



ADVOCATE



June 2026 E-News Issue

Organizing HQ at
<https://mccc-union.org/>

WHEN ONE VOTE OF NO CONFIDENCE ISN'T ENOUGH



Greenfield MCCC and AFSCME members successfully use collective action to push back on layoffs at Board of Trustees' and public meetings.

In June 2024, faculty and staff at Greenfield Community College made their voices heard. Eighty-seven percent voted no confidence in President Michelle Schutt after college leadership allegedly suppressed a 45-page diversity, equity, and inclusion report that described the institution's DEI efforts as "performative" and "superficial." Provost Chet Jordan received an even stronger rebuke, with 93.6% voting no confidence in his leadership. At the time, chapter president Trevor Kearns called the turnout "record-setting" and warned that the vote was "the beginning, not the end."

Two years later, he was right.

On May 15, 2026, GCC faculty and staff took unprecedented action by voting no confidence in President Schutt for a historic second time. Of 86 ballots cast, 89.5% supported the measure, surpassing the 2024 results. Participation also increased, with 71% of eligible voters casting ballots.

The concerns have evolved, but the pattern hasn't. Where the 2024 vote centered on a culture of secrecy and suppressed findings about racial equity, the 2026 vote points to fiscal mismanagement and administrative bloat that produced a \$2.9 million budget deficit – roughly 10% of the college's operating budget. GCC is the only community college in Massachusetts carrying a deficit, despite a surge in enrollment driven by the state's free community college initiative.



Greenfield members protest administrative mismanagement drawing press coverage and community support.

Headlines

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The administration's proposed solution? Cut the very positions that serve students - faculty and staff jobs - while a top-heavy administrative structure remains intact.

"Our members gave her two years to course correct after the first No Confidence vote, and what did we get?" Kearns said. "A hole blown in the budget that our members have been losing sleep over for months, not knowing if they'd have a job come July."

Greenfield members demonstrated solidarity, staging protests and standouts during Board of Trustees and other public meetings. Public pressure eventually put an end to the proposed layoffs.

The no-confidence statement approved by faculty and staff lays out a clear indictment: financial mismanagement, spending on consultants with no clear benefit, threatened retrenchments that would undermine instruction, a response to the first vote that was "performative rather than substantive," and a "widespread climate of fear and disrespect."

Those of us organizing across the community college system see the power in Greenfield's actions. When leadership suppresses information, mismanages resources, and responds to legitimate concerns with public relations rather than real change, the trust deficit grows alongside the financial one. Faculty and staff at GCC have done what union members do; they've shown up, documented the problems, and used their collective voice to demand accountability.

The question now is whether GCC's Board of Trustees will listen to what 89.5% of the people who actually do the work are telling them – or whether more action will be needed.

MCCC Calendar

- 4 June - Weekly OC [ZOOM](#) Outreach
- 10 June - Virtual DAY Bargaining 5pm
- 17 June - In-person BOD MCCC Office/Worcester
- 26 July - MCCC Strategy Session the MTA Summer Conference (Register below)
- 27 July - Higher Ed Day @ MTA Summer Conference
- 26-29 July - [MTA Summer Conference](#)



MASSACHUSETTS COMMUNITY COLLEGE COUNCIL

MassBay Commencement Action Sparks Community Support



Members at MassBay, accompanied by students and other members from nearby colleges gathered at the gazebo at the intersection of Rt. 9 and Oakland St. before Commencement.

Students joined faculty and staff before commencement ceremonies at MassBay Community College on Thursday, May 28th. All were showing support for MCCC's Fair Pay campaign drawing honks and waves from commuters at a busy intersection near the Wellesley campus. The local press was on the scene for pictures and comments before the group marched to the main gate. [The MetroWest Daily News included the picket in their coverage](#) of MassBay's commencement activities.

