

Parsons Paper Company Payroll & Employment Analysis - Stat 210

Anna Zhou & Sarah Edelson

2023-02-13

Introduction

The Parsons Paper Register contains over 300 pages of employee and payroll records from January 1861 to April 1869 from Parsons Paper Company in Holyoke, Massachusetts. Founded in 1853 by Joseph Parsons, Parsons Paper Company was the oldest and largest manufacturer of cotton-based high quality writing papers in Holyoke. The original pages of the register were scanned and screenshots are included in the analysis below. Pages contain information such as employee name and signature, role, days worked, and total wages earned, and are organized by separate pay periods.

```
#| label: fig1
#| fig.cap: "p. 001 of register - January 1st, 1861"
#| out.width: "75%"
#| echo: false
knitr::include_graphics("images/001.jpg")
```

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

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

NAMES.	No. POUNDS.	No. REAMS.	No. DAYS.	PRICE.	TOTAL AMOUNT.	RENT, OR BOARD.	BALANCE DUE.	DATE.	SIGNATURES.
W. Ordway	25	200	50	00	50 00	Jan 15	W. Ordway		
Wm. Somerby	26	"	50	00	50 00	"	Wm. Somerby		
James S. Ferris	25	19	41 67	11 67	111 67	"	J. S. Ferris		
James Divine	29	17	34 12	34 12	34 12	"	James Divine		
William Johnson	24	180	56 75	56 75	56 75	"	William Johnson		
Lawrence Wrenkle	28	150	88 25	88 25	88 25	"	Lawrence Wrenkle		
William Perry	00	00	00	00	00 00	"	William Perry		
James McFerrin	24	150	86 00	5 00	81 00	"	James McFerrin		
Peter Hubert	26	98	24 70	24 70	24 70	"	Peter Hubert		
John Dauchin	23	80	18 80	18 80	18 80	"	John Dauchin		
John H. Bouty	25	100	25 00	25 00	25 00	"	John H. Bouty		
John Vaughan	25	90	22 50	22 50	22 50	"	John Vaughan		
Zymes Vaughan	21	100	21 00	21 00	21 00	"	Zymes Vaughan		
Page and Frazer	28	100	28 00	28 00	28 00	"	Page and Frazer		
John Beggin	26	90	25 40	25 40	25 40	"	John Beggin		
Anthony Cain	25	90	22 50	22 50	22 50	"	Anthony Cain		
William Kelly	15	100	15 00	15 00	15 00	"	William Kelly		
Patrick O'Dowd	25	100	25 00	25 00	25 00	"	Patrick O'Dowd		
Patrick Beggin	30	74	88 15	88 15	88 15	"	Patrick Beggin		
Benjamin Rogers	31	76	89 06	89 06	89 06	"	Benjamin Rogers		
John A. Allen	26	8	55 67	5 00	29 67	"	John A. Allen		
Thomas Bishop	25	200	50 00	50 00	50 00	"	Thomas Bishop		
Wiliam Hart	27	49	30 57	30 57	30 57	"	Wiliam Hart		
Richard Kirby	29	94	26 10	26 10	26 10	"	Richard Kirby		
Michael Ryan	25	74	29 17	29 17	29 17	"	Michael Ryan		
				10 00	774 19				
						774 19			
							774 19		

— Repairs —

R. S. Howard	29	200	88 50	88 50	Jan 15	R. S. Howard
J. W. Bolton	31	106	88 13	55 12	"	J. W. Bolton
J. M. Alden	26	104	42 50	42 50	"	J. M. Alden
A. P. Prescott	15	14	26 00	26 00	"	A. P. Prescott

The goal of this report is to explore patterns in employment and different groups of employees

over time by analyzing the payroll records in the 1861-1869 time period, both before and after the end of the Civil War. First, we aimed to quantify the length of a single pay period as well as the number of employees working at Parsons Paper Company during the era spanning the register. The 1860s were a time of great growth for the company, and by the beginning of the Civil War in 1861 Parsons Paper Company had already become the largest manufacturer of writing and envelope paper in the United States. We then examined the distribution of different roles within the company, ranging from women who worked in the “rag room” where the raw material for paper was cut and processed, to men who worked in the engine room and repairs.

