MCCC ADVOCATE

MASSACHUSETTS COMMUNITY COLLEGE COUNCIL

March 2026 E-News Issue

DCE Tentative Agreement Pending Ratification

Adjuncts Move Toward Contract Ratification

After a long and arduous negotiation process supported by silent representatives, the MCCC reached a tentative agreement for the Department of Continuing Education (DCE) contract, which is the contract that covers adjunct professors at our community colleges in Massachusetts.

The bargaining team stood firm, accepting no less than the governor's parameter of 3.5% wage increases when the college presidents attempted to undercut raises that currently don't cover the burgeoning cost of living in our state.

Silent reps, including adjuncts, full and part-time professional staff, and full-time faculty unified for our adjunct compatriots at several online bargaining sessions. Collective actions were taken across the state with an open letter to the college presidents approved by MCCC's Board of Directors in October of 2025. The MCCC Organizing Committee mobilized members to deliver these letters via email and hard copies to college presidents at each chapter.

These actions were powerful, insisting that the presidents agree to the 3.5% raise beginning Spring 2025, 2.25% beginning Fall 2025, and 2.25% beginning Jan. 2026.

The DCE bargaining team is holding three info sessions in March to explain how the raises and retro will be paid, and to review additional terms of the contract as follows:

- **5-6:30 p.m. on Friday, March 6**
- **5-6:30 p.m., Thursday, March 12**
- **12:30-2 p.m. on Saturday, March 14**

According to Bargaining Chair, DeAnna Putnam, members should login through Zoom and edit their name to show their first and last name and also their college (or colleges if they teach/work at more than one community college).

A timeline for ratification is forthcoming.

Much work remains to secure justice for our valuable adjunct professors, but this DCE contract is a reminder of the power of solidarity.

Top News

- Healey's "Love" for Community Colleges
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- QCC Celebrates Jean McClean
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- Community Blog: WooSox Tix!!



Above: MCCC members Nanci Kopecki and Angelina Avedano join a coalition of MTA members to protest at Gov. Healey's Town Hall in Boston on February 15th.

BIG WIN AGAINST HEALEY'S ASSAULT ON HEALTHCARE

Organizing efforts in January and February resulted in a big win. Public workers across the State were agitated by Healey's proposed cuts to GIC health care benefits. In response, the Massachusetts Teachers Association launched a major campaign to push back on her plan to increase copays and deductibles. The MCCC Organizing Committee (OC) and Strategic Action Committee (SAC) activated members to participate in letter-writing to legislators, calls to the Governor's office, and public protesting in order to resist Healey's misguided plan.

On Monday, February 23rd, the MTA put out the following press release:

MTA credits member advocacy for halting health cuts

Union cancels rallies but will continue to fight for GLP-1 coverage

In response to Gov. Maura Healey's decision to no longer seek drastic spikes in most of the out-of-pocket health care costs for public employees, the Massachusetts Teachers Association is canceling two rallies that had been scheduled for Tuesday (2/22/26) in Boston and Springfield. The union, however, is urging the state to continue coverage of GLP-1 medications for weight management, which is set to end.

The governor withdrew her call to shift more costs to workers who are covered by the Group Insurance Commission, which

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MCCC Calendar



12 Mar - 5-6:30pm DCE (Adjunct) Tentative Agreement Info Session - REGISTER
14 Mar - 12:30-2pm DCE (Adjunct) Tentative Agreement Info Session - REGISTER
30 Mar - 3pm MCCC Open Organizing Spring Rave-Up! Zoom Link
31 Mar - 11am-5pm - Ways & Means Budget Hearing (testify!) REGISTER NOW!
25 Apr - 10am - MCCC Virtual Delegate Assembly
8-9 May - MTA Annual Meeting - Boston
26 July - MCCC SkillSpark at the MTA Summer Conference
27 July - Higher Ed Day @ MTA Summer Conference
26-29 July - MTA Summer Conference



Healey's "Love" for Community Colleges

"We Love Our Community Colleges..."



The Governor appears on WGBH's "Ask the Governor" segment on the "Jim & Margery" show 1/30/26.

On February 7th, Governor Healey announced her plans to run for a second term. Since her announcement, she consistently brags about her role in making community college free for students in Massachusetts. She also gleefully takes credit for Early College programs when touting her resume.

