

Parsons Paper Company Payroll & Employment Analysis - Stat 210

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Introduction

The Parsons Paper Register contains nearly 400 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.
```

NAMES.	NO. POUNDS.	NO. REAMS.	NO. DAYS.	PRICE.	TOTAL AMOUNT.	RENT, OR BOARD.	BALANCE DUE.	DATE.	SIGNATURES.
William Johnson	203 16	6	67 37						Wm. Johnson
John C. Evans	21 1/2	6	31 95	11 67	302 54				John C. Evans
William Connor	25 1/2	6	68 75	7 25	61 50				William Connor
Martin Kennedy	23 7/8	6	87 38				37 38		Martin Kennedy
John Casey	28 1/2	6	51 00				51		John Casey
John Gallivan	25 1/2	6	27 50				37 50		John Gallivan
John Vaughan	25 1/2	6	50 00				50		John Vaughan
John G. Hale	27 9/16	6	40 50				40 50		John G. Hale
Sam'l J. Knight	27 1/2	6	55 00	7 20	47 75				Sam'l J. Knight
Philips Silday	28 1/2	6	57 00				57		Philips Silday
John Conchen	25 1/2	6	86 00	6 25	49 75				John Conchen
John R. Russell	22 1/2	6	45 12	9 00	39 12				John R. Russell
Charles Johnson	25 1/2	6	35 63				35 63		Charles Johnson
William Conroy	27 1/2	6	94 50				94 50		William Conroy
John Flynn	29 1/2	6	67 50				67 50		John Flynn
E. H. Wellington	27 1/2	6	57 75	6 25	51 50				E. H. Wellington
Albertine Howard	27 1/2	6	144 70				144 70		Albertine Howard
John McCay	32 1/2	6	48 81	9 00	38 98				John McCay
Charles String	27 1/2	6	58 50				58 50		Charles String
J. A. Allen	27 1/2	6	40 50	5 00	35 50				J. A. Allen
Dick Devine	31 1/2	6	56 83				56 83		Dick Devine
Pat'k O'Donnell	31 1/2	6	46 50	10 25	36 50				Pat'k O'Donnell
John McNamee	20 1/2	6	53 17				53 17		John McNamee
Edward Wolf	25 1/2	6	40 63				40 63		Edward Wolf
Pat'k Murphy	28 1/2	6	44 60	11 67	39 95				Pat'k Murphy
Pat'k O'Hare	27 1/2	6	48 58	5 75	38 85				Pat'k O'Hare
Joe Brandon	27 1/2	6	9 75	5 00	4 75				Joe Brandon
Joe Brandon Jr	28 1/2	6	45 50				45 50		Joe Brandon Jr
John Vaughan	27 1/2	6	47 25				47 25		John Vaughan
Eugene Healey	26 1/2	6	30 00				39		Eugene Healey
William D. Davis	26 1/2	6	39 75				39 75		William D. Davis
John Speer	18 1/2	6	27 75				27 75		John Speer
John Farren	27 1/2	6	75				75		John Farren
Henry Only	11 1/2	6	12 37				12 37		Henry Only
Kate Nellon	27 1/2	6	30 37				30 37		Kate Nellon
Kate Moran	30 1/2	6	27				27		Kate Moran
Kate Baldwin	23 1/2	6	25 87				25 87		Kate Baldwin
Philip Geary	27 1/2	6	7 12				7 12		Philip Geary
John Flynn	27 1/2	6	1 00				1 00		John Flynn
McNamee B. C.					173 00	146 71	116 00		
Augustine Ely	25 1/2	6	76 60				76 60		Augustine Ely
Walter Buckley	27 1/2	6	61 50				61 50		Walter Buckley
J. M. Alden	25 1/2	6	62 50				62 50		J. M. Alden
Martin Howell	23 1/2	6	51 78	4 00	47 78				Martin Howell
Pat'k Casey	32 1/2	6	52 82				52 82		Pat'k Casey
Augustine Ely	27 1/2	6	81 00				81 00		Augustine Ely
Walter Buckley	27 1/2	6	81 00				81 00		Walter Buckley
J. M. Alden	27 1/2	6	67 50				67 50		J. M. Alden
Martin Howell	27 1/2	6	60 75	4 00	56 75				Martin Howell
Pat'k Casey	33 1/2	6	63 62				53 62		Pat'k Casey
					342 87	249 47	222 28		

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

