

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 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	242	166	67.87		17.37				W. Johnson
John C. Evans	242	90	34.95	117	30.28				John C. Evans
William Conner	25	46	68.75	725	61.50				William Conner
Martin Kennedy	28	36	87.58		37.38				Martin Kennedy
James Casey	28	12	81.00		51				James Casey
Ethel Gallivan	25	9	87.80		37.80				Ethel Gallivan
John Vaughan	25	4	50.00		50				John Vaughan
Catt. Gale	27	9	40.50		10.50				Catt. Gale
Sam'l. J. Knight	27	8	55.00	720.00	47.75				Sam'l. J. Knight
Phillip Silday	28	12	57.00		57				Phillip Silday
John Concho	28	9	56.00	625	47.75				John Concho
Zionk & Russell	26	16	48.02	903	39.12				Zionk & Russell
Charles Jepson	28	76	35.63		35.63				Charles Jepson
William Tomory	27	24	94.63		94.63				William Tomory
John Lynn	29	15	67.50		67.50				John Lynn
E. V. Wellington	27	16	87.05	625	81.50				E. V. Wellington
Upton Strand	27	9	147.70		147.70				Upton Strand
Wm. McKey	30	4	48.31	933	8.98				Wm. McKey
Charles Strong	37	13	88.50		88.50				Charles Strong
J. A. Allen	27	4	40.50	502	38.50				J. A. Allen
Nick Ryan	31	17	56.83		56.83				Nick Ryan
Pat & Augie	31	9	46.50	137	46.50				Pat & Augie
Miss. McAllister	29	11	53.17		53.17				Miss. McAllister
Edward Kelly	25	8	40.63		40.63				Edward Kelly
Catt. Murphy	28	12	49.62	116	39.98				Catt. Murphy
Car. O'Kane	27	9	48.75	571	38.58				Car. O'Kane
Joe Brandon	27	10	97.75	501	67.75				Joe Brandon
Joe Brandon Jr	28	9	45.60		45.60				Joe Brandon Jr
John Vaughan	27	16	57.25		47.25				John Vaughan
Eugene Keaney	31	6	39.00		39				Eugene Keaney
Kieran & David	31	8	39.75		39.75				Kieran & David
John Shea	18	9	27.75		27.75				John Shea
John Farren	23	9	76		75				John Farren
Mary O'Leary	11	6	12.37		12.37				Mary O'Leary
Kate Kilham	27	9	30.37		30.37				Kate Kilham
Kate Moran	34	9	27		27				Kate Moran
Kate Baldwin	23	9	28.87		28.87				Kate Baldwin
Philip Gidday			7.12		7.12				Philip Gidday
John Flynn			1.00		1.00				John Flynn
Repcans & Co				1730.00	607	1100.00			Repcans & Co
Augustine Ely	25	18	76.60		56				Augustine Ely
Walter Buckley	27	18	61.80		50				Walter Buckley
J. M. Alden	33	19	62.80		62.80				J. M. Alden
Martin Knell	23	16	81.75	1400	47.75				Martin Knell
Pat Casey	32	20	52.82		62.82				Pat Casey
Austin Ely	27	9	81.00		81.00				Austin Ely
Walter Buckley	27	8	81.00		81.00				Walter Buckley
J. M. Alden	27	9	67.50		67.50				J. M. Alden
Martin Knell	27	9	60.75	4000	56.75				Martin Knell
Pat Casey	33	9	53.62		53.62				Pat Casey