The mood was celebratory as signs congratulated graduates while calling for "Fair Pay for Community College Educators." The goal of the stand-out and walk-in was to bring visibility to the poorly compensated labor that educators provide in order for students to succeed. We all want to support our students. This is who we are. To recruit and retain the faculty and staff needed to meet the needs of increasing enrollment due to MassEducate, salaries must provide a living wage. Otherwise, valuable employees will continue to seek other more lucrative positions elsewhere.

The value of college education is not only that students can acquire degrees for without incurring debt – it's in the priceless dedication of those who do the work everyday.



L-to-R: Eve Jankey and Jessica Henry draws many honks and waves from supportive community members driving through the intersection during the stand-out.

MassBay Chapter President Caryl Casson (far left) along with chapter organizers Dorsey Weber and Jessica Henry planned the Commencement action, bringing visibility and support to the campaign for Fair Pay.



Summer is here and I hope you are all able to take some time to enjoy it! You deserve it.

I want to use this space to draw attention to the amazing colleagues that we work with. As many of you have probably heard, Cape Cod Community College has been embroiled in a scandal since October involving our college presidents' actions including inappropriate behavior with a student. This has led to his retirement and many other consequences for our institution. We have been experiencing anger, doubts, lack of trust and transparency, a significant decline in morale, and many other emotions. Some days on campus felt like an episode of the Walking Dead. I could go on and on about everything that is bad but I want to point out the good that I witnessed firsthand.

For the first time in a long time at CCCC, everyone came together. The MCCC chapter, the Cape Cod Community College Association (CCCCA), worked with the ASFCME chapter, the Support Staff Association (SSA), and the Faculty Professional Committee (FPC) to support the institution, our students, and each other. They also worked with several administrators, past and present. They wrote letters to the Board of Trustees, the Commissioner of Higher Education, and the Massachusetts Association of Community Colleges. They helped to bring a successful motion to the College Meeting demanding more transparency by forcing college administrators to provide the same information that is provided to the trustees to the faculty and staff of the institution, and a motion demanding that the Board of Trustees allow an open comment period and reports from the CCCC, AFSCME, SSA, and FPC at each trustee meeting. The leadership of these groups opened themselves up for meetings and interviews. They spoke openly and earnestly about the problems at the college including meetings with the incoming interim president. They joined together to host a rally on April 29. And they have ensured record numbers of faculty and staff attending Trustee meetings. Unified, in sync, together.

I am not promising that working together will always get us what we want and need but the reality that I saw was this: a large group of diverse people, all of whom are all overworked and underpaid, but who love their college and its mission, who care about their colleagues, and their students, and were willing to stick their necks out to try to make it better. If we could all do this at the state level, and we can, it would be amazing what we could accomplish.



Members at Cape Cod Community College stand-out for Fair Pay on April 29th during our Week of Actions with a special focus on chapter dynamics and an incoming interim President.

A CUP OF JOE



**MCCC VP
Joe Nardoni**

A Different Kind of Summer

I have both disappointing and hopeful news for you. On Thursday, I learned that the Senate would not propose new revenues, approve greater funding for our Community College SUCCESS programs or establish a pilot program that could lift DCE faculty out of the second-class status that our current laws put them in. On Friday, I learned at HELC that the Fair Share Amendment is bringing in ever more income to the state, projected to be over \$3.5 billion this year.

I want to thank everyone who wrote to their Senators, asking them to move these bills forward and to thank all of you who supported the passage of the Fair Share Amendment.

The MCCC is at an important stage in our Coordinated Campaign to win life-changing wage equity adjustments for all of our members, DAY and DCE alike, and as we celebrate graduations at our campuses and our students' successes, it is tempting to contemplate the passing of our academic year in familiar feelings of completion and looking forward to registering, advising, and supporting students preparing for summer school.

But things are different this year, and we cannot afford to allow ourselves to slip into those familiar patterns. We have an opportunity to get our Compensation Study finished this year and to have it implemented in the first year of our new agreement as we bargain a new DAY agreement and we will need concerted actions in the Summer and Fall to make sure that happens.