```
glimpse(register)
```

```
Rows: 44
Columns: 13
$ lastname      <chr> "Johnson", "O'Brien", "Connor", "Kennedy", "Casey", "Gal-
$ firstname     <chr> "William", "John W.", "William", "Martin", "James", "Tho-
$ number_pounds <lgl> NA, ~
$ number_reams   <lgl> NA, ~
$ number_days    <dbl> 24.50, 21.50, 25.00, 23.00, 25.50, 25.00, 25.00, 27.00, ~
$ price1         <dbl> 16, 9, 16, 9, 12, 9, 12, 12, 12, 10, 7, 21, 15, 1-
$ price2         <dbl> 6, 9, 6, 9, 0, 0, 0, 0, 0, 0, 6, 6, 0, 0, 6, 9, 6, 0, ~
$ total          <dbl> 67.37, 34.95, 68.75, 37.38, 51.00, 37.50, 50.00, 40.50, ~
$ rent_or_board   <dbl> NA, 4.67, 7.25, 0.00, 0.00, 0.00, 0.00, 0.00, 7.25, 0.00-
$ balance_due    <dbl> 67.37, 30.28, 61.50, 37.38, 51.00, 37.50, 50.00, 40.50, ~
$ signature_x     <chr> "yes", "yes", "yes", "no", "no", "no", "no", "no", "no", "no", ~
$ note            <chr> NA, "Brown and Flood?", NA, NA, NA, NA, NA, NA, NA, NA, ~
$ daily_pay       <dbl> 2.750, 1.626, 2.750, 1.625, 2.000, 1.500, 2.000, 1.500, ~

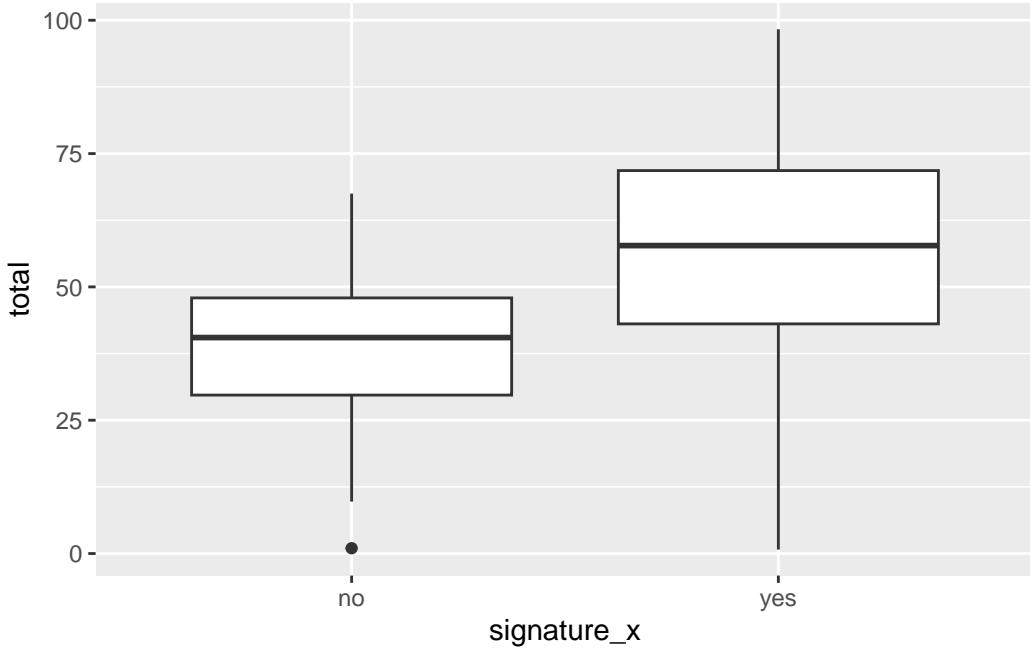
#comparing number of employees able ('yes) to write their signature vs unable ('no')
mosaic::tally(~ signature_x, margins = TRUE, data = register)

signature_x
no yes Total
24 20 44

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

signature_x
no yes
0.5455 0.4545

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



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

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

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

How many days in a pay period?

