

Parsons Paper Register #7

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How many days in a pay period?

- The Parsons Paper Company register available from the Holyoke (Massachusetts) Public Library History Room comprises monthly pay periods from January 1861-April 1869. See <https://r.amherst.edu/apps/nhorton/Parsons-Paper/> for an interactive display.
- 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. 261-263 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 below and Pgs. 261-263 above 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)
 - 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
- Some pages have a separate section of employees at the bottom under “Repairs” and “Repairs & Watchmen” (April 1862 p.45 - 4 employees under ‘Repairs & Watchmen’) -- I included these names in the counts above

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

NAMES	NO. POUNDS.	NO. REAMS.	NO. DAYS.	PRICE	TOTAL AMOUNT.	RENT OR BOARD.	BALANCE DUE.	DATE.	SIGNATURES.
J H Ordway	36 100	32 00			52 00	April 15			J H Ordway
J S Peasey	26 300	53 00			53 00				Wm J Peasey
J S Price	31 100	51 00			51 67				J S Price
John Shaw	35 100	55 00			55 00				John X Shaw
John A. Allen	24 000	24 00			6008 19 00				J G W Allen
Sam Rogers	42 600	46 12			46 12	April 15			Sam X Rogers
Patrick Hogan	36 200	11 00			11 00	April 15			Patrick Hogan
John O'Bryan	31 900	25 42			25 42				John O'Bryan
Samuel Vaughan	28 100	28 25			28 25				Samuel X Vaughan
John Vaughan	28 200	25 65			25 65				John X Vaughan
Michael Ryan	26 000	29 50			29 50				Michael Ryan
William Perry	28 100	36 75			10008 26 75				William Perry
William Estler	21 200	36 75			36 75				William Estler
Laurence Shinkle	26 200	39 75			39 75				Laurence Shinkle
Patrick Mahony	27 200	26 75			26 75				Pat X Mahony
Thomas Bishop	22 700	35 25			35 25				Thomas Bishop
John A. Tracy	26 200	31 20			31 20				J M Tracy
William Hall	21 100	36 00			36 00				William Hall
H B Ingaham	25 400	28 12			28 12				Henry B Ingaham
Patrick Ingaham	25 400	23 18			23 18				Pat X Ingaham
Mary Webster	26 200	13 00			13 00				Mary X Webster
Mrs. Tolman	22 100	11 00			11 00				Mrs X Tolman
Catharine Jones	10 200	3 25			3 25				Mrs X Jones
Mrs. Hinckle	11 100	7 00			7 00				Laura Hinckle
Horas State	10 900	9 00			9 00	April 15			Horas State
John Cushing	23 000	20 70			20 70	April 15			John Cushing
James Esey	19 200	14 25			14 25				James X Esey
	7925 100	45 00			79 45				
		200							
		142							
		400							
		145							

Repairs Hatchow -

R S Howard	36 200	6000	6000	April 15	R S Howard
G T Belton	32 100	5600	5600		G T Belton
William Kelly	30 100	3000	3000		William Kelly
One Wellington	31 50	27 63	27 63		E. Wellington
		175 63	175 63		

60 120

200

142

400

145

145

145

145

145

145

145

145

145

145

145

145

145

145

- Presumably employees whose main role was to repair the machines 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)

What types of jobs are there?

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

- ? (001) - looks like “MFC” but we can’t decipher it
- 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 machine
- foreman (005)
- machine room (005)
- engine room (005)
- soft hands (005)
- fireman (005)
- size hands ? (005)
- jobbers ? (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)
- ? repairs + something else (25)
- repair & watchmen (030)
- ? SN (034)

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

[Spreadsheet LINK](#)

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

kable(employment)
```

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

Month	Year	Job	Coun	Page	Monthly	Notes
March	1861	jobbers?	3	005	85	subgroup of MFC - looks like they broke out subgroups within the MFC
March	NA	watchmen	4	005'	85	
March	1861	rag room	23	006	85	the count includes the overseer
March	1861	repairs	4	006	85	
March	1861	finishers	21	007	85	
March	1861	sorters	5	007	85	
March	1861	stamper & sealer	2	007	85	
March	1861	count & folders	2	007	85	
March	1861	sorter	2	007	85	
April	1861	rag room	6	008	93	
April	1861	cutters	17	008	93	subgroup of rag room - looks like they broke out subgroups within the rag room
April	1861	repairs	4	008	93	
April	1861	MFC	1	009	93	might be the overseer?
April	1861	machine hands	3	009	93	within MFC?
April	1861	engineers	7	009	93	
April	1861	soft hands	3	009	93	
April	1861	size hands	2	009	93	
April	1861	jobbers?	5	009	93	
April	1861	fireman	4	009	93	says "firemen" here, changing for consistency with previous job label, which said "fireman"
April	1861	finishers	25	010	93	
April	1861	stamper & sealer	2	010	93	
April	1861	count & folders	3	010	93	
April	1861	sorters	11	010	93	

Month	Year	Job	Coun	Page.	Monthly	Notes
May	1861	no label	25	011	105	I think these people are finishers though - many of the same people that were labeled finishers for the previous month
May	1861	stamper	1	011	105	
May	1861	sealer	1	011	105	
May	1861	count & folders	2	011	105	
May	1861	sorter	9	011	105	
May	1861	extra	1	011	105	
May	1861	no label	34	012	105	
May	1861	repairs	3	012	105	
May	1861	no label	25	013	105	
May	1861	borders	4	013	NA	
June	1861	no label	17	014	95	
June	1861	repairs	3	014	95	
June	1861	borders	6	014	95	
June	1861	no label	24	015	95	
June	1861	sorters	8	015	95	
June	1861	count & folders	2	015	95	
June	1861	stamper	1	015	95	
June	1861	sealer	1	015	95	
June	1861	no label	33	016	95	

- Role labels become very sporadic after first year
 - ‘Repairs’ and ‘Repairs and Watchmen’, however, remain in their own section at the bottom
 - * All males
- The sorters, stampers, sealers, count&folders, rag room/cutter roles remain throughout 1861-1869, although there are much fewer of them compared to the unlabeled names
 - These roles were held by almost all women

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

- “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)