We will also start bargaining a new DCE agreement in August, and we must commit to ensuring that our PT colleagues share in the advancement we earn for our DAY members.

To get this done we will need to develop within us an indomitable will that does not quake when we address the State House power structure; a will to work together to win life-changing wage equity adjustments and real professional growth to full-time work for all of our DCE members who desire it; a will to lift one another up, so we can supercharge the work we are here to do in lifting our students up into their own best lives; a will that never gives up and sneers at the fears of failure and loss management has used far too often to keep us complacent, compliant and complicit in our own servitude.

Here are some things you can do right now to help make sure this happens.

- [Sign up to attend the MTA Summer Conference](#). Select the MCCC Strategic Planning Session on Sunday, July 26th, and the Higher Ed Day on Monday, July 27th. Use this link to do so.
- [Sign up to help out with the work of our Organizing and Strategic Action Committees](#). Contact your OC and SAC reps at your chapter to get involved.
- [Sign up to be a silent representative for both DAY and DCE bargaining](#).

Since we cannot wait anymore for the economic justice we have been denied for over 25 years to end, I ask you to join me in changing the things we cannot accept. Let's choose to win new and life-changing contracts for our members by doing the quiet, 1-on-1 work of talking with one another and the louder work of standing up and standing out, naming our truths to power as we may be called to do.

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

Joe Nardoni
MCCC Vice President

DAY Bargaining Begins with Support from Silent Reps

The new DAY team began meeting with Management on Wednesday, April 27th during MCCC's Week of Actions. Between 45 and 60 silent representatives attended on Zoom for the first two sessions. Silent reps participate without engaging, only observing, until either the Team or Management decide to caucus. We then meet in a separate Zoom caucus space where we review what's happening and meet with DAY Team members to ask questions and provide feedback. Silent reps also use the Slack app to communicate with each other and provide information during sessions.

Trevor Kearns, Chair of the DAY Bargaining Team has decried the challenges they've faced right out of the gate in his first [Bargaining Update on May 21st](#). Early negotiations have been slowed by Management's hesitancy over the use of transcription features on Zoom requested as an accessibility accommodation for one of our DAY team members. They are also resistant to the presence of silent reps and have eliminated a long-standing practice of course releases for DAY team members, which has meant that scheduled meetings are occurring after 4pm so that professional staff members on the team can attend.

The DAY Team is working closely with the Organizing Committee to coordinate silent rep participation and to strategize collective action as negotiations continue throughout the summer. The presence of Silent Reps is crucial. Management is less likely to use unsavory tactics when the process is visible to their employees. Our negotiators are strengthened by our presence, and can gain valuable feedback in real time. To help promote stronger negotiations, the DAY team put together a Participation Guide for Silent Representatives and a brief one-page handout for easy use during meetings. These materials are distributed to registered silent reps. Everyone should experience what happens when our Team is at the table advocating for us. It's a small ask, but a powerful contribution. Silent Reps do not need to attend every session, and can make a big impact on Zoom by using our [blue Fair Pay background](#) during bargaining sessions. [REGISTER](#) to support Day negotiations at the next session June 10th @ 5pm.



North Shore hosts successful member recognition breakfast.

Members Appreciation Breakfast

North Shore Community College's MCCC Union Get Together brought together approximately 50 members for a morning focused on connection, recognition, and shared purpose. The event provided an opportunity for colleagues to socialize, reconnect, and catch up with one another in a relaxed setting, creating a strong sense of community among attendees.

A highlight of the gathering was the recognition of Years of Service recipients and retirees, honoring the dedication and contributions of members who have helped strengthen the institution and union community over the years.

Attendees also heard important updates and discussions regarding union efforts and engagement. President Torrey Dukes shared updates on current initiatives and issues impacting members. David Murray from MTA and Angelina Avedano from the MCCC Organizing Committee spoke about the importance of organizing efforts and encouraged continued participation in union action and advocacy. Their remarks reinforced the value of member involvement and collective action in supporting the goals and future of the union.