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

How many employees during this era?

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

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

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	" 1111	2	22.56		2.25	"			Martha Wright
Julia Cormac	" 959	2	18.78	7.00	1.18	"			Julia Cormac
O. H. Meeker	" 401	2	8.42	5.9	0.92	"			O. H. Meeker
L. Powell	"				147.00	170.52	97.60		L. Powell
R. P. Sykes	"								R. P. Sykes
Kun. Lawrence	"								Kun. Lawrence



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

Received of the PARSONS PAPER COMPANY, by their Agent, the sum 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
James P. Davis	22 ³	104		3981	3981				James P. Davis
John Ford	24 ³	105		6375	725	5650			John Ford
Geo A. Day	24 ³	105		6063	725	5338			Geo A. Day
O. S. Whaler	27 ¹	14		5017	1771	3246			O. S. Whaler
O. S. Whaler	26 ¹	108		4550	1771	2779			O. S. Whaler
Samuel Carroll	21 ¹	15		8250	5250	5250			Samuel Carroll
Charles Robertson	26 ¹	116		3250	1771	1479			Charles Robertson
Charles Morgan	26 ¹	5		2167		2167			Charles Morgan
Ellen Denton	25 ¹	6		2500		2500			Ellen Denton
John Stack	26 ¹			3033		3033			John Stack
H. Casey	20 ¹	6		2550		2550			H. Casey
Eliza Birney	20 ¹			2050		2050			Eliza Birney
Elo. Shattuck	26 ¹			2600	1829	1291			Elo. Shattuck
Sarah Stale	25 ¹			2350	1829	1021			Sarah Stale
Clara Hordwalt	24 ¹			2400	1829	1071			Clara Hordwalt
Eliza Burley	26 ¹			3600		3600			Eliza Burley
Mary Swift	26 ¹			2600		2600			Mary Swift
Lolly Norton	21 ¹			2150	1829	831			Lolly Norton
J. Buckland	18 ¹			1800	956	814			J. Buckland
E. Carlton	13 ¹			1300		1300			E. Carlton
Lizzie Davison	26 ¹			2600	1829	1271			Lizzie Davison
J. Endicott	26 ¹			2600		2600			J. Endicott
Adelia Hart	26 ¹			3600	1829	1271			Adelia Hart
Maria Davis	13 ¹				1325				Maria Davis
Maria Hart	25 ¹			2500	1829	1171			Maria Hart
Eliza Heath	25 ¹			2550		2550			Eliza Heath
Sarah Camp	24 ¹	5		2000		2000			Sarah Camp
Mary Smith	26 ¹			2600	1829	1271			Mary Smith
H. C. Davis	21 ¹	2		2764		2764			H. C. Davis
Lucy Allen	27 ¹	1		2977		2977			Lucy Allen
M. Brown	3724	40		2009	1829	680			M. Brown
Wm. Davis	21 ¹	2		2871		2871			Wm. Davis
E. Allen	1171	2		2502		2502			E. Allen
Mary Conford	780	1		1560	1560	00			Mary Conford
G. C. Ford	906	1		1812		1812			G. C. Ford
Waltha Faight	756	1		1512	700	812			Waltha Faight
C. Collierian	1069	1		2135	1829	804			C. Collierian
J. Remmigard	915	1		1830		1830			J. Remmigard
Roddy Davis	1309	7	6	700		700			Roddy Davis
M. Green	2105	25	58	1464		1464			M. Green
W. S. Hockett	2159	9	8	551		551			W. S. Hockett
Julia Combs	2111	2		428		428			Julia Combs
Zy. Brown	168	2		336		336			Zy. Brown
Wendywood	11 ¹	6		450		450			Wendywood
Mary Davis	650	2		1360	625	735			Mary Davis
"	240	2		600		600			"
"	260	3		780		780			"
"	702	2		1404		1404			"
"	496	3		1455		1455			"
"	400	2		800	583	217			"
					10960	5807	9746		

