



ADVOCATE



September 2026 E-News Issue

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

WHY WE WATCH: WHAT MANAGEMENT HOPES YOU DON'T SEE

Over the summer, while many full-time faculty were off contract, our DAY bargaining team spent months in a fight you may not have noticed. What happened holds a lesson for ALL of us before the hard bargaining begins this fall.

Contract negotiations opened in April. But management spent the next three months refusing to bargain actual contract language, stonewalling instead over "ground rules" (the rules of the game itself). Why? Because whoever sets the rules first holds the advantage, and delay always favors those who benefit from the status quo. Management tried to bar rank-and-file members from attending sessions in person, tried to force our team to give up a legal complaint, and tried to end a 30-year practice of releasing members from work-related duties to serve on the bargaining-team; all while professing they wanted to make progress, but still somehow unable to book a room.

Then, on August 11, that changed. Around thirty members showed up in person in Fair Pay shirts, with signs, from multiple campuses to sit and stand as silent representatives at in-person negotiations at Quinsigamond CC.



Above: Trevor Kearns, DAY Bargaining Chair, speaks to members at a standout to support negotiations at Quinsigamond Community College on 8/11.



Silent representatives assemble at Quinsigamond Community College to support the DAY bargaining team on August 11th.

As the team bargained, silent reps arranged themselves to face management's team of six representatives (five of them with law degrees earning well into six figures), who caucused, returned, and finally caved, dropping the demands they'd fought over for three months.

The lesson is not "we won." The lesson is **how** we won: management could not do in a room full of watching members what they'd prefer to do in an empty one. **Being seen is our power.** When they have to look us in the eye while saying no, they are apparently far less inclined to do so.

Our power matters now more than ever, because the real fight is just beginning, and management's opening proposals tip their hand. **They want to strip due-process rights from anyone placed on administrative leave, pack more students into your classes, and fold an entire mountain of new ADA accessibility work into your "regular" workload - unpaid, forever** ([see ADA article p. 2](#)).

NOTE TO ADJUNCTS (DCE MEMBERS): Your contract is heading to the table now, and the same management, with the same playbook, is coming for you, evidenced by the recent ADA compensation fight. [\[See the article on management's attempted assault on adjuncts via ADA compliance on pg. 2\]](#).

Remember, management wins by keeping DAY and DCE divided. We win by standing united in our collective action.

Show up. Sign up as a silent representative — even once. Management is counting on keeping us too overworked to pay attention. Let's prove that we're watching.

DAY SILENT REP [REGISTRATION](#)

DCE SILENT REP [REGISTRATION](#)

Sources:

Kearns' [Day Bargaining Updates](#)

Jason M. and Jake S. "[Community College Faculty and Staff, Suffering Low Pay and Board Hostility, Fight for a Contract](#)"

Summarizing & editing assistance provided by Claude (Anthropic)

Headlines

- [One Week to Fall Conference](#)
- [ADA Compliance & Compensation](#)
- [Adjuncts: DCE Contract Bargaining](#)
- [A Cup of Joe: Hurry Up and Wait Already!](#)
- [Spotlight: James Lincoln](#)
- [Higher Ed Actions](#)
- [Organizing Committee Reboot](#)
- [MTA's Supportive Stance on Community Colleges](#)
- [MCCC Directory](#)

MCCC Calendar

25 Sept - 10am-4pm Fall Conference in Quincy
28 Sept - 9:00am Standout at Quinsig ahead of bargaining
28 Sept - 10am-2pm In-person DAY Bargaining at Quinsig
1 Oct - 5:30-6:30pm Organizing Committee (OC) Meeting
15 Oct - 5:30-6:30pm Organizing Committee (OC) Meeting
16 Oct - 10am MCCC Board of Directors meeting on Zoom
19-23 Oct - MCCC Week of Actions
13 Nov - 10am Board of Directors meeting on Zoom.
20 Nov - 10am - [March on the State House](#)

MCCC FALL CONFERENCE

Sept. 25
10am-4pm

- Learn about MCCC
- Organizing for Success
- Contract Rights
- Sessions for
 - DAY Faculty
 - Prof. Staff
 - Adjuncts



Register @ QR

Where: National Fire Protection Association's
Conference Center
1 Batterymarch Park, Quincy

One Week to Fall Conference!

The Massachusetts Community College Council is hosting the Fall Conference on **Friday, September 25th** for the first time in seven years. The traditional gathering lost momentum during Covid, but member leaders are excited to return to this community-building and educational event. Sessions will include background information on our union, organizing, and strategic action toward our Fair Pay campaign. Additional workshops will educate members on contract matters specific to workload for adjuncts, professional staff, and full-time faculty.