The event served as both a celebration of members and a reminder of the strength that comes from staying connected and engaged.

MASSACHUSETTS COMMUNITY COLLEGE COUNCIL

Organizing HQ at <https://mccc-union.org/>

OC BUZZ

MCCC

strategy session 2.0

SUMMER CONFERENCE REGISTER

Find out how you can attend for free – contact angelina@mccceducators.org



QCC braved both rain AND shine during April actions.

Organizing Works!

The OC is activated. Join the movement!

- June weekly ORGANIZING outreach on ZOOM - Thursdays at 4:30-5:30pm. Drop in to learn more. Bring a squad member.
- This is the time to make your list and check it twice. Join us weekly on Thursdays in June for membership list work.
- Summer Member Organizers are focused on new members.
- ALL ADJUNCTS, and folks joining the Next Generation Leadership, New Members, or New Presidents workshops during MTA's summer conference receive free room & board and meals. 7/26-7/29.
- MCCC is discussing resurrecting their annual Fall Conference. Look for more info soon.
- Please, use our **MCCC WEBSITE** - and the **Organizing HQ** as a resource.
- **SIGN UP** as a silent representative to receive updates and invitations.
- **SUBSCRIBE** to MCCC Email communications regarding collective action.
- Post on social media, "like," "follow," and forward MCCC posts. Use #FairPayMCCC.
- 30 trucker hats p/chapter have been distributed - we now have bumperstickers!



May Day! May 1st at the Teaching, Learning and Student Development Conference at Bristol Community College. Members from campuses all across the State gather for a rally to champion our Fair Pay campaign.

Week of Actions a Success

Community Colleges across the state participated in our Week of Actions April 26th – May 1st. Each planned what was most effective for their campus and engaged members with walk-ins, standouts, tabling, and informative meetings.

Colin Adams lead members on a walkabout at Berkshire. STCC was "STCCing" together with clappers and pompoms. QCC had a week of actions led by their strong group of organizers. Roxbury (I'm told) had a dance party. (Where are the videos?) Cape Cod coordinated with the arrival of an interim president, even getting her show of support. Campuses from Berkshire to Massasoit/Canton, from Middlesex to BHCC took part. Greenfield built on their ongoing collective actions resisting projected layoffs. And North Shore got into the spirit, planning a recognition breakfast for members that featured organizing amidst the celebrations.



Play video: Colin Adams leads the chants for Berkshire's walk-in during MCCC's Week of Actions.

These are dress rehearsals for the bigger actions to come. College Administrators, legislators, and Gov. Healey are influenced by a strong union acting in solidarity. A living wage for all our members will not be provided because we deserve it or because it's the right thing to do. Only when we are disruptive enough to demand change will we see fair compensation for the support full-time faculty, adjuncts, and professional staff provide our students.



STCC lets the good times roll at their standout..



Berkshire makes it happen.



BHCC has a strong showing, sporting our new hats.



Middlesex shows up



RCC brings the heat during Week of Action!



Cape Cod makes organizing fun!

NEW MTA LEADERSHIP ELECTED

This year's Annual Meeting of the Mass Teachers Association was held in Boston at the Hynes Convention Center. The proceedings were punctuated by the election of the new president and vice president of MTA. Massachusetts Community College Council (MCCC) sent a 50+ delegates who attended either virtually or in person.

Below: MTA members rally for candidates during a one-hour waiting period before the run-off election on May 9th. Play video to hear the excitement!



The first round of voting eliminated Deb McCarthy and Dean Robinson, leading to a run-off between team John Sullivan and Gayle Carvalho and opponents Matt Bach and Deb Gesualdo. Bach and Gesualdo narrowly took the seats after a vigorous campaign season and a robust showing of support for all parties (see video left).