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

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

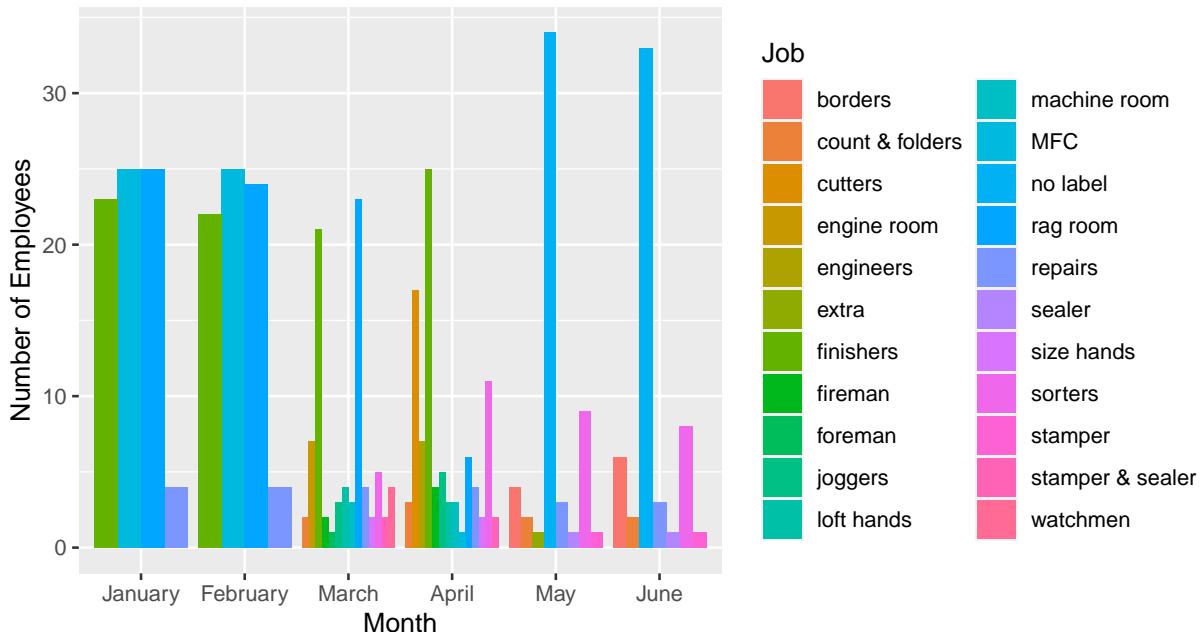
Spreadsheet tracking employment by job type for first 6 months of the register (Jan-Jun 1861)

[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



Received of the PARSONS PAPER COMPANY, by their Agent, the sum prefixed to one Signature,
being in full of all demands up to 1st April 1819.

NAMES	NO. POUNDS.	NO. REAMS.	PRICE.	TOTAL AMOUNT.	RENT, OR BOARD.	BALANCE DUE.	DATE.	SIGNATURES.
John Ordway.	38 ¹ / ₂	32	20	520 00	Opus 14	45	1819	John Ordway
J. S. Peigney	26 ² /4	53	00	530 00		Wm. J. Peigney		
J. S. Parks	51 10	51 67		5167				J. S. Parks
John Flynn	55 00	55 00		5500				John X Flynn
John H. Allen	21 100	24 00	6000	14400				J. H. Allen
Samy Rogers	41 69	46 12		4612	Opus 15	45	1819	Samy X Rogers
Patrick Beglan	56 ² / ₄	111 06		11106	Opus 15			Patrick Beglan
John Beglan	28 ¹ / ₂ 90 ²	25 42		2542				John X Beglan
James Galigan	28 100	28 25		2825				James X Galigan
John Vaughan	27 ² / ₄ 90 ²	25 65		2565				John X Vaughan
Michael Ryan	26 69	29 50		2950				Michael Ryan
William Perry	26 ¹ / ₂ 10	39 75	10000	2975				William Perry
William Sponer	21 ¹ / ₂ 1	39 75		3975				Wm Sponer
Lawrence Hinckle	26 ² / ₄	39 75		3975				Lawrence Hinckle
Patrick Mahony	27 ² / ₄ 90 ²	24 75		2475				Pat X Mahony
Thomas Bishop	22 75	39 57		3957				Thos Bishop
John A. Prentiss	26 ¹ / ₂ 7	31 20		3120				J. M. Prentiss
William Hall	33 110	36 40		3640				Will Hall
H. B. Ingallion	25 69	28 12		2812				Henry B. Ingallion
Patrick Donahan	25 ² / ₄ 90 ²	25 18		2518				Pat X Donahan
Mary Gaffin	31 50 ²	13 00		1300				Mary X Gaffin
Mrs. Baldwin	22 1	11 00		1100				Mrs X Baldwin
Catharine Powers	10 ² 1	5 25		525				Mrs X Powers
West Hinckle	14 11	7 00		700				Lawrence Hinckle
Thomas Blake	10 90 ²	9 00		900	Opus 15			Thomas Blake
John Caulkin	25 1	20 70		2070	Opus 15			John Caulkin
James Casy	19 46	14 25		1425				James X Casy
		7944 14		15 00				
				7794 14				
<u>Repairs & Watchmen</u>								
R. S. Howard	30 ¹ / ₂	6000		6000	Opus 15			R. S. Howard
J. P. Seller	32 17 ¹ / ₂	56 00		5600				J. P. Seller
Kellings Kelly	30 10 ²	30 00		3000				William Kelly
Chris Kellington	31 58	27 65		2765				C. W. Wellington
		173 65		173 65				