In History of the Connecticut Valley in Massachusetts: History of Franklin County. History of Hampden County (1879), access [here](#) via Google Books, L.H Everts provides more information about the layout of the mill and the different departments of employment, which helped us determine job names that we could not originally decipher (i.e. “jobber”). Everts writes that,

“The buildings of this company are situated on the river-bank near the dam, and were built in 1853. They are two in number,—the main mill, where the paper is made, and what is known as the finishing-mill, where it is finished. The former is a structure three stories and a basement high. The upper floor and attic are devoted to drying purposes, while the second story contains the storehouse and rag-rooms. About 175 persons are employed on the two floors. On the ground-floor is the engine-room, which contains sixteen 450-pound and fourteen 250-pound engines. The mill has three Fourdrinier machines, two of them are 62-inch and the other 72-inch. It has two bleach-boilers, of 3 1/2 and 2 1/2 tons respectively, and 4 sheet calendars and a web calendar and 2 hydraulic presses. The finishing-mill is also situated on the bank of the river, a short distance from the other mill, and, like that, is a brick structure three stories high. The attic and third floor are used for packing, and on the second floor the paper is reeled and jogged. On the first floor are eight 6-roll calendars and three powerful hydraulic presses, and in the basement is a box-factory and plating-machines” (919).

From Burt’s Illustrated Guide of the Connecticut Valley ([page 79](#)), we also know that at the end of 1867, the Parsons Paper Co. employed 150 people and had “nineteen engines for grinding rags,” turning out “800 tons of paper yearly.

We hope that this report can provide some insight into the different day-to-day operations at Parsons Paper Company, as well as the individuals who worked there, many of whom stayed for several years.

How many days in a pay period?

- The Parsons Paper Company register comprises monthly pay periods from January 1861-April 1869

- Pay periods appear to be a month long with employees typically getting paid on the 1st of the next (?) month
- Based off the spreadsheet from p. 253, most employees work between 20-30 days each pay period, the average is around 27 so most employees work at least 6 days/week
 - In Chapter IV of Green's book, she writes that male Holyoke paper makers worked 58-72 hours a week
 - * 11.25 hours five days a week + 8.75 hours on Saturday was typical for Holyoke textile mills
 - Women worked slightly shorter hours
- Pgs. 223-225 appear to comprise an entire pay period for the month of April in 1868 (most pay periods span ~3 pages in the register)
- Pgs. 223-225 and Pgs. 261-263 below are exactly one year apart in the register (April 1st 1867 + April 1st 1868)

How many employees during this era?

- Counted 92 employees in April 1861, 122 employees in April 1862, 141 employees in April 1863, 128 employees in April 1864, 159 employees in April 1865, 144 employees in April 1866, 131 employees in April 1867, 153 employees in April 1868, 153 employees in April 1869
 - Average across the measured 9 years = 136 employees between 1861-1869
 - * Subset Pages: 8-10 (1861) 43-45 (1862), 79-81 (1863), 115-117 (1864 - this month also has pay records from the 30th not included in the employee count above), 151-153 (1865), 187-189 (1866) 223-225 (1867), 261-263 (1868), 314-316 (1869)
 - These numbers were counted by hand
 - Number of employees generally increased over time
 - * Green mentions that these mills had abnormally high employee retention rates
 - * Boom in employment towards end of Civil War in 1865

