1861	4	rag room	24	75
February	1861	4	finishers	22	75
March	1861	5	foreman	1	85
March	1861	5	machine room	3	85
March	1861	5	engine room	7	85
March	1861	5	loft hands	4	85
March	1861	5	fireman	2	85
March	1861	5	size hands	2	85
March	1861	5	joggers	3	85
March	1861	5	watchmen	4	85
March	1861	6	rag room	23	85
March	1861	6	repairs	4	85
March	1861	7	finishers	21	85
March	1861	7	sorters	5	85
March	1861	7	stamper & sealer	2	85
March	1861	7	count & folders	2	85
March	1861	7	sorters	2	85
April	1861	8	rag room	6	93
April	1861	8	cutters	17	93
April	1861	8	repairs	4	93
April	1861	9	MFC	1	93
April	1861	9	machine room	3	93
April	1861	9	engineers	7	93
April	1861	9	loft hands	3	93
April	1861	9	size hands	2	93
April	1861	9	joggers	5	93
April	1861	9	fireman	4	93
April	1861	10	finishers	25	93
April	1861	10	stamper & sealer	2	93
April	1861	10	count & folders	3	93
April	1861	10	sorters	11	93
May	1861	11	no label	25	105
May	1861	11	stamper	1	105
May	1861	11	sealer	1	105
May	1861	11	count & folders	2	105
May	1861	11	sorters	9	105
May	1861	11	extra	1	105
May	1861	12	no label	34	105
May	1861	12	repairs	3	105
May	1861	13	no label	25	105
May	1861	13	borders	4	NA
June	1861	14	no label	17	95
June	1861	14	repairs	3	95
June	1861	14	borders	6	95
June	1861	15	no label	24	95
June	1861	15	sorters	8	95
June	1861	15	count & folders	2	95
June	1861	15	stamper	1	95
June	1861	15	sealer	1	95
June	1861	16	no label	33	95

- 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:

- “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)

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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			\$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	29 200			\$0 75		29 75			Pat X Mahony
Hector Bishop	22 200			\$0 50		34 50			Hector Bishop
John A. Proctor	26 000			\$1 20		51 20			J M. Proctor
William Hall	23 100			\$1 00		56 00			Wm Hall
K. S. Ingraham	26 600			28 12		28 12			Kerry B. Ingraham
Patrick Danaher	24 600			23 18		23 18			Pat X Danaher
Mary Hayden	26 500			\$1 00		13 00			Mary X Hayden
Mrs. Baldwin	22 000			\$1 00		11 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. A. 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 3: Weekly Wages of Massachusetts Paper Workmen, 1860-78

Job	1860 Weekly Wages (\$)	1872 Weekly Wages (\$)	1878 Weekly Wages (\$)
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
Engineer/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

This agreed upon reduce in output is important because it may indicate that at the start of the register, employee wages were lower than they would have been under normal circumstance. Any subsequent change in payment patterns is important, as it can indicate both local and domestic economic shocks and sector-specific economic factors.

- “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)

These quotes about repairs are important because, as evidenced in the following section, repairmen who worked during the same week could receive different weekly wages. Perhaps those who replaced machinery that was less integral to daily business operations received a lower overtime pay than those who worked on the Fourdrinier. Additionally, repairmen were most likely compensated more for their work on Sunday than on weekdays.