			343.00	1400	309.00				

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", "no", ~
$ note            <chr> NA, "Brown and Flood?", NA, NA, NA, NA, NA, NA, NA, NA, ~
$ daily_pay       <dbl> 2.750, 1.626, 2.750, 1.625, 2.000, 1.500, 2.000, 1.500, ~

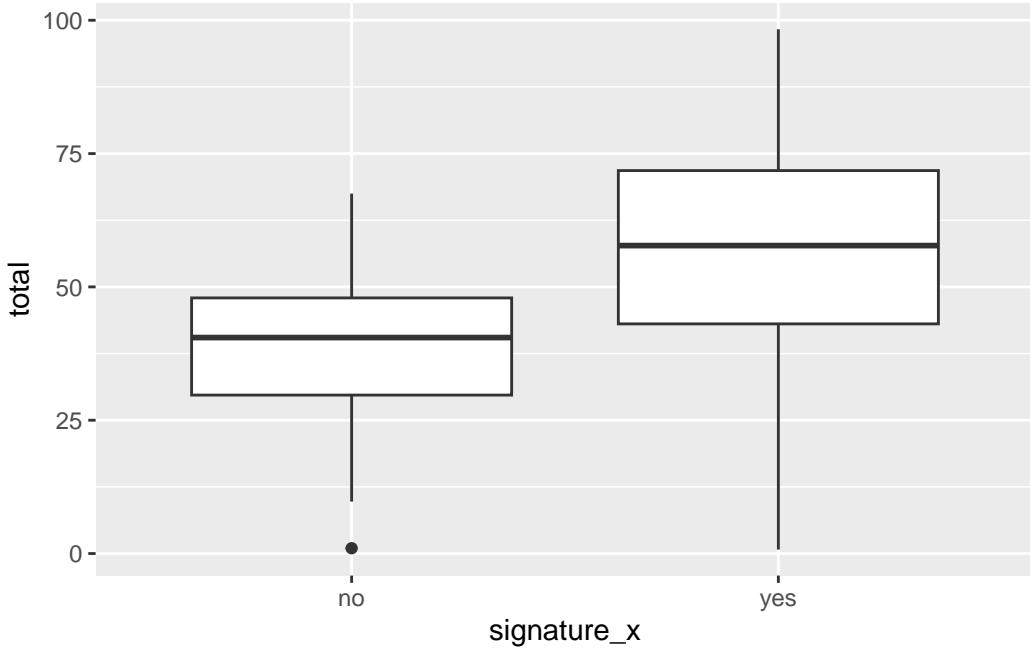
#comparing number of employees able ('yes) to write their signature vs unable ('no')
mosaic::tally(~ signature_x, margins = TRUE, data = register)

signature_x
no yes Total
24 20 44

mosaic::tally(~ signature_x, format = "prop", data = register)

signature_x
no yes
0.5455 0.4545

gf_boxplot(total ~ signature_x, data = register)
```



In the example analysis above, we transcribed page 253 of the register onto a spreadsheet and compared the number of employees who were able to sign their own signatures to the number of employees who were not able to do so on a singular page. Based off these findings, it appears that a large portion (slightly more than half) of the employees at Parsons Paper Company were illiterate, especially the women, who largely lacked formal education.

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

One of the central goals of this class is to make the information contained in the Parsons Paper Register and related materials more accessible and widely available to those interested in the rich history of Holyoke. We hope that this report can provide some insight into the different day-to-day operations at Parsons Paper Company, as well as the individuals who worked there, many of whom stayed for several years.

How many days in a pay period?

- The Parsons Paper Company register comprises monthly pay periods from January 1861-April 1869
- Pay periods appear to be a month long with employees typically getting paid on the 1st of the next (?) month
- Based off the spreadsheet from p. 253, most employees work between 20-30 days each pay period, the average is around 27 so most employees work at least 6 days/week
 - In Chapter IV of Green's book, she writes that male Holyoke paper makers worked 58-72 hours a week
 - * 11.25 hours five days a week + 8.75 hours on Saturday was typical for Holyoke textile mills
 - Women worked slightly shorter hours
- Pgs. 223-225 appear to comprise an entire pay period for the month of April in 1868 (most pay periods span ~3 pages in the register)
- Pgs. 223-225 and Pgs. 261-263 below are exactly one year apart in the register (April 1st 1867 + April 1st 1868)

How many employees during this era?