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

NAMES	NO. POUNDS.	NO. REAMS.	NO. DAYS.	PRICE.	TOTAL AMOUNT.	RENT, OR BOARD.	BALANCE DUE.	DATE.	SIGNATURES.
George Papillion	27 ² 13 ⁰	6	6187		61.87	Apr 15			George Papillion
James P. Queen	29 ³ 9 ⁰	8	572		37.12	"			James P. Queen
Walter F. Lord	28 ⁴ 2 ⁰	5	5600	6.25	30.75	"			Walter F. Lord
George A. Day	26 ¹³ 13 ⁰	5	5850	6.25	32.25	"			Geo. A. Day
Oscar Whelby	25 ¹⁰ 11 ⁰	4	4419	12	52.19	"			Oscar Whelby
J. S. Palmer Sales	26 ⁸ 0 ⁰	3	3467	13.14	21.53	"			J. S. Palmer Sales
Lawrence Farrell	20 ⁹ 0 ⁰	4	4200	13.14	28.86	"			Lawrence Farrell
Samuel Lawrence	16 ² 0 ⁰	1	10.25	12	7.25	"			Samuel Lawrence
Charles K. Morgan	15 ⁴ 0 ⁰	1	10.00		10	"			Charles K. Morgan
Mary J. Day	26 ⁶ 0 ⁰	2	26		26	"			Mary J. Day
Mary Hollingshead	26 ⁶ 0 ⁰	2	26		26	"			Mary Hollingshead
Ellen Donohue	24 ² 0 ⁰	2	20.50		24.50	"			Ellen Donohue
Eliza Morgan	26 ⁶ 0 ⁰	2	26		26	"			Eliza Morgan
Thomas Stach	26 ⁶ 0 ⁰	2	26		26	"			Thomas Stach
M. Casey (Korean)	23 ³ 0 ⁰	2	23.30		23.30	"			M. Casey (Korean)
Mary Peeler	25 ³ 0 ⁰	2	25.75		25.75	"			Mary Peeler
Emilia Marsh	25 ⁶ 0 ⁰	2	25.25	12	15.25	"			Emilia Marsh
Malina Colly	26 ⁶ 0 ⁰	2	26		26	"			Malina Colly
Astoria Colby	24 ² 0 ⁰	2	20.50	9.00	15.50	"			Astoria Colby
Kes Smith	18 ² 0 ⁰	1	18.00		18.00	"			Kes Smith
Fanny Strong	25 ⁰ 0 ⁰	2	25		25	"			Fanny Strong
E. Tomlinson	26 ⁶ 0 ⁰	2	26	3	23	"			E. Tomlinson
Anna Gill	23 ⁸ 0 ⁰	2	25.50	12	13.50	"			Anna Gill
J. W. Eccles	25 ⁶ 0 ⁰	2	25	6.85	18.15	"			J. W. Eccles
G. Whittemore	25 ⁶ 0 ⁰	2	25		25	"			G. Whittemore
Carrie Galvez	25 ⁰ 0 ⁰	2	25.00		25.00	"			Carrie Galvez
Mico J. Perry	25 ⁶ 0 ⁰	2	25		25	"			Mico J. Perry
Maria Bowes	25 ⁰ 0 ⁰	2	25.00	12	12.50	"			Maria Bowes
E. Barnes	20 ⁵ 0 ⁰	2	20.50		20.50	"			E. Barnes
Abby Allen	9 ⁰ 0 ⁰	1	8.10		8.10	"			Abby Allen
Mary E. Kelly	18 ⁰ 0 ⁰	1	18	9.86	8.14	"			Mary E. Kelly
Molly Brown	26 ⁶ 0 ⁰	2	26		26	"			Molly Brown
Margaret Dowd	3 ⁰ 0 ⁰	1	3		3	"			Margaret Dowd
Margaret McLean	17 ⁶ 0 ⁰	1	11.50	6	5.50	"			Margaret McLean
H. Brown	5.00	1167 00	44		18.64	12	6.64	"	H. Brown
Jeffanna Dover	C. 5	1252 52	53		30.40	6.25	24.20		Jeffanna Dover
Lucy Allen	"	1254 58	58		35.74		33.74		Lucy Allen
J. Cormac	"	1254 58	58		35.74				J. Cormac
Sarah Francis	"	1254 58	58		35.74				Sarah Francis
E. A. Allen	"	1254 58	58		35.74				E. A. Allen
H. Brown	"	757	2	15.14	15.14				H. Brown
Margaret Dowd	"	724	2	14.48	14.48				Margaret Dowd
E. M. Scott	"	1111	2	22.56	22.56				E. M. Scott
Martha Wright	"	959	2	18.75	7.00	11.75			Martha Wright
Julia Cormac	"	401	2	8.42	5.00	7.92			Julia Cormac
O. H. Meeker					147.00	170.52	97.60		
L. Powell	x								
R. P. Sykes	x								
Kun L. Lawrence									