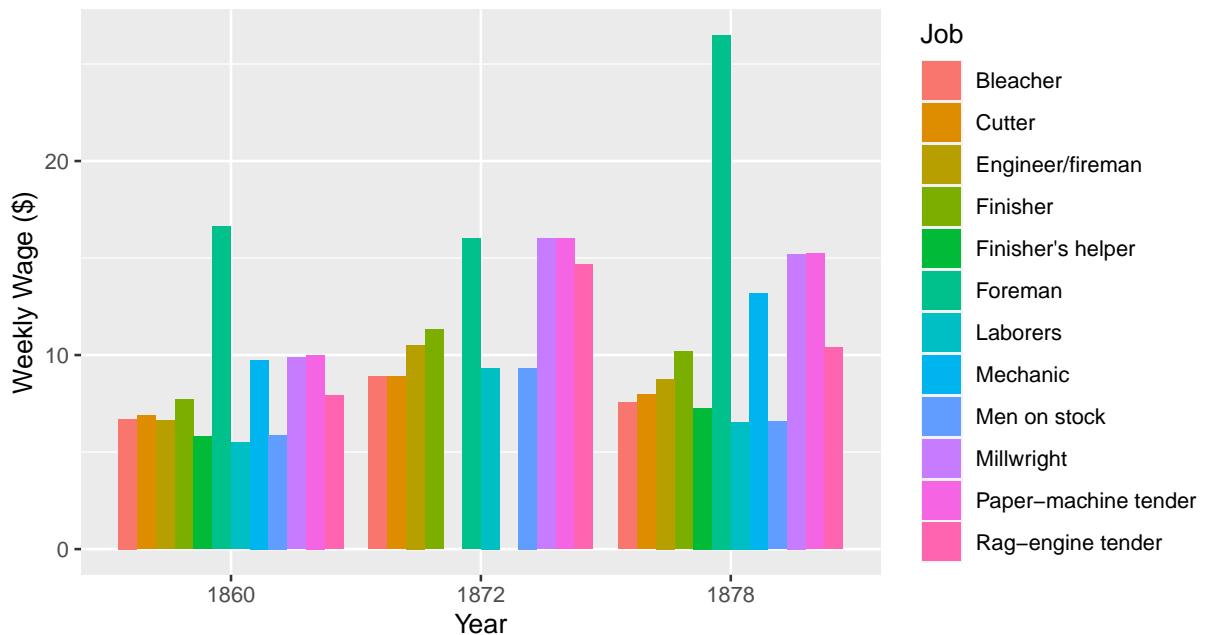
How do Parsons wages compare to the Massachusetts state averages?

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).

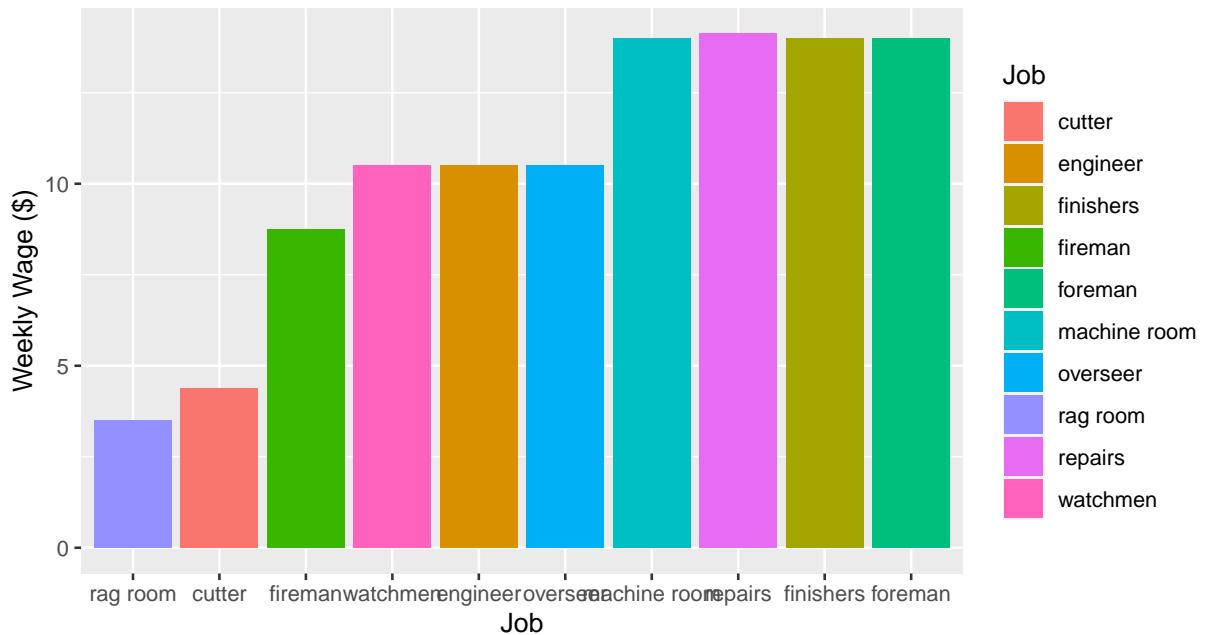
Table 4: Parsons Weekly Wages - 1861

Job	Weekly Wages (\$)
repairs	14.12
finishers	14.00
foreman	14.00
machine room	14.00
repairs	12.25
machine room	11.79
engineer	10.50
overseer	10.50
watchmen	10.50
fireman	8.75
watchmen	7.00
cutter	4.38
rag room	3.50
rag room	3.50