To quantify this, we counted the number of employees throughout each of the following pay periods by hand by going through the pages of the register one by one:

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

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being in full of all demands up to April 1st 1867.

NAMES	NO. POUNDS.	NO. REAMS.	NO. DAYS.	PRICE.	TOTAL AMOUNT.	RENT, OR BOARD.	BALANCE DUE.	DATE.	SIGNATURES.
George Papillion	27 ² 13 ₀	6	6187		61.87	Apr 15			George Papillion
James P. Queen	29 ³ 9 ₀	8	5712		57.12	"			James P. Queen
Walter F. Lord	28 ⁴ 2 ₀	5	5600	6.25	50.75	"			Walter F. Lord
George A. Day	26 ¹³ 1 ₀	5	5850	6.25	52.25	"			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 Feltz	18 ⁶ 0 ₀	2	18		9.86	8.14	"		Mary Feltz
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 Melrose	17 ⁶ 0 ₀	2	11.50	6	5.50	"			Margaret Melrose
H. Brown	5 ¹⁶ 0 ₀	2	18.64	12	6.64	"			H. Brown
Jeffanna Dover	C. 5 ¹² 0 ₀	2	30.40	6.25	24.20	"			Jeffanna Dover
Lucy Allen	12 ⁵ 0 ₀	2	35.75		35.75	"			Lucy Allen
J. Cormac	17 ⁶ 0 ₀	2	35.75		35.75	"			J. Cormac
Sarah Francis	18 ⁶ 0 ₀	2	26.97	9.00	17.97	"			Sarah Francis
E. A. Allen	11 ¹² 0 ₀	2	7.84	2.58	4.76	"			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	" 1111	2	22.56		22.56	"			E. M. Scott
Martha Wright	" 959	2	18.75	7.00	11.75	"			Martha Wright
Julia Cormac	" 401	2	8.42	5.50	7.92	"			Julia Cormac
O. H. Meeker					147.00	170.52	97.60		
L. Powell									
R. P. Sykes									
Kun L. Lawrence									



Figure 2: p. 223 of register, see p.224-225 in 'Appendix'

Received of the PARSONS PAPER COMPANY, by their Agent, the sum prefixed to our Signatures,
being in full of all demands up to April 1st 1868

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

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

What types of jobs are there?

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

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

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

We are listing the different roles and the page number of where each is first introduced. *do we need these bullet points or should we just take it out since we have the table?*