Newly elected VP, Deb Gesualdo (L) and President Matt Bach (R).

The candidates appeared at an open Zoom forum in mid-May held by MCCC and made several appearances at events during the campaign season. The goal of the MCCC is to make sure our new leaders recognize the specific challenges faced by community colleges and to ensure their unwavering advocacy for our coordinated campaign. We look to build on the momentum our new leaders generated during of their campaign. We are counting on their experience to help us achieve big wins this year.

Spotlight

Autumn Alden

Teaching, Advocacy, and Access

After more than 20 years in education, Autumn Alden still finds the greatest reward in helping students build confidence and discover they are capable of learning difficult things.

Alden is a tenured full-time faculty member at Bristol Community College, where she has taught since 2012. In addition to her work at Bristol, she teaches as an adjunct faculty member at Massasoit Community College and Cape Cod Community College, while also teaching at four-year universities throughout the region. Although mathematics is her primary discipline, she also teaches college success courses designed to support students transitioning into higher education.

Her path into teaching began at University of Massachusetts Amherst, where she worked as a tutor and teaching assistant while earning her bachelor's degree in mathematics. She later completed an M.Ed. at University of California, Los Angeles and spent four years teaching in K-12 education before moving into higher education in 2009. While teaching as an adjunct faculty member, she earned an M.S. in Mathematics from Salem State University shortly before joining Bristol full-time.

Throughout her career, Alden has remained committed to professional development, particularly in online learning, accessibility, and student engagement. She earned the Quality Matters Teaching Online Certificate and received Massasoit Community College's Innovation in Teaching Practice Award for Online Teaching.

Alden is especially passionate about creating accessible, user-friendly courses that reduce math anxiety and encourage participation. She also teaches in prison education programs because she believes education should be accessible regardless of income, identity, background, or past mistakes.

Alongside her teaching career, Alden has spent years supporting faculty through involvement with the Massachusetts Community College Council (MCCC). Over the years, she served in several roles, including Nominations and Elections Chair at the state level, grievance coordinator at Bristol, delegate to the MCCC Delegate Assembly, and MCCC representative to the Massachusetts Teachers Association.

Today, although she has stepped back from formal leadership roles to make space for newer members, she remains deeply committed to organized labor, shared governance, and protecting working conditions that shape students' learning conditions as well.

"Supporting faculty and staff is not separate from supporting students," Alden said. "The quality, stability, and accessibility of public higher education depend on investing in the people doing the work every day."



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



MASSACHUSETTS COMMUNITY COLLEGE COUNCIL

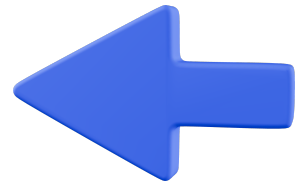
MORE HIGHLIGHTS FROM WEEK OF ACTIONS AND MORE!



Unknown comics



PLAY VIDEO OF STCC STAND OUT LEFT



One of QCC's week of actions.



NSCC Members Breakfast.



The Massasoit Canton crew.



GCC in the press.



VP Nardoni and Middlesex members rally.



L to R: Renae Gorman, Eve Jankey, Amanda Berthume, James Lincoln and Angelina Avedano at dinner during MTA's Annual Meeting.



MassBay march to Graduation Ceremonies.



GCC meets with elected officials.

MCCC Executive Committee

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Gail Guarino (CCCC)

Tim Dolan (GCC)

Momina Sims (HCC)

Margaret Crowe (MBCC)

Eve Jankey (MaCC)

Stacie Hargis (MiCC)

Candace Shivers (MWCC)

Brian Falter (NSCC)

Laura Mondt (NECC)

Margaret Wong (QCC)

Ben Anilus & Dr. Jalal Ghaemghami (RCC)

Joe Maciaszek (STCC)

Kelly Boylan (DCE-PT Rep) (from CCCC)

Open Seat (DCE-PT Rep)

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