Figure 1: p. 223 of register

Received of the PARSONS PAPER COMPANY, by their Agent, the sum perfoiced to our Signatures,
being in full of all demands up to April 1st 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
Lelia Emerson	2929	7	26.56	2.00	24.56	"		Lelia Emerson
Catherine O'Hall	5703	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
John Clarke	2532	7	26.98	7	19.98	"		John Clarke
Peggy Maloney	3911	7	53.20		53.20	"		Peggy Maloney
Margaret Kelly	5595	7	31.92		31.92	"		Margaret Kelly
Margaret Coffey	1432	7	58.90		58.90	"		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		24.84	"		Eliza Powers
Johanna McCarty	5753	7	53.12		53.12	"		Johanna McCarty
Mary Gaughan	5103	7	29.93		29.93	"		Mary Gaughan
Rosina Mahony	2169	7	19.52		19.52	"		Rosina Mahony
Eliza Stock	5237	7	29.25		29.25	"		Eliza Stock
Ann Kennedy	4224	7	58.81		58.81	"		Ann Kennedy
Mary Marshall	1863	7	16.77		16.77	"		Mary Marshall
Margaret Vaughan	5709	7	53.54		53.54	"		Margaret Vaughan
Jane Sullivan	473	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	50.88		50.88	"		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 2: 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.

NAME.	NO. POUNDS.	NO. REAMS.	NO. DAYS.	PRICE	TOTAL AMOUNT.	RENT, OR BOARD.	BALANCE DUE.	DATE.	SIGNATURES.
William J. Penney	26	325		84.50	\$4,520.00			Apr 15	Wm. J. Penney
John Wellington	57	295		74.25	4,250.00	6.25	68	"	E. H. Wellington
John Duffy	26	250		66.25	1,650.00	6.25	60	"	John Duffy
John Flynn	32	265		49.50	1,580.00		99.50	"	John Flynn
P. O'Kane	26	24		42.25	1,090.00		42.25	"	Patrick O'Kane
Charles Steney	26	19		52.00	1,040.00		52	"	G. C. Steney
Job P. Allen	26	11		59.00	334.00		54	"	J. A. Allen
Michael Ryan	17	14		29.75	39.00		29.75	"	Mich' x Ryan
John Keane	37	2		63.00	126.00		65.62	"	John Keane
John Daugherty	22	24		55.75	1,225.00		55.75	"	J. Daugherty
Michael Markham	26	16		45.50	728.00		45.50	"	M. Markham
John Baldwin	26	17		21.67	412.00		21.67	"	John Baldwin
Matthew Moran	26	9		39.00	351.00		39	"	Matthew Moran
James Dolan	23	9		34.50	345.00		34.50	"	James x Moran
Jefferson Powell	26	2		39.75	79.50		39.75	"	Jeff & Powell
William Jefferson	25	17		63.12	834.00		54.78	"	W. Jefferson
Pat Donahue	26	11		59.00	644.00		59	"	Pat x Donahue
John Corcoran	26	18		60.87	1,054.00		58.63	"	John Corcoran
Patrick Kennedy	26	9		39.00	351.00		39	"	Patrick x Kennedy
James Casey	27	12		55.00	660.00		55	"	James Casey
John Flynn	21	4		52.00	208.00		52	"	John x Flynn
Patrick Begley	34	9		51.00	1,735.00		51	"	Patrick Begley
J. J. A. Ballou	26	16		33.50	536.00		57.16	"	J. J. A. Ballou
Philip Galway	25	14		47.20	688.00		47.20	"	Philip Galway
Frank Russell	23	9		35.25	382.50		35.25	"	Frank Russell
Nich' Sales	24	9		36	324.00		36	"	Nich' x Sales
Joseph Bordeau	25	9		40.13	100.32		30.63	"	Joseph x Bordeau
John Couchon	32	12		40.30	1,209.60		30.30	"	John Couchon M. & C. R. R.
Joseph Cummings	25	9		35.25	327.50		35.25	"	Joseph x Cummings
Edmund Cain	26	9		39	351.00		39	"	Edmund x Cain
Patrick Ryan	27	9		43.85	811.00		32.85	"	Patrick Ryan
in April	2	1		81	81.00		81	"	
Frank Cummings	24	9		6.00	60.00		6.00	"	Frank x Cummings
Morris Sammons	12	9		18	18.00		18	"	Morris x Sammons
Morris x Sammons	25	9		42.75	1,068.75		42.75	"	Morris x Sammons
John T. Johnson	25	4		25	125.00		25	"	John T. Johnson
J. E. Lawrie	24	9		16.95	399.75		16.95	"	J. E. Lawrie
John Couchon in Apr					1,520.00		1,005.75	"	John Couchon in Apr

Repairs &c. —

Austin Ely	26 151	65.00	65	"	Austin Ely
J. W. Allen	26 151	65.00	65	"	J. W. Allen
H. C. Walters	26 200	65.00	8.34	56.66	H. C. Walter
Patrick Casey	32 719	52.00	.52	"	Patrick Casey
Martin Howell	18 225	44.00	44.00	"	Martin Howell
		287.00	8.34	279.16	



Figure 3: p. 225 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 1868

Figure 4: p. 261 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.