Weekly Wages of Massachusetts Paper Workmen, 1860–78



Weekly Wages of Parsons Paper Company Workers – 1861



These graphs show how the Parsons Paper Company wages in 1861 were lower than the average wages of Massachusetts paper workmen in 1860 for the lowly roles, such as the rag room and cutters, and significantly higher wages for the more the higher paying jobs of machine room, fireman, engineer, and finisher. The only job in which Parsons Paper Company underpaid relative to the state average is the foreman position. It may be beneficial to compare the Parsons Paper Company wages to those of other paper mills in Holyoke, as opposed to the entire state, to get a better understanding of how the Parsons Paper Company paid relative to its direct competitors.

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	Spet 15		William Kelly
Samuel F. Keedell	26	12	52	6.25	45.75	"		G. F. Keedell
Michael Ryden	26	7	5225	5.00	37.25	"		Michael Ryan
Catharine Beatty	25	7	2917		29.17	"		Catharine Beatty
Ellen Conroy	25	7	2917		29.17	"		Ellen Conroy
Bridget McConnel	4177	9		37.59	37.59	"		Bridget McConnel
Lelia Emerson	2929	7		26.56	2.00	24.56	"	Lelia Emerson
Catherine O'Hall	5763	7		55.55		55.55	"	Catherine O'Hall
Mary Murphy	3165	7		28.49		28.49	"	Mary Murphy
Rebecca Gould	5639	7		32.03		32.03	"	Rebecca Gould
Eliza Simeon	3114	7		32.55		32.55	"	Eliza Simeon
Mary Donahue	3836	7		34.52		34.52	"	Mary Donahue
Bridget Shand	3846	7		29.21		29.21	"	Bridget Shand
Margaret Fitzgerald	5835	7		39.52		39.52	"	Margaret Fitzgerald
Julia Spain	3647	7		33.27		33.27	"	Julia Spain
Maggie Lynch	2288	7		19.87		19.87	"	Maggie Lynch
Eliza Clark	2532	7	298	7	13.98	"		Eliza Clark
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		29.84		29.84	"	Eliza Powers
Johanna McCarty	3753	7		33.12		33.12	"	Johanna McCarty
Mary Gaughan	3103	7		27.93		27.93	"	Mary Gaughan
Rosina Mahony	2169	7		19.52		19.52	"	Rosina Mahony
Eliza Stock	3237	7		29.25		29.25	"	Eliza Stock
Alice Kennedy	4224	7		35.81		35.81	"	Alice 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 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 17			45 50		45 50	"		Michael Markham
Rose Baldwin	26 8			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 8	19		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 12			53 50	8 34	50 16	"		J. L. O'Brien
J. D. A. Ballou	25 17			47 20		47 20	"		J. D. A. Ballou
Patrick O'Gorman	25 9			55 25		55 25	"		Patrick O'Gorman
Frank Russell	25 9			36		36	"		Frank Russell
Nick Haley	24 9			36		36	"		Nick Haley
Joseph Bordeau	25 9	11	12	10	30 63	30 63	"		Joseph Bordeau
John Conchon	22 11	10	30	10	30 30	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	32 88	"		Patrick Ryan
" in April	7 2			81		81	"		
Frank Cummings	4 9			6 00		6 00	"		Frank Cummings
Morris Sammons	12 9			18		18	"		Morris Sammons
Thomas Johnson	28 9			42 75		42 75	"		Thomas Johnson
John Coulson	25 9			25		25	"		John Coulson
John Coulson in Apr	9 4	16 93			16 93				John Coulson in Apr
					150 78	22 52	149 50		

Repayments

Austin Ely	26 18	65 00	65	"	Austin Ely
J. M. Allen	26 15	65 00	65	"	J. M. Allen
H. C. Walter	26 25	65 00	8 34	56 66	H. C. Walter
Patrick Casey	32 19	32 00	52	"	Patrick Casey
Martin Kelly	18 25	40 50	40 50	"	Martin Kelly
		28 75	1 54	27 21	



Figure 6: p. 225 of register

Received of the PARSONS PAPER COMPANY, by their Agent, the sum specified to our Signatures,
being in full of all demands up to April 1st 1863.

