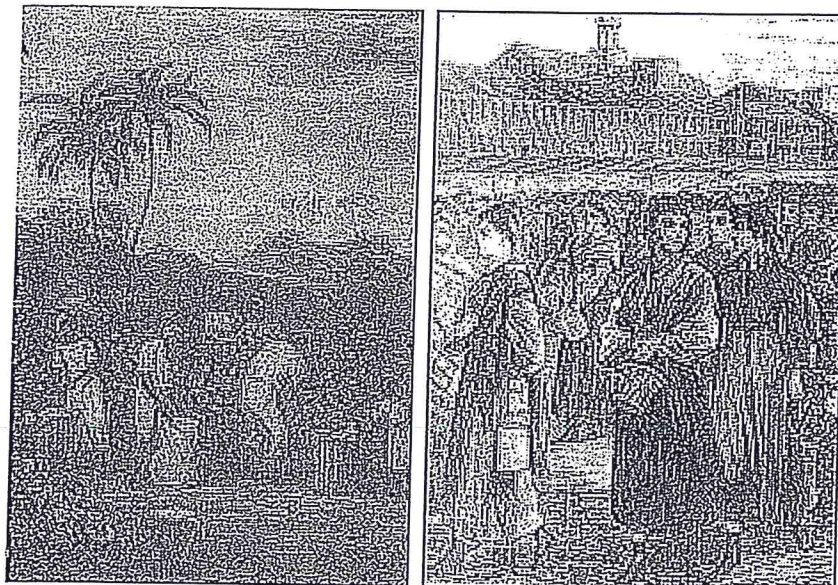


Student Activity Packet

Activity 1: "Comparative Labor Systems: Plantation Rules/Factory Rules"



Left: Slaves harvesting cotton from *The Progress of Cotton*, 1835-40. Courtesy of Slater Mill Historic Site, Pawtucket, RI. Right: Winslow Homer "Bell Time" *Harpers Weekly* Vol.XII, July 25, 1868.

Description

You will compare the rules governing work enforced on two plantations and in two factories during the 19th century. By doing so, you will develop a deeper understanding of the ideas put forward in the student essays "Why A Plantation?" and "Why A Factory?"

REGULATIONS TO BE OBSERVED

BY ALL PERSONS EMPLOYED IN

THE LEWISTON MILLS.

1. The Overseers are required to be in their rooms at the starting of the Mills, and not to be absent unnecessarily during working hours. They are to see that all those employed under them are in their places in due season; they may grant leave of absence to those employed under them, when they can do so without stopping the machinery.

2. All persons employed in the Lewiston Mills are required to observe the regulations of the room in which they work; they are not to be absent without the consent of their Overseer, except in cases of sickness, and then they are required to send him word of the cause of their absence.

3. All persons employed in the Lewiston Mills, excepting minors under the age of sixteen years, are considered as agreeing to labor as many hours each day, and for each and every day's work, as the Company may require, not exceeding eleven hours each day.

4. No person who drinks intoxicating liquors, will knowingly be employed by the Lewiston Mills.

5. All persons on entering the employ of the Company in said Mills, must register their names in a book kept in the Counting Room for that purpose.

6. All persons entering the employ of the Company in said Mills, will be considered as agreeing and engaging to work six months.

7. Any person intending to leave work in the Lewiston Mills, will be required to give at least two weeks' notice of their intention to their Overseer, and to continue to work until the expiration of the notice; any person leaving contrary to this rule, will not be entitled to their pay.

8. Payment, including board and wages, will be made up to the last Saturday of every month, and will be made due on the third Thursday of the following month.

9. All persons in the employ of the Lewiston Mills are earnestly requested to attend public worship on the Sabbath.

10. Any person who may take from the Mill or yard, or any other portion of the Company's premises, any property belonging to the Company, without leave, will be considered guilty of stealing, and prosecuted accordingly.

11. Sewing, Reading, Knitting, &c., are not allowed during working hours.

12. The foregoing Rules and Regulations are considered as an express contract between the Company and all persons in its employ, particularly those referring to the use of intoxicating liquors, the hours of labor, term of service and notice of leaving.

13. All persons who shall have complied with these regulations, on leaving, shall be entitled to an honorable discharge; any one who shall not have complied with them, will not be entitled to such a discharge.

Wm. F. Goulding, Agent.

