

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.

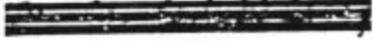
9. All persons in the employ of the Lewiston Mills are earnestly requested to attend public worship on the Sabbath.

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. Coulding,  Agent.

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 SANBORN, 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 "		
	DECEMBER.	FEBRUARY.
	First Saturday, ring out 3.50 P. M.	First Saturday, ring out 4.45 P. M.
	Second " " 3.55 "	Second " " 4.55 "
	Third " " 3.55 "	Third " " 5.00 "
	Fourth " " 4.00 "	Fourth " " 5.10 "
	Fifth " " 4.00 "	
	JANUARY.	MARCH.
	First Saturday, ring out 4.10 P. M.	First Saturday, ring out 5.25 P. M.
	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, 28 Merrimack St.

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

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.

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 do. pants, 1 pair of do. 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.