NAMES.	NO. POUNDS.	NO. REAMS.	NO. DAYS.	TOTAL AMOUNT.	RENT, OR BOARD.	BALANCE DUE.	DATE.	SIGNATURES.
William Jepson								Wm Jepson
John C. Brine	26 166	3 0/4	7150	7150	488	488		Brine & Dill
William Conner	26 166	3 0/4	7100	725	6425	6425		Wm Conner
Warren Kennedy	28 9/4	4550	4550		4550	4550		Warren X Kennedy
James Casy	26 12/	5350	5350		5350	5350		James Casy
Bob Galloway	26 9/	39	39		39	39		Bob Galloway
John Larson	24 12/	49	49		49	49		John Larson
John Shea	29 9/	4350	4350		4350	4350		John Shea
Schott, E. Knight	26 12/	5250	725	4825				E. J. Knight
Philip Edney	26 13/	6019	6019		6019	6019		Philip Edney
John Conner	26 12/	53	625	4675				John Conner
Frank Russell	25 10/	4575	700	3675				Frank Russell
Chamney, John	26 7/6	3250	3250		3250	3250		John Chamney
Harmon B. Davis	24 9/	3150	3150		3150	3150		Harmon H. Davis
Julia Anna	26 24/	9100	9100		91	91		Julia Anna
John Flynn	27 18/	6750	6750		6750	6750		John Flynn
E. W. Wellington	26 16/	8450	625	7825				E. W. Wellington
Malvin Moran	26 9/9	4307	4307		4307	4307		Malvin Moran
Bob McRay	26 19/6	8450	933	7517				Bob McRay
Charlie Strong	26 15/	5633	5633		5633	5633		Charlie Strong
Joe H. Allen	26 9/	39	500	34				Joe H. Allen
Mack Ryan	32 11/	5957	5957		5957	5957		Mack X Ryan
Pat Beglin	15 11/	2750	2750		2750	2750		Pat Beglin
Mack Yost	28 11/	8224	8224		8224	8224		Mack Yost
Edna Holt	26 10/6	4687	4687		4687	4687		Edna Holt
Pat Neary	26 10/6	1594	467	1121				Pat Neary
Pat O'Hare	27 9/6	6388	500	5888				Pat O'Hare
Grace Beaudoin Jr	26 9/6	4063	500	3563				Grace Beaudoin Jr
John Naughton	26 10/6	4550	4550		4550	4550		John Naughton
Eugene Daniels	21 0/	8150	8150		8150	8150		Eugene Daniels
Pat Doyle	26 7/	3987	3987		3987	3987		Pat Doyle
Mack C. Brine	25 7/	3750	3750		3750	3750		Mack C. Brine
Thomas Shub	26 7/	3937	3937		3937	3937		Thomas Shub
Monie Conley	26 6/	2925	2925		2925	2925		Monie Conley
Kate Lillian	26 7/	2925	2925		2925	2925		Kate Lillian
Kate Moran	26 7/	2925	2925		2925	2925		Kate Moran
Kate Baldwin	24 7/	2700	2700		27	27		Kate Moran
James Neff	7 7/	1050	1050		1050	1050		James Neff
John Flynn	26 7/	1000	1000		1000	1000		John Flynn
				718371	6300	10000		
Rephais W.C.								
Ayer, E. S.	26 18/	7800	7800		78	78		
Gallu Buckley	21 18/	6300	6300		63	63		
J. M. Allen	25 4/8	6637	6637		6437	6437		J. M. Allen
Malvin Howell	22 13/	4957	4957		4580	4580		Malvin Howell
Pat Casen	31 1/4	6120	6120		5120	5120		Pat Casen
John Sullivan	7 7/6	1225	1225		1225	1225		John Sullivan
Edu. Danner	8 9/	1360	1360		1360	1360		Edu. Danner
Kenny Blackmore	7 12/	1400	1400		1400	1400		Kenny Blackmore
				34583	800	33753		