Time Table of the Lowell Mills, October 21, 1851. Courtesy of Baker Library, Graduate School of Business Administration, Harvard University, Cambridge, Mass

TIME TABLE OF THE LOWELL MILLS,

Arranged to make the working time throughout the year average 11 hours per day.
TO TAKE EFFECT SEPTEMBER 21st., 1853,
 The Standard time being that of the meridian of Lowell, as shown by the Regulator
 Clock of AMOS SANDORN, Post Office Corner, Central Street.

From March 20th to September 19th, inclusive.

COMMENCE WORK, at 6:30 A. M. LEAVE OFF WORK, at 6.30 P. M., except on Saturday Evenings.
 BREAKFAST at 6 A. M. DINNER, at 12 M. Commence Work, after dinner, 12.45 P. M.

From September 20th to March 19th, inclusive.

COMMENCE WORK at 7.00 A. M. LEAVE OFF WORK, at 7.00 P. M., except on Saturday Evenings.
 BREAKFAST at 6:30 A. M. DINNER, at 12.30 P. M. Commence Work, after dinner, 1.15 P. M.

BELLS.

From March 20th to September 19th, inclusive.

<i>Morning Bells.</i>	<i>Dinner Bells.</i>	<i>Evening Bells.</i>
First bell, 4.30 A. M.	Ring out, 12.00 M.	Ring out, 6.30 P. M.
Second, 5.30 A. M.; Third, 6.20.	Ring in, 12.35 P. M.	Except on Saturday Evenings.

From September 20th to March 19th, inclusive.

<i>Morning Bells.</i>	<i>Dinner Bells.</i>	<i>Evening Bells.</i>
First bell, 5.00 A. M.	Ring out, 12.30 P. M.	Ring out at, 7.00 P. M.
Second, 6.00 A. M.; Third, 6.50.	Ring in, 1.05 P. M.	Except on Saturday Evenings.

SATURDAY EVENING BELLS.

During APRIL, MAY, JUNE, JULY, and AUGUST, Ring Out, at 6.00 P. M.
 The remaining Saturday Evenings in the year, ring out as follows:

SEPTEMBER.	NOVEMBER.	JANUARY.
First Saturday, ring out 6.00 P. M.	Third Saturday, ring out 4.00 P. M.	Third Saturday, ring out 4.25 P. M.
Second " " 5.45 "	Fourth " " 3.55 "	Fourth " " 4.35 "
Third " " 5.30 "		
Fourth " " 5.20 "		
OCTOBER.	DECEMBER.	FEBRUARY.
First Saturday, ring out 5.05 P. M.	First Saturday, ring out 3.50 P. M.	First Saturday, ring out 4.45 P. M.
Second " " 4.55 "	Second " " 3.55 "	Second " " 4.55 "
Third " " 4.45 "	Third " " 3.55 "	Third " " 5.00 "
Fourth " " 4.35 "	Fourth " " 4.00 "	Fourth " " 5.10 "
Fifth " " 4.25 "	Fifth " " 4.00 "	
NOVEMBER.	JANUARY.	MARCH.
First Saturday, ring out 4.15 P. M.	First Saturday, ring out 4.10 P. M.	First Saturday, ring out 5.25 P. M.
Second " " 4.05 "	Second " " 4.15 "	Second " " 5.30 "
		Third " " 5.35 "
		Fourth " " 5.45 "

YARD GATES will be opened at the first stroke of the bells for entering or leaving the Mills.

SPEED GATES commence hoisting three minutes before commencing work.

Penhallow, Printer, Wyman's Exchange, 23 Merrimack St.

Plantation Management, De Bow's xiv (February 1853): 177-8

The following rules for the instruction of overseers, and the *Management of Negroes*, are by Mr. St. Geo Cocke, one of the wealthiest and most intelligent planters of the old dominion. They are worthy of the note of planters everywhere:

PLANTATION MANAGEMENT. POLICE. (policy)

1st. It is strictly required of the manager that he rise at the dawn of day every morning; that he blow a horn for the assembling of the hands; require all hands to repair to a certain and fixed place in ten minutes after the blowing of the horn, and there himself see that all are present, or notice absentees; after which the hands will receive their orders and be started to their work under charge of the foreman. The stable will generally be the most convenient place for the assembling of all hands after morning call.

2nd. All sick negroes will be required to report to the manager at morning call, either in person, if able to do so, or through others, when themselves confined to the house.

3rd. Immediately after morning call, the manager will himself repair to the stable, together with the ploughmen, and see to the proper feeding, cleaning and gearing of the horses. He will also see to the proper feeding and care of the stock at the farm yard.