- MFC (001)
- repairs (001)
- rag room (002)
- finishers (002)
- MFC Mill (005)
- 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)

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

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

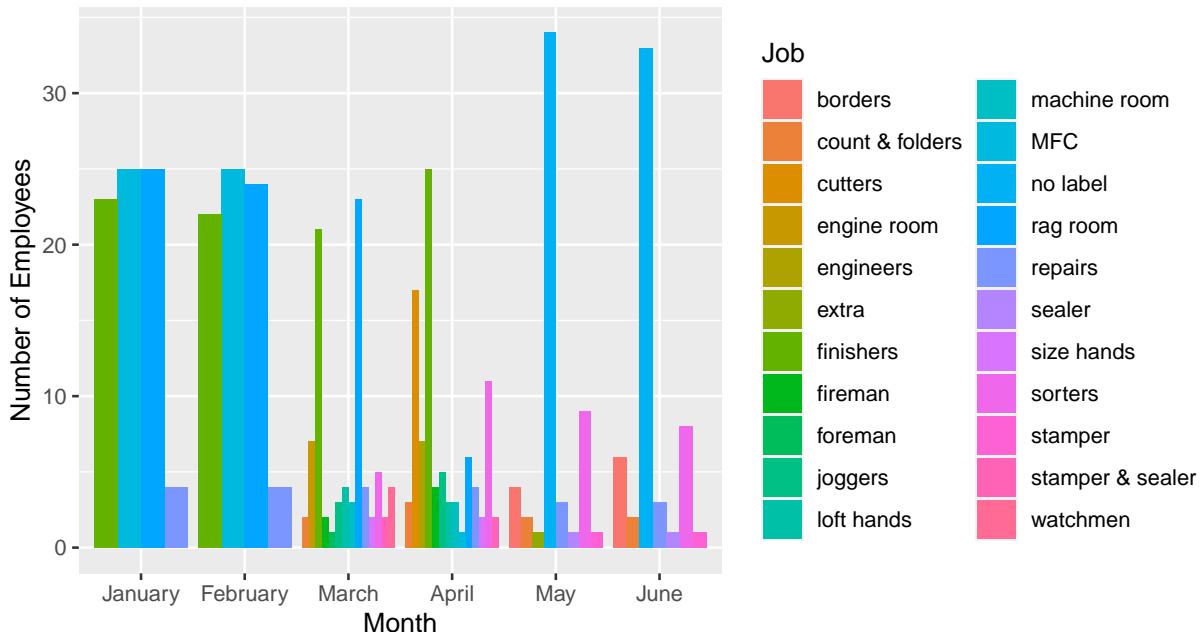
Spreadsheet tracking employment by job type for first 6 months of the register (Jan-Jun 1861)

[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
 - 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



45

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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
My oh! 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
Patrick Mahony	27 000			39.75		29.75	1		Cat X Mahony
James Bishop	22 100			39.75		39.75	1		James Bishop
John A Proctor	20 500			39.75		39.75	1		J M Proctor
William Hall	23 100			36.00		36.00	1		Wm Hall
K S Ingaham	25 100			38.00		38.00	1		K S Ingaham
Patrick Danahaw	24 100			38.00		38.00	1		Cat X Danahaw
Mary Hayden	26 000			15.00		15.00	1		Mary X Hayden
Mrs. Baldwin	22 100			11.00		11.00	1		Mrs X Baldwin
Catharine Powers	10 200			5.25		5.25	1		Mrs X Powers
Mrs. Shunkle	11 100			7.00		7.00	1		Lawrence Shunkle
Thomas Blake	10 400			9.00		9.00	April 15		Thomas Blake
John Caudlin	25 100			20.70		20.70	1		John Caudlin
James Lasy	19 400			11.25		11.25			James X Lasy
	1900.00			15.00		7000.00			

Repairs & Hatchions

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

Cost 100
100
100

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

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.

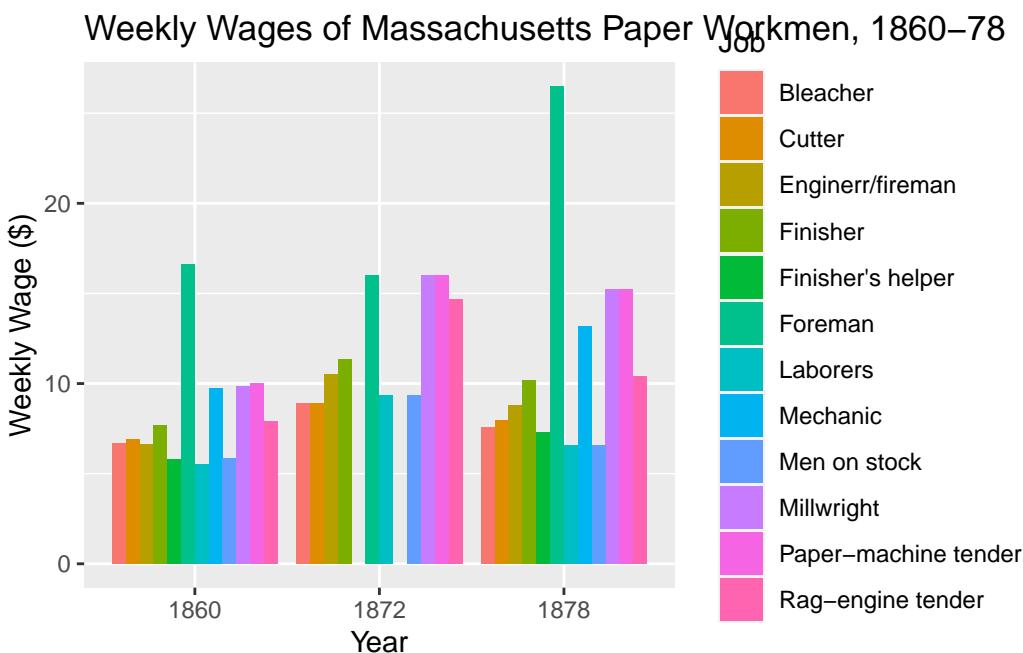
- “In 1861, after a period of severe readjustment just prior to the Civil War, twenty-one of the thirty-six manufactures of fine papers met at Pittsfield...to organize a protective association. They desired to raise prices which had fallen drastically as the result of a decrease in demand. They agreed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

How do Parsons wages compare to the state averages?

