

Parsons Paper Company Payroll & Employment Analysis - Stat 210

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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.

```
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#| 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	11 67	41 67	41 67	"	J. S. Ferris		
James Divine	29	17		34 12	34 12	"	James Divine		
William Johnson	24	180		56 75	56 75	"	William Johnson		
Lawrence Wrenkle	28	150		58 25	58 25	"	Lawrence Wrenkle		
William Perry	00	00		0 00	0 00	"	William Perry		
James McFerris	24	150		56 00	56 00	"	James McFerris		
Peter Hubert	26	98 ²	24 70	24 70	24 70	"	Peter Hubert		
John Dauchin	23 ²	80 ²	18 80	18 80	18 80	"	John Dauchin		
John H. Bouty	25	100		25 00	25 00	"	John H. Bouty		
John Vaughan	25	90 ^c	22 50	22 50	22 50	"	John Vaughan		
Zymes Vaughan	21	100		21 00	21 00	"	Zymes Vaughan		
Page and Frazer	28	100		28 00	28 00	"	Page and Frazer		
John Beggin	26	90 ^c	25 40	25 40	25 40	"	John Beggin		
Anthony Cain	25	90 ^c	22 50	22 50	22 50	"	Anthony Cain		
William Kelly	15 ²	100		15 50	15 50	"	William Kelly		
Patrick O'Dowd	25 ²	100		25 50	25 50	"	Patrick O'Dowd		
Patrick Beggin	30 ²	74	38 15	38 15	38 15	"	Patrick Beggin		
Benjamin Rogers	31 ²	76	39 06	39 06	39 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	"	Thomas Bishop		
Wiliam Hart	27	49	30 57	30 57	30 57	"	Wiliam Hart		
Richard Kirby	29	90 ^d	26 10	26 10	26 10	"	Richard Kirby		
Michael Ryan	25	74	29 17	29 17	29 17	"	Michael Ryan		
				78 19	70 00	77 47			
							77 47		
							77 47		

— Repairs —

R. S. Howard	29 ²	200	88 50	88 50	Jan 15	R. S. Howard
J. W. Bolton	31 ²	96	88 13	55 12	"	J. W. Bolton
J. M. Alden	26 ²	104	42 50	42 50	"	J. M. Alden
A. P. Prescott	15	14	26 00	26 00	"	A. P. Prescott

2000

2000

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 above 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	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 13 ⁰	5	5850	6.25	52.25	"			Geo. A. Day
Oscar Whelby	25 ¹¹ 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
Malvina Colly	26 ⁶ 0 ⁰	2	26		26	"			Malvina 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	25.75		25.75	"			Carrie Galvez
Mico J. Perry	25 ⁶ 0 ⁰	2	25		25	"			Mico J. Perry
Maria Bowes	25 ⁰ 0 ⁰	2	24.75	12	12.75	"			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 ⁰ 0 ⁰	1	18.64	12	6.64	"			H. Brown
Jeffanna Dover	2 ⁰ 5 ⁰	52	53	30.40	6.25	24.20			Jeffanna Dover
Lucy Allen	12 ⁶ 0 ⁰	58	58	55.74		53.74	"		Lucy Allen
J. Cormac	17 ⁰ 0 ⁰	58	58	55.74		53.74	"		J. Cormac
Sarah Francis	8 ² 0 ⁰	57	57	26.97	9.00	17.97	"		Sarah Francis
E. A. Allen	11 ⁰ 0 ⁰	57	57	7.84	2.58	4.76	"		E. A. Allen
H. Brown	1 ⁰ 0 ⁰	2	26		26	"			H. Brown
Margaret Dowd	"	587	2	15.14		15.14	"		Margaret Dowd
H. Brown	"	724	2	14.48		14.48	"		H. Brown
E. M. Scott	"	1111	2	22.56		22.56	"		E. M. Scott
Martha Wright	"	989	2	18.78	7.00	11.78	"		Martha Wright
Julia Cormac	"	401	2	8.42	50	7.92	"		Julia Cormac
O. H. Meeker					147.00	170.52	97.60		
L. Powell	x								
R. P. Sykes	x								
Sam. 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 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	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	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	3856	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	298	7	13.98	"		John Clarke
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	5753	7		33.12		33.12	"	Johanna McCarty
Mary Gaughan	3103	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		35.81		35.81	"	Ann Kennedy
Mary Marshall	1863	7		16.77		16.77	"	Mary Marshall
Margaret Vaughan	5709	7		33.34		33.34	"	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			1238.16	35.50	1208.26		



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.

NAMES.	No. POUNDS.	No. REARS.	No. DAYS.	PRICE.	TOTAL AMOUNT.	RENT, OR BOARD.	BALANCE DUE.	DATE.	SIGNATURES.
