

# 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)

Statement of the PARSONS PAPER COMPANY, by their Agents, the same prepared to suit Signature, being in full of all demands up to April 1st 1867												
NAME	No. of Papers	No. of Sheets	Value	Date	Payable	Date	Balance	Date	Interest	Total	Remarks	SIGNED
George B. Bell	2,300	4,600	92.00									George B. Bell
J. B. Bell	2,300	4,600	92.00									J. B. Bell
J. B. Bell	2,300	4,600	92.00									J. B. Bell

• Pgs. 223-225 below and Pgs. 261-263 above are exactly one year apart in the register (April 1st 1867 + April 1st 1868)

Statement of the PARSONS PAPER COMPANY, by their Agents, the same prepared to suit Signature, being in full of all demands up to April 1st 1868												
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## 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 Agents, the sum paid to our Signatures,  
being in full of all demands up to 1<sup>st</sup> April 1862

NAMES	No. POUNDS.	No. REAMS.	No. DATS.	PRICE	TOTAL AMOUNT.	REST, OR BALANCE.	DATE.	SIGNATURES.
J. H. Ordway			26 <sup>1/2</sup>	52.00		52.00	April 15	J. H. Ordway
J. S. Poppley			26 <sup>1/2</sup>	53.00		53.00	"	Wm. J. Poppley
J. S. Swain			31 <sup>1/2</sup>	51.67		51.67	"	J. S. Swain
John H. Allen			55 <sup>1/2</sup>	55.00		55.00	"	John H. Allen
Samy Rogers			22 <sup>1/2</sup>	22.00	5000	19.00	"	Samy Rogers
Patrol' Began			36 <sup>1/2</sup>	46.12		46.12	April 15	Patrol' Began
John Began			36 <sup>1/2</sup>	41.06		41.06	April 15	John Began
James Vaughan			28 <sup>1/2</sup>	25.42		25.42	"	James Vaughan
John Vaughan			28 <sup>1/2</sup>	23.25		23.25	"	John Vaughan
Michael Ryan			28 <sup>1/2</sup>	25.65		25.65	"	Michael Ryan
William Perry			26 <sup>1/2</sup>	29.50		29.50	"	William Perry
William Apple			28 <sup>1/2</sup>	39.75	10000	29.75	"	William Apple
Lawrence Winkler			28 <sup>1/2</sup>	39.75		39.75	"	Lawrence Winkler
Pat' X Mahony			27 <sup>1/2</sup>	29.75		29.75	"	Pat' X Mahony
Thomas Bishop			22 <sup>1/2</sup>	39.37		39.37	"	Thomas Bishop
John A. Croft			26 <sup>1/2</sup>	31.20		31.20	"	John A. Croft
William Hall			23 <sup>1/2</sup>	36.00		36.00	"	William Hall
H. B. Ingraham			25 <sup>1/2</sup>	23.12		23.12	"	H. B. Ingraham
Patrick Sweeney			25 <sup>1/2</sup>	23.18		23.18	"	Patrick Sweeney
Mary Hayden			26 <sup>1/2</sup>	13.00		13.00	"	Mary Hayden
Wm. Hayden			22	11.00		11.00	"	Wm. Hayden
Catharine Jones			10 <sup>1/2</sup>	3.35		3.35	"	Catharine Jones
Wm. Frankle			14	7.00		7.00	"	Wm. Frankle
Thomas Blake			10 <sup>1/2</sup>	9.00		9.00	April	Thomas Blake
John Quaker			25	20.70		20.70	April	John Quaker
James Case			19 <sup>1/2</sup>	11.25		11.25	"	James Case
					799.12	10000	799.12	
Repairs & Hatching								
R. S. Howard			30 <sup>1/2</sup>	60.00		60.00	April 15	R. S. Howard
G. S. Bolton			32 <sup>1/2</sup>	56.00		56.00	"	G. S. Bolton
William Kelly			30 <sup>1/2</sup>	50.00		50.00	"	William Kelly
Ernest Hittington			31 <sup>1/2</sup>	27.63		27.63	"	Ernest Hittington
					173.63	173.63		

- 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)
```

Month	Year	Job	Count	Page	Monthly Total	
January	1861	MFC	25	001	77	
January	1861	repairs	4	001	77	
January	1861	rag room	25	002	77	
January	1861	finishers	23	002	77	
February	1861	MFC	25	003	75	
February	1861	repairs	4	003	75	
February	1861	rag room	24	004	75	
February	1861	finishers	22	004	75	
March	1861	foreman	1	005	85	
March	1861	machine room	3	005	85	subgroup of MFC - looks like they broke out subgroups within the MFC
March	1861	engine room	7	005	85	subgroup of MFC - looks like they broke out subgroups within the MFC
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	Count	Page	Monthly Total	Total
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	Count	Page	Monthly	Total
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)