The table is adapted from page 314 of *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 2: Weekly Wages of Massachusetts Paper Workmen, 1860-78

Job	Wages_1860	Wages_1872	Wages_1878
Foreman	16.63	16.00	26.49
Millwright	9.86	16.00	15.21
Paper-machine tender	10.00	16.00	15.25
Mechanic	9.75	NA	13.20
Finisher	7.70	11.33	10.20
Rag-engine tender	7.90	14.67	10.41
Enginerr/fireman	6.64	10.52	8.77
Finisher's helper	5.80	NA	7.27
Cutter	6.90	8.89	7.95
Bleacher	6.70	8.89	7.56
Men on stock	5.88	9.33	6.57
Laborers	5.50	9.33	6.55



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 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 9			21 67		21 67	"		Rose Baldwin
Martin Moran	26 9			39 00		39	"		Martin Moran
James Moran	23 9			34 50		34 50	"		James Moran
Jefferson Powell	26 2			39 75		39 75	"		Jefferson Powell
William Johnson	25 57			63 12	8 54	54 78	"		William Johnson
Bob Deakins	26 9			39 00	4 00	35	"		Bob Deakins
Wm. Corcoran	26 39			66 87	8 34	58 63	"		Wm. Corcoran
Patrick Kennedy	26 9			39 00		39	"		Patrick Kennedy
James Casey	27 2			55 00		55	"		James Casey
John Vaughan	26 3			52 00		52	"		John Vaughan
Patrick Begley	36 9			51 00		51	"		Patrick Begley
J. L. O'Brien	26 36			53 50	8 34	50 16	"		J. L. O'Brien
J. D. A. Ballou	25 7			47 20		47 20	"		J. D. A. Ballou
Frank Russell	23 9			35 25		35 25	"		Frank Russell
Nick Haley	24 9			36		36	"		Nick Haley
Joseph Bordeau	25 9			110 13	10	10 63	"		Joseph Bordeau
John Conchon	22 1			40 30	10	30 30	"		John Conchon
Frank Cummings	23 9			35 25		35 25	"		Frank Cummings
Edmund Cain	26 9			39		39	"		Edmund Cain
Patrick Ryan	27 9			43 88	11	32 88	"		Patrick Ryan
" in April				81		81	"		
Frank Cummings				6 00		6 00	"		Frank Cummings
Morris Sammons	12 9			18		18	"		Morris Sammons
Thomas Johnson	28 9			42 75		12 75	"		Thomas Johnson
John Coulson	25 9			25		25	"		John Coulson
John Coulson in Apr	27 4			16 93		16 93			John Coulson in Apr
				150 78	22 52	149 26			

Repayments

Austin Ely	26 18	65 00	65	"	Austin Ely
J. M. Allen	26 18	65 00	65	"	J. M. Allen
H. C. Walter	26 25	65 00	8 34		H. C. Walter
Patrick Casey	32 7	32 00	32	"	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
Michael Ryan	2839	4632	500	4132	4132				Michael Ryan
Ellen Cavanagh	2671	3033		3033	3033				Ellen Cavanagh
Kate Sheridan	2671	8033	700	2333	2333				Kate Sheridan
Ann Cavanagh	2671	8033		3033	3033				Ann Cavanagh
Jean Davenport	2369	2587		3587	3587				Jean Davenport
John Clark	204	2200		2200	2200				John Clark
Catharine Gray	12476	80	1980	1980	1980				Catharine Gray