However, Healey doubled down on her tone-deaf, self-congratulatory campaigning during her recent appearance on Jim and Margery's "Ask the Governor" segment on WGBH 89.7. The Governor fielded a direct call-in question from Jennifer Sherman from Bunker Hill Community College. Jennifer pointed out the "insult to injury" Healey's proposed GIC healthcare cuts would be to community college educators, highlighting the massive wage inequities we're already facing in a State where many of us are forced to work multiple jobs to make ends meet.

The Governor blamed federal cuts for her to "tough choices" concerning the budget. To Jennifer's credit, she reminded the Governor that her boasts about affordable healthcare for private sector workers would be at the cost of some of the most underpaid and overworked public educators in the field if the Governor's plans became a reality.

MCCC must continue to hold Healey's feet to the fire when it comes to support for the work we do. We cannot allow her to benefit politically from our labor while we shoulder the burden of MassReconnect and MassEducate.

Indeed, these programs have the potential to benefit our State. They have the potential to empower students. They will surely strengthen enrollment numbers on our campuses. But these benefits must be balanced with the funding and healthy systems needed to ensure success for both students AND all of us who support them.

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Healey mistakenly believed she could demand that community college educators take a pay cut by slashing our healthcare benefits and raising premiums. Clearly, she just doesn't get it. When the Governor responded to Jennifer's question on Jim and Margery's radio broadcast, she declared, "We Love Community Colleges." But love is more than words, Governor. And your actions don't measure up.

In February, Healey certainly experienced a "reality check" when she had to pull back her proposed healthcare cuts in response to state-wide union backlash. MCCC members joined a wave of workers who fought back against Healey's plan.

Now, we must continue to build momentum and demand that legislators and the Governor show their love with direct actions that will provide wage equity, adjunct justice, support for infrastructure, and evidence that our state officials truly value the labor of community college educators. In this year's critical election cycle, we have a unique opportunity to gain visibility and remind Gov. Healey that we are a powerful voting constituency. Now is the time for us to mobilize and keep community college matters in front of state officials.

What we have experienced over the past two months is the power of organizing and collective action. We have also learned that we can influence powerbrokers, just as we did in resisting Healey's GIC cuts. If we are going to be successful in championing the cause of community educators, it will require mobilizing and unifying our entire MCCC membership. When unified, we are an undeniable force for positive change. It's high time we rise up and claim what we deserve.

Watch/listen to Healey on "Ask the Governor" HERE.



MTA Presidential and Vice Presidential Candidates appear at an open forum at the Taunton Public Library. Left tp roght: Deb McCarthy, Dean Robinson, Gayle Carvalho, John Sullivan, Deb Gesualdo, and Matt Bach.

Open Forum with Candidates

Four members from MCCC attended the MTA Region E Candidate Forum at the Taunton Public Library on Monday, March 2nd. Candidates made opening and closing statements, in addition to participating in small group rotations where specific questions were asked related to the issues community college educators are facing.

Members were curious about the candidates' plans to support MCCC's wage equity campaign, contract bargaining, and legislative measures to improve the lives of community college educators, which in turn, will impact the experience of our students. At this critical point in our coordinated state-wide campaign, our next leaders will be instrumental in our fight for wage equity, adjunct justice, and sustainable workloads.

Deb McCarthy and Dean Robinson, who are running for MTA president and vice-president, respectively, appeared at January's MCCC Board of Directors (BOD) meeting alongside presidential candidate John Sullivan and vice-presidential candidate Gayle Carvalho. Matt Bach and Deb Gesualdo will appear at 11am on March 20th. If you are interested in attending, contact your chapter president or director.

The MCCC will host a candidates' forum in April for delegates and members ahead of the MTA Annual Meeting on May 8-9th at the Hynes Convention Center in Boston. Candidates will also present their platforms at preconvention meetings in April, which are available to delegates who will be voting. Info about the Annual Meeting, including preconvention presentations, delegate responsibilities, and the schedule of events is available on ***MTA's Annual Meeting webpage.***

The MCCC has reopened the call for 67 delegates for the MTA Annual Meeting, extending the deadline to March 31st to ensure strong representation for community college priorities.

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Northern Essex CC Chapter President Laura Mondt braves the cold to join protests on Gov. Healey's GIC cuts that took place in North Andover and Lowell in early February.