William J. Penney	26 35			84 50	84 50				Wm. J. Penney
John Wellington	27 35			74 25	6 25	68	"		John Wellington
John Duffy	26 25			66 25	6 25	60	"		John Duffy
John Flynn	22 25			49 50		49 50	"		John Flynn
P. O' Hare	26 7			52 25		52 25	"		P. O' Hare
Charles Stacey	26 12			52 00		52	"		Charles Stacey
John G. Allen	26 9			39 00	5	34	"		John G. Allen
Michael Ryan	17 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 7			45 50		45 50	"		Michael Markham
Rose Baldwin	26 3			21 67		21 67	"		Rose Baldwin
Martin Moran	26 9			59 00		39	"		Martin Moran
James Moran	23 9			54 50		34 50	"		James Moran
Jefferson Powell	26 2			39 75		39 75	"		Jefferson Powell
William Johnson	25 57			68 12	8 54	54 78	"		William Johnson
Bob Deakins	26 9			59 00	4 00	55	"		Bob Deakins
Wm. Corcoran	26 3	19		66 87	8 34	58 63	"		Wm. Corcoran
Patrick Kennedy	26 9			59 00		59	"		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 3	26		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 G. Long	25 2			55 25		55 25	"		Frank G. Long
Frank L. Russell	24 9			36		36	"		Frank L. Russell
Nick Haley	24 9			36		36	"		Nick Haley
Joseph Bordeau	25 9	11	13	10	30 63	30 63	"		Joseph Bordeau
John Conchon	22 7	10	30	10	30 30	30 30	"		John Conchon
Frank Cummings	23 7	35	25		55 25	"			Frank Cummings
Edmund Cain	26 9			39		39	"		Edmund Cain
Patrick Ryan	27 9	43	88	11	32 88	32 88	"		Patrick Ryan
" in April	7 2			81		81	"		
Frank Cummings	4 7			6 00		6 00	"		Frank Cummings
Morris Sammons	12 9			18		18	"		Morris Sammons
Thomas Sammons	28 9			42 75		42 75	"		Thomas Sammons
John Conchon	25 9			25		25	"		John Conchon
John Conchon in Apr	24 4			16 93		16 93			John Conchon
					150 78	22 52	149 26		
<u>Repairs &c.</u>									
Austin Ely	26 15			65 00		65	"		Austin Ely
J. M. Allen	26 15			65 00		65	"		J. M. Allen
H. C. Walter	26 25			65 00	8 34	56 66	"		H. C. Walter
Patrick Casey	32 7			52 00		52	"		Patrick Casey
Martin Newell	18 25			40 50		40 50	"		Martin Newell
					28 75	1 54	27 21		

Figure 3: p. 225 of register

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

Figure 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.

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	28 ³ 9	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	20 ³ 4	2200			2200				Jeh. Clark
Catharine Gray	12476	80	1980		1980				Cath. x Gray
Kennedy Shulan	2 988		746		746				H. x Shulan
Mary Kavanagh	3 784		2203		2203				Mary Kavanagh
Bridget Kavanagh	4 2215		1772		1772				Bridget Kavanagh
Suzanna Emerson	5 2003		1602	300	1402				Suzanna Emerson
Mary Griswold	6 2771		2216		2216				Mary x Griswold
Kate O'Farrell	7 2757		2205		2205				Kate x O'Farrell
Bridget Gleeson	5 3527		2821		2821				Bridget Gleeson
Bridget Connealy	9 2057		1640		1640				Bridget Connealy
Ann Connealy	10 500		400		4				Ann Connealy
Alice Connolly	11 242		1937		1937				Alice x Connolly
Mary Lynch	12 2250		1800	500	1300				Mary x Lynch
Bridget Flynn	13 1850		1480		1480				Bridget Flynn
Ellen Shinn	14 8000		2440		2440				Ellen x Shinn
Mary Connealy	15 2457		1908		1908				Mary x Connealy
Kate Connealy	16 2913		2822		2822				Kate Connealy
Mary Shulan	17 15259		2031		2031				Mary x Shulan
John O'Neil	18 2610		2136		2136				John O'Neil
Mary Mahoney	19 2158		1726		1726				Mary Mahoney
Julia Shay	20 806		660		660				Julia x Shay
Ellen Stack	22 2871		2296		2296				Ellen x Stack
Mary Shulan	23 129		2503		2503				Mary x Shulan
Kennedy Somes	24 2863		2280		2280				Hannah x Somes
Mary Shay	25 2571		2056		2056				Mary x Shay
Bridget Mullery	26 8380		2704		2704				Bridget Mullery
Eliza Beck	27 3188		2550		2550				Eliza x Beck
Bridget Linton	28 204		2563		2563				Bridget Linton
Mary Sullivan	29 1754		1403		1403				Mary x Sullivan
Bridget Neffey	30 3793		3018		3018				Bridget Neffey
John O'Conor	31 1924		1539		1539				John O'Conor
Eliza Powers	32 1938		1566		1566				Eliza x Powers