4th. As soon as the horse and stock have been fed and otherwise attended to, the manager will take his breakfast; and immediately after, he will visit and prescribe for the sick, and then repair to the fields to look after the hands; and he will remain with them as constantly as possible during every day.

5th. The sick should be visited not only every morning immediately after breakfast, but as such other times of the day and night as cases may require. Suitable medicine, diet, and other treatment, be prescribed, to be administered by the nurse; or in more critical cases, the physician should be sent for. An intelligent and otherwise suitable woman will be appointed as a nurse upon each plantation, who will administer medicine and otherwise attend upon the sick.

6th. There will be stated hours for the negroes to breakfast and dine, and those hours must be regularly observed. Breakfast will be at eight o'clock, and dinner at one o'clock. There will be a woman to cook for the hands, and she must be required to serve the meals regularly at those hours. The manager will frequently inspect the meals as they are brought by the cook, see that they have been properly prepared, and that vegetables be at all times served with the meat and bread.

7th. The manager will, every Sunday morning after breakfast, visit and inspect every quarter, see that the houses and yards are kept clean and in order, and that the families are dressed in clean clothes.

8th. Comfortable and ample quarters will be provided for the negroes. Each family will have a separate room with fireplace, to be furnished with beds, bedsteads, and blankets, according to the size of the family; each room will, also, be furnished with a table, chairs, or benches, and chest for the clothes, a few tin plates and cans, a small iron pot for cooking, &c.

9th. The clothing to be furnished each year will be as follows: --

To each man and boy, 1 woolen coat, 1 pair ... pants, 1 pair of ... socks, 1 shirt, 1 pair of shoes, 1 wool hat, and a blanket every second year, to be given 15th of November. 1 shirt, 1 pair of cotton pants, 1 straw hat, 1 pair of shoes, to be given 1st of June.

To each woman and girl, 1 woolen frock, and to those who work in the field 1 woolen cape, 1 cotton shift, 1 pair stockings, 1 pair shoes, 1 cotton head handkerchief, 1 summer suit of frock and shift, a blanket every second year, and to women with more than one child, 2 blankets every second year.

To children under 10 years of age, 1 winter and summer suit each.

10th. Provisions will be issued weekly as follows:

Field Hands . To each man, three and a half pounds bacon, and one and a half pecks meal. To each woman, girl and boy, two and a half pounds bacon, and one peck meal.

InDoor Hands. To each man and boy, two pounds bacon, and one peck corn meal. To each woman and girl, two pounds bacon, and one peck corn meal. To each child over two years and under ten years, one pound bacon, and half a peck of corn meal.

To the above will be added milk, buttermilk, and molasses, at intervals, and at all times vegetables, and fresh meat occasionally.

11th. As much of the clothing must be made on the plantation as possible, wool and cotton should be grown in sufficient quantities for this purpose, and the women having young children be required to spin and weave the same, and the managers' wives will be expected to give particular attention to this department, so essential to economical management.

12th. A vegetable or kitchen garden will be established and well cultivated, so that there may be, at all seasons, an abundance of wholesome and nutritious vegetables for the negroes, such as cabbages, potatoes, turnips, beets, peas, beans, pumpkins, &c.

13th. A horn will be sounded every night at nine o'clock, after every negro will be required to be at his quarters, and to retire to rest, and that this rule may be strictly enforced, the manager will frequently, but at irregular and unexpected hours of the night, visit the quarters and see that all are present, or punish absentees.

14th. Each manager will do well to organize in his neighborhood, whenever practicable, patrol parties, in order to detect and punish irregularities of the negroes, which are generally committed at night. But lest any patrol party visit his plantation without apprising him of their intention, he will order the negroes to report to him every such visit, and he will promptly, upon receiving such report, join the patrol party and see that they strictly conform to the law whilst on this plantation, and abstain from committing any abuse.

Alexander Telfair, "Plantation Rules," from Ulrich Phillips, ed., *Plantation and Frontier*, Volume 1 (New York, Burt Frantlin, 1910).

Rules and directions for my Thorn Island Plantation by which my overseers are to govern themselves in the management of it.

(The directions in this book are to be strictly attended to.)