A Cup of Joe



MCCC VP
Joe Nardoni

A Conversation About the Wage Equity Study

The Wage Equity Study Steering Committee has had its first meeting, and MCCC President Barnes and I have learned some valuable information we want to share with you. The consultant(s) chosen for the work, ASG and ARKA HR, do not really know what we do or how we do it. They are familiar neither with the workings of our colleges or the historical background of higher education in Massachusetts. This means that they have a lot to learn about how our system works and their initial plan for comparing our compensation may need revision.

The consultants have designed a three-stage process. The first step is to find "comparable institutions." They proposed a "Three-Perspective Benchmarking Framework" with "each [perspective] serving a distinct analytical purpose." The members of the Steering Committee were invited to respond to the terms of the proposal by giving feedback on a Google Doc.

1. Massachusetts-based peers.
2. New England regional peers
3. Out-of-state peers with comparable political and economic conditions.

The consultants then broke down each of the Perspectives in terms of Scope, Rationale and Primary Value. In their identification of Massachusetts-based peers, they seemed to indicate the other two segments of public higher education operate under "Similar collective bargaining environments" and "comparable public funding mechanisms." These statements are relatively accurate when it comes to Governor's parameters but have also been used historically to systemically undervalue our work, as I pointed out in my response to their draft methodology.

I had some other concerns about their benchmarking methodology. They propose including "Select private institutions with comparable workforce, scale and mission characteristics" as one of our Massachusetts-based peers." However, the funding mechanisms between public and private institutions are not that comparable and they may not operate under "similar collective bargaining environments."

When the consultants talked about New England Public and Private Organizations, I had two concerns. The consultant did not consider New York to be in our region even though we share a border. In addition, their rationale stated that New England states share "similar cost-of-labor dynamics" to which I pointed out that our data indicated that there is a variation in the cost of labor of more than 20% in some cases, and after some productive discussion with the consultant, they informed me that they would "validate that the cost of labor falls within a +/- 5% variance." I am not exactly sure how that would happen, given the cost-of-living data I have shared with you in the past. I have some further concerns about what the consultants mean by "labor dynamics." The consultants also claimed that the perspective would "capture the regional competition for talent, particularly for faculty, technical, and administrative roles that are recruited beyond Massachusetts." I noted that these broad categories did not seem to adequately address the wide range of professional staff positions within the Community Colleges. In addition, there are no faculty job descriptions per se--we have a workload article for faculty and there are about 60 different classification specifications for our professional staff members that the consultant has asked management to provide.

When it comes to Perspective three, "Out of State Organizations with Comparable Political and Economic Conditions," the consultants proposed the following weighted criteria, scored on values from 1-5:

- Enrollment size (FTE and headcount)
- Institutional mission and program equivalency
- Operating budget and tuition revenue reliance
- Governance and unionization environment
- Cost-of-labor and local talent market dynamics
- Population demographics and economic competitiveness

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Open Forum with Candidates

REOPENED CALL FOR MTA DELEGATES

Strong representation is critical at MTA'S Annual Meeting !

We must advocate that community college matters are a priority for our parent union. (MTA)

SERVE AS DELEGATE →
Email "MTA Delegate" in subject line to mcccpresbarnes@gmail.com BEFORE NOON 3/31.

First come first serve - until we reach 67 delegates.

QCC Celebrates Jean McClean



From Margaret Wong, Chapter President Quinsig Professional Association

Dear Colleagues,

I am proudly writing to congratulate Professor Jean McLean on receiving the Dale P. Parnell Distinguished Faculty Award, a national honor presented by the American Association of Community Colleges (AACC). This prestigious award recognizes outstanding community college faculty who demonstrate excellence in teaching, deep commitment to students, and meaningful service to their institutions.

Jean's recognition is a tremendous achievement, not only for her personally, but for our entire college community. It reflects the impact of her teaching, her dedication to student success, and the respect she has earned from colleagues and administrators alike. We commend the College for nominating her and for celebrating her accomplishment.

I would also like to address an important point raised during yesterday's union town hall meeting, where concerns were expressed about fear of joining the union or attending union meetings. Jean has served as QCCPA's Grievance Coordinator for over twenty years. In that role, she has consistently and rigorously advocated for union members, invoking the grievance process when necessary to ensure that rights protected under our collective bargaining agreements and under federal and state labor and civil rights laws are upheld. That work is often serious, sometimes contentious, and always grounded in principle.

Her decades-long advocacy on behalf of faculty and professional staff did not prevent the College from putting her forward for this prestigious national award. Nor did it diminish the respect afforded to her as a scholar and teacher. Quite the opposite; her selection affirms that professional excellence and principled union advocacy are not in conflict. They can, and do, coexist.