John Marin	33 2651		2120		2120				John Marin
Ellen Stack	34 2532		2025		2025				Ellen x Stack
Ann Kennedy	35 3634		2907		2907				Ann Kennedy
Bridget Kennedy	36 8418		2734		2734				Bridget Kennedy
Kate Sullivan	37 2880		2304		2304				Kate Sullivan
Julia Sullivan	38 3951		3160		3160				Julia Sullivan
Mary Duckford	39 3099		1679		1679				Mary Duckford
Eliza Roquay	40 2763		2210		2210				Eliza Roquay
Kate Beckinsale	41 2106		1684		1684				Kate Beckinsale
Julia Dailey	42 2839		2811		2811				Julia x Dailey
Margt. McNamee	43 2803		2242		2242				Margt. McNamee
Mary Hausey	44 3149		2512		2512				Mary Hausey
John x Shay	45 2632		2276		2276				John x Shay
Kathleen Shulan	46 3330		2664		2664				Kathleen Shulan
Isabel Johnson	47 421		336		336				Isabel x Johnson
Margt. Burns	48 1448		1158		1158				Margt. Burns
Kate Brady	49 892		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)
- ? (005) - looks like something and then “MFC Mill” -> 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)

[Spreadsheet LINK](#)

```
employment <- read.csv("jobs.csv")
glimpse(employment)
```

```
Rows: 63
Columns: 7
$ X    <chr> "", "Month", "January", "January", "January", "January", "", "Febr~
$ X.1 <chr> "", "Year", "1861", "1861", "1861", "1861", "", "1861", "1861", "1~
$ X.2 <chr> "", "Job", "MFC?", "repairs", "rag room", "finishers", "", "MFC?", ~
$ X.3 <chr> "", "Count", "25", "4", "25", "23", "", "25", "4", "24", "22", "", ~
$ X.4 <chr> "", "Page #", "001", "001", "002", "002", "", "003", "003", "004", ~
$ X.5 <chr> "", "Monthly Total", "77", "77", "77", "77", "", "75", "75", "75", ~
$ X.6 <chr> "", "Notes", "", "", "", "", "", "", "", "", "", "subgroup~
```

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

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	10	\$2.00	52.00	Opus 14			John Ordway
J. S. Peigney	26 ² / ₃	200	\$3.00	53.00				Wm J. Peigney
J. S. Purvis	51 ¹ / ₂	107	\$1.67	51.67				Jas S. Purvis
John Flynn	55 ¹ / ₂	100	\$3.00	55.00				John X Flynn
John H. Allen	21 ¹ / ₂	100	24.00	600.00	19.00			J. H. Allen
Sixy Rogers	41 ¹ / ₂	69	46.12	46.12	Opus 15			Sixy X Rogers
Patrick Beglan	56 ² / ₃	100	11.00	560.00				Patrick Beglan
John Beglan	28 ¹ / ₂	90 ² / ₃	25.42	25.42				John Beglan
James Caligan	28 ¹ / ₂	100	28.25	28.25				James X Caligan
John Vaughan	27 ¹ / ₂	90 ² / ₃	25.65	25.65				John X Vaughan
Michael Ryan	26 ¹ / ₂	94	29.50	29.50				Michael Ryan
William Perry	56 ¹ / ₂	100	39.75	597.50	29.75			William Perry
William Spofford	21 ¹ / ₂	100	39.75	397.50				Wm Spofford
Laurence Hinckle	26 ¹ / ₂	95	39.75	397.50				Laurence Hinckle
Patrick Mahony	27 ¹ / ₂	90 ² / ₃	24.75	24.75				Pat X Mahony
Thomas Bishop	22 ¹ / ₂	76	39.37	39.37				Thos Bishop
John A. Prentiss	26 ¹ / ₂	7	31.20	31.20				J. M. Prentiss
William Hall	53 ¹ / ₂	120	36.00	564.00				Will Hall
H. B. Ingallion	25 ¹ / ₂	94	28.12	28.12				Henry B. Ingallion
Patrick Donahan	25 ¹ / ₂	90 ² / ₃	25.18	25.18				Pat X Donahan
Mary Saylor	21 ¹ / ₂	80 ² / ₃	13.00	13.00				Mary X Saylor
Mrs. Baldwin	22 ¹ / ₂	1	11.00	11.00				Mrs X Baldwin
Catharine Powers	10 ¹ / ₂	1	5.25	5.25				Mrs X Powers
West Hinckle	14 ¹ / ₂	1	7.00	7.00				Laura Hinckle
Thomas Blake	10 ¹ / ₂	90 ² / ₃	9.00	9.00	Opus 15			Thomas Blake
John Caulkin	23 ¹ / ₂	1	20.70	20.70	Opus 15			John Caulkin
James Cosy	19 ¹ / ₂	46	14.25	142.50				James X Cosy
				794.75	15.00			
					20.75			
					20.75			

Repairs & Watchmen

R. S. Howard	30 ¹ / ₂	6000	6000	Opus 15	R. S. Howard
G. J. Seller	32 ¹ / ₂	5600	5600		G. J. Seller
Hilming Kelly	50 ¹ / ₂	3000	3000		William Kelly
Chris Hellington	31 ¹ / ₂	27.65	27.65		E. W. Wellington
		173.65	173.65		

20.75
20.75

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

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 manufacturers 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)