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)

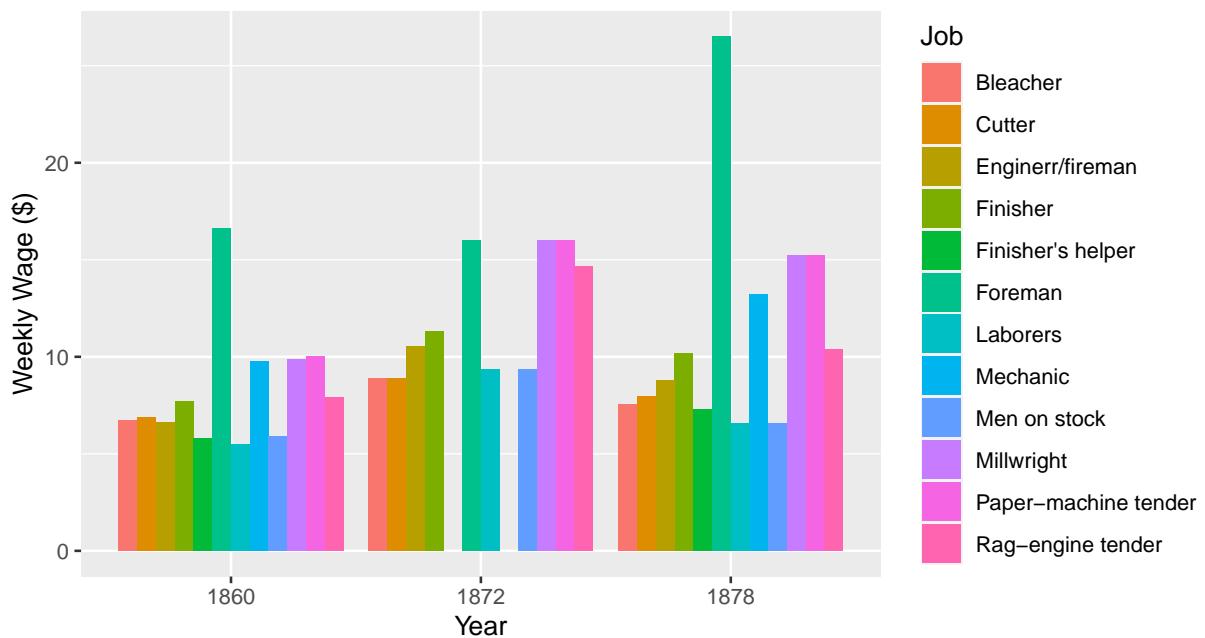
How do Parsons wages compare to the state averages?