QCC has a longstanding record of respecting the role of the union and the rights of its members. Throughout Jean's many years of service as a union leader, the College has not engaged in intimidation or retaliation in response to her advocacy.

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A Conversation About the Wage Equity Study"

I asked for concrete definitions with examples, for each of these factors, which I did not receive. The consultant's representative responded by saying that they would work to present comparisons in terms of a range of comparability as follows:

- High Comparable: institutions meeting or exceeding 80% alignment across the weighted criteria.
- Moderate Comparable: institutions scoring between 65%–79%
- Low Comparable / Not Comparable: institutions below 65%

It is for these reasons that I wrote an email last Friday to Deputy Commissioner Michael Dannenberg, who is running the Wage Equity study, asking him for a conversation with MCCC President Barnes, President Sisson, and Nate Mackinnon. I am, as of this writing, unsure of how much weight my responses will have, although Dannenberg did write back and asked me to detail my reservations in writing because he wanted to preserve them for the discussions that will take place around the study.

Joe Nardoni
MCCC VP

Call for Candidates: At-Large Part-Time/Adjunct Director (Two-Year Term)

The MCCC is seeking candidates for one At-Large Part-Time/Adjunct seat on the Board of Directors for a two-year term beginning with an appointment at the June 2026 Board meeting. Per the MCCC Bylaws, the Board of Directors is responsible for the management and governance of the Council, within policies set by the Delegate Assembly. The Board meets monthly and helps establish policy, act on committee recommendations, oversee the budget process, and guide the direction of the union.

Adjunct and part-time members who are interested in strengthening statewide representation and shaping union policy are encouraged to apply.

To express interest or to learn more about the position, please contact President Claudine Barnes at mcccpresbarnes@gmail.com.



Members prepare for "speed dating" with the MTA candidates at Taunton Public Library on March 2nd. Left to right: Andrea Henry, Angelina Avedano, Mark Linde, and Eve Jankey.

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QCC Celebrates Jean McClean

That record matters. It speaks to the strength of our shared governance structures and to a workplace culture in which advocacy and institutional recognition are not mutually exclusive.

Jean's award is a point of pride for the Business Department, for QCC, and for our union. Her career demonstrates that one can be a rigorous defender of contractual and legal rights while also being a nationally recognized educator of the highest caliber.

Please join me in congratulating Professor McLean on this well-deserved honor.



STCC is well-represented at MTA Winter Skills. Left to right: Amanda Berthiaume and Kyle Kraus.

Continued from page 1.

BIG WIN AGAINST HEALEY'S ASSAULT ON HEALTHCARE

offers health care coverage used by roughly 460,000 state and municipal employees, retirees and their families. The GIC was considering changes to insurance plans that would have resulted in higher copays and deductibles for working families, who already will be paying for their portion of annual premium increases.

The GIC is poised to act Thursday (2/26/26) on a recommendation that plans for public employees no longer cover GLP-1 medications, when solely used for weight loss.

MTA President Max Page and Vice President Deb McCarthy issued the following statement:

"Stopping the harmful increases in the copays and deductibles that public sector workers would have had to sustain under health care cost shifts proposed by the governor is a huge victory. Thousands of MTA members were among those sending messages to the governor, GIC commission and state legislators urging them not to balance the state budget on the backs of workers. We appreciate the governor's willingness to listen to those affected by her decisions and to reconsider proposals, like this one, that would have had a negative impact on so many families.

"Had these cost shifts been adopted, it is likely that every municipal employee would have felt the impact since cities and towns that do not belong to the GIC use the commission as a benchmark for setting their own insurance plan costs.
"Health care in this country is broken, but asking public employees to pay more is not the solution. Instead, workers and policymakers need to work together to come up with solutions to address the health care affordability crisis – starting with reining in pharmaceutical companies and other health care providers who are raking in record profits from our members and the Commonwealth. In that light, MTA members will continue to fight for affordable access to GLP-1 medications that have been life changing for so many people.

Spotlight

Stacie Charbonneau-Hess



Stacie Charbonneau Hess has been an Adjunct Instructor of English and Humanities at Bristol Community College since 2013. A writer, teacher, and mother of three, she lives on the South Coast of Massachusetts and brings a deep commitment to education, storytelling, and collective care to both her teaching and her union work.