Katherine Shulman	21988	-	746	746	746				Katherine Shulman
Mary Kornogon	32784	-	2203	2203	2203				Mary Kornogon
Bridget Harrington	42235	-	1772	1772	1772				Bridget Harrington
Suzanna Emerson	52003	-	1602	200	1402				Suzanna Emerson
Mary Griswold	62771	-	2216	2216	2216				Mary Griswold
Kate O'Han	72757	-	2205	2205	2205				Kate O'Han
Bridget Gleeson	53527	-	2821	2821	2821				Bridget Gleeson
Bridget Conne	92057	-	1640	1640	1640				Bridget Conne
Ann Conne	10500	-	400	400	400				Ann Conne
Alice Connolly	11242	-	1937	1937	1937				Alice Connolly
Mary Lynch	12250	-	1800	500	1300				Mary Lynch
Bridget Flynn	131850	-	1480	1480	1480				Bridget Flynn
Ellen Shinn	148000	-	2440	2440	2440				Ellen Shinn
Mary Conne	152457	-	1908	1908	1908				Mary Conne
Kate Conne	162913	-	2822	2822	2822				Kate Conne
Mary Shulman	175259	-	2031	2031	2031				Mary Shulman
John O'Han	192610	-	2136	2136	2136				John O'Han
Mary Mahoney	202158	-	1726	1726	1726				Mary Mahoney
Julia Shay	21826	-	660	660	660				Julia Shay
Ellen Stack	222871	-	2296	2296	2296				Ellen Stack
Mary Shulman	223129	-	2503	2503	2503				Mary Shulman
Katharina Morris	242863	-	2280	2280	2280				Katharina Morris
Mary Shay	252571	-	2056	2056	2056				Mary Shay
Bridget Mullery	268380	-	2704	2704	2704				Bridget Mullery
Eliza Burke	273188	-	2550	2550	2550				Eliza Burke
Bridget Linton	28204	-	2563	2563	2563				Bridget Linton
Mary Sullivan	291754	-	1403	1403	1403				Mary Sullivan
Bridget Neffey	303793	-	5018	5018	5018				Bridget Neffey
John O'Brien	311924	-	1539	1539	1539				John O'Brien
Eliza Powers	321938	-	1566	1566	1566				Eliza Powers
John Marin	362651	-	2120	2120	2120				John Marin
Ellen Stack	372532	-	2025	2025	2025				Ellen Stack
Ann Kornogon	383634	-	2907	2907	2907				Ann Kornogon
Bridget Kennedy	408418	-	2734	2734	2734				Bridget Kennedy
Kate Sullivan	412880	-	2304	2304	2304				Kate Sullivan
Julia Sullivan	428951	-	3160	3160	3160				Julia Sullivan
Mary Duckford	433099	-	1679	1679	1679				Mary Duckford
Eliza Boggs	442763	-	2210	2210	2210				Eliza Boggs
Kate Brehmeham	452106	-	1684	1684	1684				Kate Brehmeham
Julia Dailey	462839	-	2811	2811	2811				Julia Dailey
Margt Mc Donogh	482803	-	2242	2242	2242				Margt Mc Donogh
Mary Hausey	493149	-	2512	2512	2512				Mary Hausey
John Shay	502632	-	2276	2276	2276				John Shay
Katharine Shulman	518380	-	2664	2664	2664				Katharine Shulman
Isabel Johnson	51421	-	336	336	336				Isabel Johnson
Margt Burns	531448	-	1158	1158	1158				Margt Burns
Kate Brady	59892	-	713	713	713				Kate Brady
				121972	2525	119139			

Figure 8: p. 263 of register