NAMES, &c.	NO. POUNDS.	NO. REAMS.	PRICE.	TOTAL AMOUNT.	RENT, OR BOARD.	BALANCE DUE.	DATE.	SIGNATURES.
William Johnson	26 164	7150		7150				Wm Johnson
John C. Brine	26 90	3 9/4	488	488				Brace C. Brine
William Connor	26 164	7160		7160	6425			Wm Connor
Warren Kennedy	28 9/4	4850		4850				Warren Kennedy
James Cussey	26 124	6350		6350				James Cussey
John Cuttinh	26 9/4	39		39				John Cuttinh
John Vaughan	26 124	49		49				John Vaughan
John Sheppard	29 9/4	6560		6560				John Sheppard
Sam'l. Knight	26 12	3200		3200	4425			Sam'l. Knight
Charles Sibley	26 134	6019		6019				Charles Sibley
John Coningham	26 124	53		625	44675			John Coningham
Frank Burgess	25 106	4875		4875	3625			Frank Burgess
Chammon, Johnson	26 76	5250		5250				Chammon, Johnson
Hiram H. Davis	24 9/4	3187		3187				Hiram H. Davis
William Conney	26 24	9100		9100				William Conney
John Flynn	27 184	6750		6750				John Flynn
E. H. Wellington	26 194	8450		8450	7825			E. H. Wellington
Martin Mann	26 9/4	4307		4307				Martin Mann
John McCay	26 196	8450		8450	7517			John McCay
Charles Strong	26 134	5653		5653				Charles Strong
Joe H. Allen	26 9/4	39		39	34			Joe H. Allen
Mark Ryan	26 114	5957		5957				Mark Ryan
Pat Beglin	15 114	2750		2750				Pat Beglin
Mark Yarckham	28 11	5224		5224				Mark Yarckham
Sam'l. Holt	26 106	4687		4687				Sam'l. Holt
Pat Moriarty	26 106	1594		1594	4121			Pat Moriarty
Pat G. Karr	27 9/4	4388		4388	3838			Pat G. Karr
Joseph Beaudoin Jr	25 9/4	4063		4063	3563			Joseph Beaudoin Jr
John Vaughan	26 106	4550		4550				John Vaughan
George Earley	21 9/4	3150		3150				George Earley
Pat Doyle	26 114	3987		3987				Pat Doyle
Mark C. Brine	25 1	3750		3750				Mark C. Brine
Thomas Shurby	26 114	3937		3937				Thomas Shurby
Mary Donlon	26 64	2925		2925				Mary Donlon
Kate Silliman	26 "	2925		2925				Kate Silliman
Kate Moran	26 "	2925		2925				Kate Moran
Kate Baldwin	24 "	2770		2770				Kate Baldwin
Jessie O'Neale	7 9	1050		1050	1050			Jessie O'Neale
John Flynn	24	100		100				John Flynn
		17237		17237	17237			
Rehais & Co.								
Stephen Ely	26 18	7800		7800				Stephen Ely
Wallin Buckley	21 184	6300		6300				Wallin Buckley
J. M. Alden	23 184	6437		6437				J. M. Alden
Warren Kennedy	22 184	4957		4957	4680			Warren Kennedy
Pat Cussey	8 1/4 9/4	6120		6120	5128			Pat Cussey
John Sullivan	7 116	1225		1225	1225			John Sullivan
Edgar Donnan	8 9/4	1340		1340	1340			Edgar Donnan
Henry Blackmore	7 124	1400		1400	10			Henry Blackmore
		34530		34530	34530			

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 Darnforth	2369	2587			3587				Mary X Darnforth
Jeh. Clark	204	2200			2200				Jeh. Clark
Catharine Gray	12476	80	1980		1980				Cath. Gray
Kennedy Shulan	21988	-	746		746				H. & Shulan
Mary Kergon	32784	-	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 Drane	162913	-	2822		2822				Kate Drane
Mary Shulan	172559	-	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 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