A first generation college student who grew up in poverty in New England, Stacie began her higher education journey at a community college in California. She later earned her undergraduate degree from UMass Amherst while working full time and raising her two older children as a single mother. She completed her master's degree in English at the Bread Loaf School of English at Middlebury, where she was first introduced to Native American history and literature, an area that continues to shape her teaching.

At Bristol, Stacie finds the most meaning in sharing literature, poetry, and overlooked histories with students. While she notes the challenges of technology driven and asynchronous instruction, she remains committed to creating spaces for thoughtful dialogue and human connection. Her work with the Bristol CC Holocaust and Genocide Center and the APEX American Pakistan Exchange program reflects that commitment. In 2024, she traveled to Pakistan with fellow educators, teaching Native American poetry and reinforcing her belief that stories connect people across cultures and borders.

This year, Stacie also began working as a facilitator with Changing Lives Through Literature, a program that brings literature into correctional settings. She now meets weekly with juvenile offenders to discuss poetry and literature, guided by the belief that reading and reflection can offer new perspectives and possibilities. Stacie stepped into chapter union leadership two years ago after being nominated by colleagues. Though she initially took on the role of adjunct faculty representative while learning its full scope, she has embraced the responsibility with care and humility. Her leadership style emphasizes collaboration, listening, and inclusion, with a focus on ensuring that all members feel seen and supported.

One of her most meaningful union experiences involved supporting a colleague during a potentially disciplinary meeting. Through preparation, documentation, and union presence, the member was able to set boundaries, be heard, and move forward with dignity. For Stacie, this experience reflects the essential role of the union in protecting members and fostering accountability.

Asked about the challenges facing public higher education employees, Stacie points to exhaustion and imbalance. Faculty and staff are asked to give more each year, often without adequate compensation or time to rest. She believes meaningful change requires policies that respect the labor of higher education workers and recognize that caring for ourselves is essential to caring for students. Outside the classroom, Stacie stays grounded through daily walks in the woods with her dogs and a regular yoga practice, routines that help sustain her work and her commitment to others.



***Spotlight* is researched and written by Colleen Avedikian, MCCC Secretary and Professor of Sociology at Bristol *Community College*.**



CALLING ALL MEMBERS

MCCC Delegate Assembly
April 25, 2026

CALL FOR DELEGATES

- Participate in MCCC governance
- Updates on major developments
- Chapter elections for MCCC delegates occur this Spring (contact chapter president).

Virtual on Zoom

MTA Annual Meeting
May 8-9, 2026

CALL FOR DELEGATES

- Reopened call for delegates → Email mcccpresbarnes@gmail.com by 3/31 at Noon.
- Elect MTA President & Vice-President
- Advocate for community colleges
- Participate in union governance

Hynes Convention Center ~ Boston*

**zoom option available*

OC BUZZ

MAY DAY ACTIONS

GET READY

Week of 4/27



At an unprecedented turnout at Winter Skills on January 24th, MCCC organizers strategized on best practices and planned for collective actions this year.

Standing Up to College Presidents

The MCCC hit the ground running this Spring. On January 20th, at an emergency all-member Zoom meeting, news broke that the college presidents were threatening to withhold stipends for the newly forming DAY bargaining team unless the MCCC agreed to ban silent representatives from attending negotiations. Union members were outraged that the college presidents would abandon 30 years of past practice in an attempt to suppress union participation in negotiations.

Our Union is resisting the presidents' bully tactics with an **open letter from the MCCC board of directors**, and an unfair labor practice charge filed with the Department of Labor Relations on February 3rd. A press release issued from the Massachusetts Teachers Association explains the details:

Community college union pursues legal complaint against campus presidents

from Scott McClennan MTA Communications

The union representing faculty and staff at community colleges in Massachusetts filed an unfair labor practice charge with the state's Department of Labor Relations today, spurred by the attempts of college presidents to drastically alter longstanding practices used during contract negotiations and to undermine efforts to achieve more equitable wages and working conditions.

The Massachusetts Community College Council is pursuing the legal complaint against the Board of Higher Education because the community college presidents informed the union that unless it stopped inviting silent bargaining representatives to negotiations and started conducting all meetings in person, union members on the core bargaining team would no longer receive long-established course-release time to attend negotiations.

"This is ugly coercion to force bargaining back into the dark," said MCCC President Claudine Barnes. "This unjustified attack on a decades-old practice of giving release time to members on the core bargaining team and on the established practice of having silent representatives are blows to a previously healthy and productive working relationship between the union and presidents. That cooperative approach must remain intact if we want to achieve the state's goals of expanding access to community colleges and being able to hire and pay the staff necessary to carry out that plan."