- 1 The allowance for every grown Negro however old and good for nothing, and every young one that works in the field, is a peck of corn each week, and a pint of salt, and a piece of meat, not exceeding fourteen pounds, per month.
- 2 No Negro to have more than Fifty lashes inflicted for any offence, no matter how great the crime.
- 3 The sucking children, and all other small ones who do not work in the field, draw a half allowance of corn and salt.
- 4 You will give tickets to any of the negroes who apply for them, to go any where about the neighborhood, but do not allow them to go off it without, nor suffer any strange negroes to come on it without a pass.
- 5 The negroes to be tasked when the work allows it. I require a reasonable days work, well done the task to be regulated by the state of the ground and the strength of the negro.
- 6 The cotton to be weighed every night and the weights set down in the Cotton Book...
- 7 You will keep a regular journal of the business of the plantation, setting down the names of the sick; the beginning, progress, and finishing of work; the state of the weather; Births, Deaths, and every thing of importance that takes place on the Plantation.
- 8 ...
- 10 The shade trees in the present clearings are not to be touched; and in taking in new ground, leave a thriving young oak or Hickory Tree to every Five Acres.
- 11 When picking out cotton, do not allow the hands to pull the Boles off the Stalk.
- 12 All visiting between this place and the one in Georgia is forbidden, except with Tickets from the respective overseers, and that but very seldom. There are none who have husbands or wives over there, and no connexions of the kind are to be allowed to be formed.
- 13 No nightmeeting and preaching to be allowed on the place, except on Saturday night & Sunday morn.
- 14 Elsey is allowed to act as midwife, to black and white in the neighborhood, who send for her. One of her daughters to stay with the children and take charge of her business until she returns. She draws a peck of corn a week to feed my poultry with.
- 15 All the Land which is not planted, you will break up in the month of September. Plough it deep so as to turn in all the grass and weeds which it may be covered with.
- 16 If there is any fighting on the Plantation, whip all engaged in it for no matter what the cause may have been, all are in the wrong.
- 17 Elsey is the Doctress of the Plantation. In case of extraordinary illness, when she thinks she can do no more for the sick, you will employ a Physician.

18 My Cotton is packed in Four & a half yard Bags, weighing each 300 pounds, and the rise of it.

19 Neither the Cotton nor Corn stalks to be burnt, but threshed and chopped down in every field on the plantation, and suffered to lie until ploughed in in the course of working the land.

20 Billy to do the Blacksmith work.

20 [sic] The trash and stuff about the settlement to be gathered in heaps, in broken, wet days to rot; in a word make manure of every thing you can.

21 A Turnip Patch to be planted every year for the use of the Plantation.

22 The Negroes measures for Shoes to be sent down with the name written on each, by my Raft hands, or any other certain conveyance, to me, early in October. All draw shoes, except the children, and those that nurse them.

23 Write me the last day of every month to Savannah, unless otherwise directed. When writing have the Journal before you, and set down in the Letter every thing that has been done, or occurred on the Plantation during the month.

24 Pease to be planted in all the Corn, and plenty sowed for seed.

25 When Picking Cotton in the Hammock and Hickory Ridge, weigh the Tasks in the field, and hawl the Cotton home in the Wagon.

26 The first picking of Cotton to be depended on for seed. Seed sufficient to plant two Crops to be saved, and what is left, not to be thrown out of the Gin House, until you clean it out before beginning to pick out the new Crop.

27 A Beef to be killed for the negroes in July, August and September. The hides to be tanned at home if you understand it, or put out to be tanned on shares.

28 A Lot to be planted in Rye in September, and seed saved every year. The Cow pens to be moved every month to tread the ground for this purpose.

29 When a Beef is killed, the Fifth quarter except the hide to be given to Elsey for the children.

30 Give the negroes nails when building or repairing their houses when you think they need them.

31 My Negroes are not allowed to plant Cotton for themselves. Every thing else they may plant, and you will give them tickets to sell what they make.

32 I have no Driver. You are to task the negroes yourself, and each negro is responsible to you for his own work, and nobodys else.

33 The Cotton Bags to be marked A. T. and numbered.

34 I leave my Plantation Shot Gun with you.

35 The Corn and Cotton stalks to be cut, and threshed down on the land which lies out to rest, the same as if it was to be planted.

Characteristic	Plantation	Factory
The way time is organized		
The system of rewards and punishments		
The terms, hours, and conditions of work		
The means of control and supervision		
Provisions for the care and welfare of the workforce		
The freedoms or restrictions placed on the workforce		
The kinds of behavior and values these rules seek to promote in the workforce		
The audience for each set of rules (who are the rules addressed to?)		