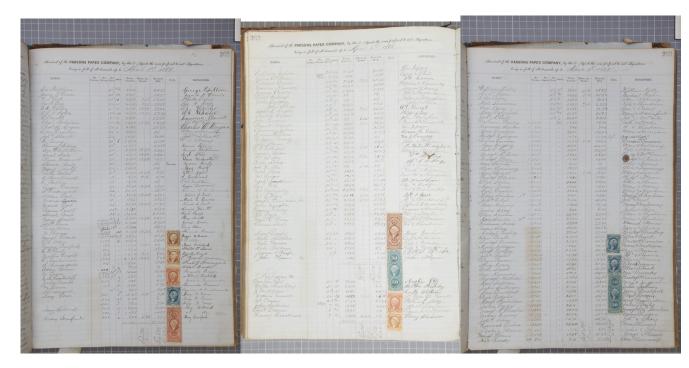
Parsons Paper Register #7

Anna Zhou & Sarah Edelson

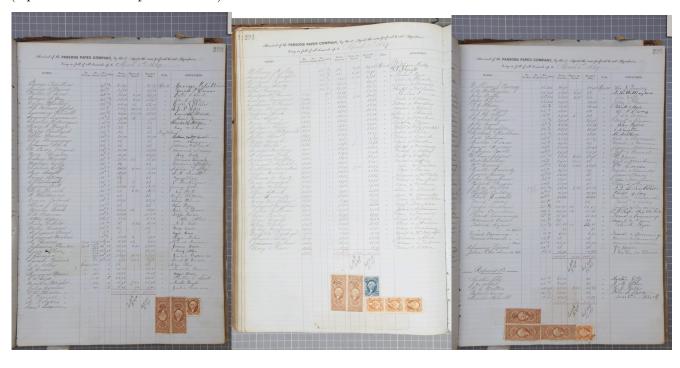
2023-02-17

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)



 \bullet 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

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									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" \rightarrow 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)</pre>
```

MonthYearJob	Cou	mPage	.Monthly	y.Notes
Januarly861MFC	25	001	77	
Januarl/861 repairs	4	001	77	
Januarl/861 rag	25	002	77	
room				
Januarl/861 finishers	23	002	77	
Februalt 61 MFC	25	003	75	
Februar \$61 repairs	4	003	75	
Februa r §61rag	24	004	75	
room				
Februar 61 finishers	22	004	75	
March 1861 foreman	1	005	85	
March1861 machine	3	005	85	subgroup of MFC - looks like they broke out
room				subgroups within the MFC
March 1861 engine	7	005	85	subgroup of MFC - looks like they broke out
room				subgroups within the MFC
March1861soft	4	005	85	subgroup of MFC - looks like they broke out
hands				subgroups within the MFC
March1861fireman	2	005	85	subgroup of MFC - looks like they broke out
				subgroups within the MFC
March1861 size	2	005	85	subgroup of MFC - looks like they broke out
hands				subgroups within the MFC

${\bf Month Year Job}$	Cou	ın₽age.I	Monthl	y.Notes
March1861jobbers?	3	005	85	subgroup of MFC - looks like they broke out subgroups within the MFC
MarchNA watchmer	n 4	005'	85	
March1861rag	23	006	85	the count includes the overseer
room				
March1861 repairs	4	006	85	
March1861 finishers	21	007	85	
March1861 sorters	5	007	85	
$\begin{array}{c} {\rm March 1861 stamper} \\ \& \end{array}$	2	007	85	
sealer				
March1861 count &	2	007	85	
folders	0	007	0.5	
March1861sorter	2	007	85	
April 1861rag	6	008	93	
room 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	Subgroups within the rag room
April 1861MFC	1	009	93	might be the overseer?
April 1861 machine hands	3	009	93	within MFC?
April 1861 engineers	7	009	93	
April 1861soft hands	3	009	93	
April 1861size 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 1861stamper & sealer	2	010	93	
April 1861 count &	3	010	93	
folders April 1861sorters	11	010	93	
		-		

MonthYearJob		CounPage.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	1861stamper	1	011	105				
May	1861 sealer	1	011	105				
May	1861 count &	2	011	105				
	folders							
May	1861sorter	9	011	105				
May	1861extra	1	011	105				
May	1861no label	34	012	105				
May	1861 repairs	3	012	105				
May	1861no label	25	013	105				
May	1861 borders	4	013	NA				
June	1861no label	17	014	95				
June	1861 repairs	3	014	95				
June	$1861\mathrm{borders}$	6	014	95				
June	1861no label	24	015	95				
June	1861sorters	8	015	95				
June	1861 count & folders	2	015	95				
June	1861stamper	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 protrective 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)