The MCCC bargaining team maintains that silent bargaining representatives, which state labor officials long ago ruled are permissible during negotiations, ensure greater transparency during negotiations, and their input has expedited contract ratification.

MCCC campus chapters across the state have been engaged in a campaign to improve wages for faculty and staff, as community colleges in Massachusetts pay far less than colleges in nearby and comparable states.

"Our colleges have struggled for years to recruit and retain faculty because qualified job candidates simply can't afford to work here," said Joe Nardoni, vice president of MCCC. "We have built momentum across the state to have Beacon Hill address this dire problem in our system of public higher education, and we truly value the assistance of the presidents in bringing our issues to the State House directly. Given the current circumstances, I find it hard to believe this level of cooperation will last, and that could be disastrous for student success and MassEducate."

MassEducate is the state program that provides cost-free access to community colleges, which has dramatically increased student enrollment in recent years. The Legislature has funded a wage study of community college jobs as the first step in improving pay for faculty and staff. In addition, the state Department of Higher Education's Commission on Higher Education Quality and Affordability (CHEQA) singled out the need to improve wages for public higher education jobs, especially those at community colleges.

The MCCC has just started bargaining a new three-year contract for its members in the so-called Day Unit, who work full-time and regularly scheduled part-time positions, and views these negotiations as a key step in having community colleges ready to meet the demand of cost-free access to public higher education.

"We do not want a hostile start to bargaining," said Angelina Avedano, co-chair of the MCCC Organizing Committee. "But we will protect our rights and fight to maintain transparency in contract negotiations."

Testify at the Statehouse 3.31.26

Insist state officials prioritize Community Colleges



REGISTER



Blue Shirt Brigade Needed

Organizing Works!

The OC is activated. Join the movement!

- In response to the oppressive actions of the college presidents we launched an ***ACTION NETWORK LETTER***. Over 5,000 letters were sent to the presidents in 48 hours.
- Members then delivered hard copies of the open letter to college presidents.
- Actions were mobilized against Gov. Healey's healthcare cuts to great effect! She pulled back her plans in the face of union pressure across the state.
- Around 25 members attended the MTA Winter Skills conference for an MCCC strategy session to plan a mobilization around our wage equity campaign and to support DAY & DCE negotiations in 2026.
- Chapters are wrapping up Town Halls this month & strengthening membership.
- Facebook views to MCCC news peaked at over 13,000 in Jan/Feb. Help spread the word: post on social media, "like," "follow," and forward MCCC posts.



MCCC leaders take a well-deserved break for lunch at Winter Skills. L-to-R: Renae Gorman, Shannon Carroll, Claudine Barnes, Caryl Casson, Joe Nardoni, James Lincoln, Angelina Avedano, and Eve Jankey (front & center).

MCCC Leadership for 2026-2027

This year's uncontested elections deliver continued devoted service from MCCC leaders. Here are their elections statements:



President Claudine Barnes

I am honored to have served for two terms as the MCCC President and hope for your ongoing support for a third term. I have worked hard and diligently over the last four years to serve union members in bargaining and strategic action. We have achieved significant successes in bargaining but there is much more work to do to ensure that equitable salaries and workloads for faculty, full-time and adjunct, and all professional staff are enshrined in our contracts. We have also increased our strategic action efforts, working with the legislature and management to put forward bills on the equity study, adjunct rights, and to amend Chapter 150E to make contract negotiations and funding more reasonable. And we have made great strides by activating and organizing our membership to fight for what we and our students deserve. During my service I have served on the Commission on Higher Education Quality and Affordability, the Mass Transfer Steering Committee, served ex-officio on the Day and DCE Negotiations Teams, have met with legislators and gubernatorial representatives, worked closely with MTA and HELU (Higher Education Leadership United), and testified in many hearings on behalf of adjuncts, full time faculty and professional staff.

I would love to continue my efforts and work with union members moving forward to achieve fair contracts, legislation that improves our wages and working conditions, and build our membership. I ask for and would greatly appreciate your vote to continue as MCCC President.



Vice President Joe Nardoni

I have been honored to serve you these past four years as your Vice-President. In that time we have worked together to rebuild our union's power and capacity to engage in strategic action at the State House and in support of our contracts. A result of that work is the legislation that allocated $200k for a Wage Equity Study for our members. We have just begun a critical stage of that campaign, as the DHE (Department of Higher Education) has selected a vendor and MCCC President Claudine Barnes and I have been appointed to the Steering Committee that will be reviewing the work of the vendor.