Figure 5: p. 262 of register

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

NAMES.	NO. POUNDS.	NO. REAMS.	NO. DAYS.	PRICE.	TOTAL AMOUNT.	RENT, OR BOARD.	BALANCE DUE.	DATE.	SIGNATURES.
William Kelly	26151	7800	903	6867	6867				William Kelly
Mich. Ryan	2839	4632	500	4132	4132				Michael Ryan
Ellen Cavanagh	2671	3033			3033				Ellen Cavanagh
Kate Sheridan	2671	8033	700		2333				Kate Sheridan
Ann Cavanagh	2671	8033			3033				Ann Cavanagh
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 Kavanagh	32784	-	2203		2203				Mary Kavanagh
Bridget Harrington	42235	-	1772		1772				Bridget Harrington
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 Connealy	92057	-	1640		1640				Bridget Connealy
Ann Connealy	10500	-	400		400				Ann Connealy
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 Connealy	152457	-	1908		1908				Mary Connealy
Kate Connealy	162913	-	2822		2822				Kate Connealy
Mary Shulan	175259	-	2031		2031				Mary Shulan
John O'Neil	192610	-	2136		2136				John O'Neil
Mary Mahoney	202158	-	1726		1726				Mary Mahoney
Julia Shay	21806	-	660		660				Julia Shay
Ellen Stack	222871	-	2296		2296				Ellen Stack
Mary Shulan	223129	-	2503		2503				Mary Shulan
Kennedy Somes	242863	-	2280		2280				Kennedy Somes
Mary Shay	252571	-	2056		2056				Mary Shay
Bridget Mullery	268380	-	2704		2704				Bridget Mullery
Eliza Burke	273188	-	2550		2550				Eliza Burke
Bridget Linton	28204	-	2563		2563				Bridget Linton
Mary Sullivan	291754	-	1403		1403				Mary Sullivan
Bridget Neffey	303793	-	3018		3018				Bridget Neffey
John O'Farrell	311924	-	1539		1539				John O'Farrell
Eliza Powers	321938	-	1566		1566				Eliza Powers
John Marin	362651	-	2120		2120				John Marin
Ellen Stack	372532	-	2025		2025				Ellen Stack
Ann Kennedy	383634	-	2907		2907				Ann Kennedy
Bridget Kennedy	408418	-	2734		2734				Bridget Kennedy
Kate Sullivan	412880	-	2304		2304				Kate Sullivan
Julia Sullivan	428951	-	3160		3160				Julia Sullivan
Mary Duckford	433099	-	1679		1679				Mary Duckford
Eliza Boggs	442763	-	2210		2210				Eliza Boggs
Kate Brighouse	452106	-	1684		1684				Kate Brighouse
Julia Dailey	462839	-	2811		2811				Julia Dailey
Margt. McNamee	482803	-	2242		2242				Margt. McNamee
Mary Hausey	483149	-	2512		2512				Mary Hausey
John Shay	502632	-	2276		2276				John Shay
Kannah Shulan	518380	-	2664		2664				Kannah Shulan
Isabel Johnson	51421	-	336		336				Isabel Johnson
Margt. Burns	531448	-	1158		1158				Margt. Burns
Kate Brady	59892	-	713		713				Kate Brady
					121972	2525	119139		

Figure 6: p. 263 of register

What types of jobs are there?

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

- ? (001) - looks like “MFC”
- repairs (001)
- rag room (002)
- finishers (002)
- MFC Mill (005) -> we googled and found that this is actually the name of a milling machine
- foreman (005)
- machine room (005)
- engine room (005)
- soft hands (005)
- fireman (005)
- size hands (005)
- joggers (005)
- watchmen (005)
- overseer (006)
- day hands (007)
- sorters (007)
- stamp & sealer (007)
- count & folder (007)
- engineers (009)
- machine hands (009)
- stamper (011)
- sealer (011)
- sorter (011)
- extra (011)
- borders (013)

- linen (021)
- cotton (021)
- cutter (023)
- repair & watchmen (030)

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

[Link to full spreadsheet](#)

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

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

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

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

Role labels become very sporadic after first year

- ‘Repairs’ and ‘Repairs and Watchmen’, however, remain in their own section at the bottom throughout all of the pay periods
 - Presumably employees whose main role was to repair the machines + guard the factory instead of making paper
 - There were 5 people under “Repairs” for April 1st, 1867 (see p. 225 above) and 8 under April 1st, 1868 (see p. 262 above)
 - * First couple pages of unlabeled workers (presumably majority worked in engine and machine room) + Repairs and Watchmen are all males
- The sorters, stampers, sealers, count & folders, and rag room/cutter roles all appear to remain throughout 1861-1869, although there are much fewer of them compared to the unlabeled names