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

Weekly Wages of Massachusetts Paper Workmen, 1860–78



Appendix

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

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	2352	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
Kenneth Fitzgerald	3434	7		30.91		30.91	"	Kenneth 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
Ann Kennedy	4224	7		35.81		35.81	"	Ann Kennedy
Mary Marshall	1863	7		16.77		16.77	"	Mary Marshall
Margaret Vaughan	5799	7		35.34		35.34	"	Margaret Vaughan
Jane Sullivan	4773	7		37.56		37.56	"	Jane Sullivan
Anna Torney	3118	7		29.97		29.97	"	Anna Torney
Eliza Rogers	3666	7		27.60		27.60	"	Eliza Rogers
Mary Dooling	3702	7		30.88		30.88	"	Mary Dooling
Mary Mahoney	2957	7		26.61		26.61	"	Mary Mahoney
Mary McDoough	1711	7		15.42		15.42	"	Mary McDoough
Johanna Shea	3169	7		28.52		28.52	"	Johanna Shea
Johanna Dehan	4249	7		38.16		38.16	"	Johanna Dehan
Mary Ward	2086	7		18.77		18.77	"	Mary Ward
	112121			123818	35.50	120826		



Figure 5: p. 224 of register

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

NAMES.	No. POUNDS.	No. REARS.	No. DAYS.	PRICE.	TOTAL AMOUNT.	RENT, OR BOARD.	BALANCE DUE.	DATE.	SIGNATURES.
William J. Penney	26 35			84 50	84 50			Apr 1 st	Wm. J. Penney
John Wellington	27 35			74 25	6 25	68	"		John Wellington
John Duffy	26 25			66 25	6 25	60	"		John Duffy
John Flynn	22 25			49 50		49 50	"		John Flynn
P. O' Hare	26 7			52 25		52 25	"		P. O' Hare
Charles Stacey	26 12			52 00		52	"		Charles Stacey
John G. Allen	26 9			39 00	5	34	"		John G. Allen
Michael Ryan	17 1/2			29 75		29 75	"		Michael Ryan
John Carroll	37 2/3			63 62		65 62	"		John Carroll
John Slaughter	22 9/10			55 75		55 75	"		John Slaughter
Michael Markham	26 1/2			45 50		45 50	"		Michael Markham
Rose Baldwin	26 3/4			21 67		21 67	"		Rose Baldwin
Martin Moran	26 9			39 00		39	"		Martin Moran
James Moran	23 9			34 50		34 50	"		James Moran
Jefferson Powell	26 2/3			39 75		39 75	"		Jefferson Powell
William Johnson	25 1/2			63 12	8 54	54 98	"		William Johnson
Bob Deakins	26 9			39 00	4 00	35	"		Bob Deakins
Wm. Corcoran	26 3/4			66 87	8 34	58 63	"		Wm. Corcoran
Patrick Kennedy	26 9			39 00		39	"		Patrick Kennedy
James Casey	27 2/3			55 00		55	"		James Casey
John Vaughan	26 3			52 00		52	"		John Vaughan
Patrick Begley	36 9			51 00		51	"		Patrick Begley
J. L. O'Brien	26 1/2			53 50	8 34	50 16	"		J. L. O'Brien
J. D. A. Ballou	25 1/2			47 20		47 20	"		J. D. A. Ballou
Frank Russell	23 2/3			35 25		35 25	"		Frank Russell
Nick Haley	24 9/10			36		36	"		Nick Haley
Joseph Bordeau	25 9/10	110	13	10	30 63	30 63	"		Joseph Bordeau
John Conchon	22 1/2	40	30	10	30 30	30 30	"		John Conchon
Frank Cummings	23 9	35	25		35 25	"			Frank Cummings
Edmund Cain	26 9			39		39	"		Edmund Cain
Patrick Ryan	27 9/10	43	88	11	32 88	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 9/10			42 75		42 75	"		Thomas Johnson
John Coulson	25 9			25		25	"		John Coulson
John Coulson in Apr	27 9/10			16 93		16 93			John Coulson in Apr
				150 78	22 52	149 26			

Repayments

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



Figure 6: p. 225 of register

Received of the PARSONS PAPER COMPANY, by their Agent, the sum specified to our Signatures,
being in full of all demands up to April 1st 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 Roquers	442763	-	2210	2210	2210				Eliza Roquers
Kate Beckham	452106	-	1684	1684	1684				Kate Beckham
Julia Dailey	462839	-	2811	2811	2811				Julia Dailey
Margt McIndoe	482803	-	2242	2242	2242				Margt McIndoe
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