At a time when the Governor has decided to raise the cost of healthcare for our workers, which falls unfairly on the shoulders of our newest hires and threatens the ability of the colleges to hire the people we know our colleges need to serve the influx of students from MassEducate, I see a great opportunity to convince the General Court to streamline the funding of our contracts and respond assertively to the federal cuts in our state budget by raising revenue from the wealthiest corporations in our state and not by balancing the state's budget on the backs of our members, and by implementing the results of the MCCC Compensation Study in full for the first year of the contract we are about to bargain.

I will do whatever it takes to make that happen and I ask for your support to make sure it does.

Conceive it, Believe it, Achieve it! We will not be denied!



Secretary Colleen Avedikian

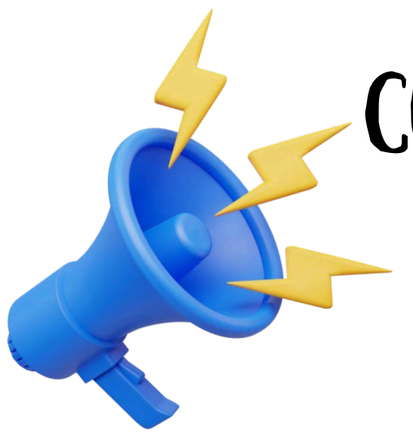
My name is Colleen Avedikian, and I am seeking reelection as Secretary of the Massachusetts Community College Council, a role I have held since 2022. It has been a privilege to serve our members across the Commonwealth and to support the democratic processes that make our union strong.

As Secretary, I work to ensure that the business of the union is documented accurately, transparently, and in a timely manner. Clear records and open communication are essential to member engagement, institutional memory, and effective decision-making, and I take this responsibility seriously.

In addition to my duties as Secretary, I serve as chair of both the Personnel Committee and the Bylaws and Rules Committee. I am also a member of the Executive Committee and the Joint Study Committee. At the state level, I represent Bristol Community College on both the Strategic Action Committee and the Organizing Committee, where I work to strengthen member engagement and collective action across the system.

At the chapter level, I chair Bristol's "Fun Committee," which focuses on building community among members through regular gatherings and events. I believe that strong unions are built not only at the bargaining table, but also through relationships, solidarity, and a shared sense of purpose.

If reelected, I will continue to serve with transparency, collaboration, and a deep commitment to our members. I respectfully ask for your support and your vote.



COMMUNITY BLOG

Member Voices

Woo Sox Tix

by Paul Johansen
Adjunct Professor at Berkshire Community College

Hi union sisters and brothers --

Now that the Olympics are winding down, and spring training has begun, it's time to turn our attention to BASEBALL! Margaret Wong has once again generously donated two season tickets to the MCCC.

I've set up this survey for you to choose 2026 WooSox home games you'd like to attend this summer: https://www.surveymonkey.com/r/WooSox2026. Our seats this year are the same as last year, Section 8, Row 16, Seats 16 & 17, on the aisle behind home plate.

As in previous years, please choose a few games, and I'll do my best to give you your first choice (assuming you specify what it is). Priority goes to the person who responds earliest. Since we're just over a month away from Opening Day, I'd ask that you try to choose games earlier in the season. If games have not been chosen later into the season, I'm happy to offer you tickets to another game.





Memes like this on social media helped beat back Healey's healthcare cuts. Be sure to repost, like, share, and comment.

MCCC SkillSpark

MTA Summer Conference

July 26th 2026
UMass Amherst



Left to right: Eric Parkison, Laura Mondt, and James Lincoln gear up for union actions at Winter Skills this January.

MCCC Executive Committee

President: Claudine Barnes
mcccpresbarnes@gmail.com
Vice President: Joe Nardoni
jnardoni692@gmail.com
Secretary: Colleen Avedikian
colleen@mccceducators.org

At Large Members:
Brian Falter
Eve Jankey
JP Nadeau
Candace Shivers

MCCC Board of Directors:

Colin Adams (BCC)
JP Nadeau (BrCC)
DeAnna Putnam (BHCC)
Gail Guarino (CCCC)
Tim Dolan (GCC)
Momina Sims (HCC)
Margaret Crowe (MBCC)
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