45

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

NAMES	No. POUNDS.	No. REAMS.	No. DAYS	PRICE	TOTAL AMOUNT	RENT, OR BOARD.	BALANCE DUE.	DATE.	SIGNATURES.
J H Ordway				26 100	\$2.00		52.00	April 15	J H Ordway
J S Pomroy	26 200			58.00		53.00	1		Wm S Pomroy
J S Purdy	51 100			51.67		50.67	1		J S Purdy
John Shaw	55 100			55.00		55.00	1		John X Shaw
John Green	201 100			201.00		600.00	19.00		J G W D
Scay Rogers	41 600			41.60		41.60	April 15		Scay X Rogers
Palzick Biugel	50 200			50.00		50.00	1		Palzick Biugel
John O'Conor	28 100			28.00		25.00	1		John O'Conor
James Vaughan	21 100			21.00		21.00	1		James X Vaughan
John Vaughan	25 900			25.65		25.65	1		John X Vaughan
Michael Ryan	26 000			26.00		26.00	1		Michael Ryan
William Perry	24 100			39.75	1000.00	29.75	1		William Perry
William Sptor	21 200			39.75		39.75	1		Wm Sptor
Lawrence Hinckie	24 200			39.75		39.75	1		Lawrence Hinckie
Cyl Mekany	27 900			29.75		29.75	1		Cyl X Mekany
Igoras Bishop	22 700			39.37		39.37	1		Igoras Bishop
J M Brule	20 500			31.20		31.20	1		J M Brule
J Wn Hart	23 100			36.00		36.00	1		J Wn Hart
Henry B Ingaham	25 400			28.12		28.12	1		Henry B Ingaham
Cyl Jonathan	24 900			23.18		23.18	1		Cyl Jonathan
Mary Sayden	26 200			15.00		15.00	1		Mary X Sayden
Wm X Bodum	22 100			11.00		11.00	1		Wm X Bodum
Wm X Tonle	10 200			5.25		5.25	1		Wm X Tonle
Lawrence Schucker	11 100			7.00		7.00	1		Lawrence Schucker
Thomas Blake	10 400			9.00		9.00	1		Thomas Blake
John Cawchin	25 100			20.70		20.70	1		John Cawchin
James Lasy	19 400			11.25		11.25	1		James X Lasy
	1900.00			15.00		7000.00			

Repairs & Hatchions

R S Howard	30 300	60.00		60.00	April 15	R S Howard
G W Bolton	32 100	36.00		36.00	1	G W Bolton
Hillage Kelly	50 100	30.00		30.00	1	William Kelly
Enos Wellington	31 73	27.65		27.65	1	En W Wellington

Cost 100
Cyl 100
Cyl 100

Figure 7: p. 045 of register - 4 Repairs and Watchmen employees

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

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

The quotes below are taken from John P. Hickey's University of Massachusetts thesis 'The Holyoke Area Paper Industry,' which was written in May 1953 and mainly focuses on the Holyoke paper industry in the first half of the 20th century. Quotes relevant to the time period we are interested in examining are included below.

- "In 1861, after a period of severe readjustment just prior to the Civil War, twenty-one of the thirty-six manufactures of fine papers met at Pittsfield...to organize a protective association. They desired to raise prices which had fallen drastically as the result of a decrease in demand. They agreed to reduce output by about one-third for about three months. This was the first trade association established in the paper industry of the United States....The Parsons Paper Company and the Carew Manufacturing Company were charter members of this organization" (108)
- "Since the discovery of how to utilize wood for the manufacture of paper in 1867, this raw material has been in increasing demand" (84)
- "several of the local mills were quite large, employing 200 or more workers" and there were "about 3700 workers employed in the local paper industry at the turn of the century" (4)
- "Repairs, if necessary, are undertaken on Sundays" (94)
- "In replacing a wire on a Fourdrinier paper machine, workers in the Holyoke mills receive half a day's pay besides their regular pay during the hours they work on the replacement. This acts as an incentive to the workers to get the machine back in operation as soon as possible" (94)