Now more than ever we need to strengthen our power. If you are stepping into leadership or new to the union, this is a perfect opportunity to gain the skills you need to be an informed leader or rank and file member.

Continental breakfast begins at 9:30am. and an Italian feast for lunch will be provided. There's still time to register for a full day of union-building. [REGISTER NOW](#)

Areas of focus:

Fair Pay campaign, Wage Equity for ALL (including adjuncts, ADA compliance, Early College, bullying, union interests in artificial intelligence, administrative churn/bloat, telework, adjunct benefits campaign, Governor's parameters (election and forthcoming collective action).

An end-of-day raffle with prizes will be held. Come one & all!



Fall conference 2019: Members display their door prize wins. L to R: Kathy Holmes NECC, David Iannaccone MWCC, Roberta Albano STCC, Beth Fullerton QCC, Judy Colson QCC, N.T. Izuchi QCC.



ADA Compliance & Compensation: What Members Should Know

Since December 2025, the union has been bargaining with Management over a critical question: who pays for the work of converting our courses and materials to meet new federal ADA (Title II) accessibility requirements? This is real, time-intensive labor (captioning videos, reconfiguring tables, adapting historic materials) and it should not be free labor.

Where things stand: Management's initial proposal offered DAY faculty some workload reduction and DCE faculty training, but **no compensation for DCE faculty** doing the actual conversion work, which is unacceptable. On July 23, the MCCC countered with compensation for both DAY and DCE faculty at \$45/hour, plus overtime for professional staff. Management rejected that proposal on September 3. The MCCC may move this to main-table bargaining, since workload is a mandatory subject of bargaining.

What you can do now:

- [Sign this petition](#) to all 15 college presidents (one click, editable letter):
- **Hold off** on unpaid conversion work you haven't started. **"Say NO" to working for free until this is resolved.**
- **File a workload grievance** if you've already done significant conversion work beyond your contract (cite Articles 4, 12, 21 for DAY; 13, 14 for DCE).
- **Document time-intensive work** (captioning, tables, historic materials) describe what it took and how long and submit [HERE](#) to strengthen MCCC's bargaining position.

What's ahead: Two system-wide workload grievances are already filed. Watch for updates, and stand with us. The more management hears from members, the stronger our position.

[\[Read the full September 3rd ADA bargaining update.\]](#)

ADJUNCTS → DCE Contract Bargaining

MCCC's Division of Continuing Education (DCE) Bargaining Team has been formed and have begun preliminary meetings. The team will head to the negotiating table in the coming weeks. The [current DCE contract](#), which covers adjunct professionals in the MCCC, expired on August 31st. Potential team members were interviewed by MCCC's Board of Directors in August, and the following individuals were chosen to serve on the team:

Nancy Benson – Swan Gates – Mark Barshour – Phyllis Keenan
David Lanoie – Eric Parkison

Members who work under the DCE contract should expect a survey to arrive soon. Your participation is essential to establishing bargaining priorities as the team heads to the table. Based on the behavior of Management so far during DAY negotiations, it will be important for all of us stay vigilant and support our DCE team with silent representatives: [SIGN UP NOW](#) to stay apprised on developments.

A CUP OF JOE



MCCC VP
Joe Nardoni

Hurry Up and Wait Already! What We Can Do While Our Compensation Study Moves Forward

If you are anything like me, I know you are tired of waiting to see what’s happening with the Compensation Study. You want movement. You want to act for fair pay right now. So do I. That’s why Claudine and I pushed Phil Sisson and Nate Mackinnon to talk with Deputy Commissioner Michael Dannenberg to hold a meeting of the Steering Committee, so we can finish Phase One of the Compensation Study and get going onto Phase Two. That meeting has been scheduled for Friday, September 18.

I will report more on that meeting after it happens. In the meantime, a good thing has developed elsewhere as it applies to our salaries. For understanding’s sake, let me offer you a quick rundown of how our salaries have historically been determined in the Commonwealth.

There are two reasons why our pay is so low.

The first reason is that our salaries are the result of both the legislature’s failure to adequately address how we are paid in relation to the high cost of living in Massachusetts when it is compared to that of other states in our country and the institutional racism and classism that created the community college system in the first place, that has set up a system that dictates, without having to overtly say so, that our work has less value than that of our colleagues at UMass or the State Universities. This is a neat sidestep that makes people feel like they aren’t responsible for the inequities our members in both salary and workload deal with every day. This happens even though it is more than fair to say that our work is harder to do in many cases than the work of our colleagues in the four-year schools, without in any way denigrating their work.

To address this systemic undervaluing of our work, and the inequities it has established between our pay and that of our fine colleagues in the four-year institutions and between our pay and that of faculty and professional staff in states like California, Illinois, New York and others, adjusted for our high cost of living, the MCCC embarked on our Fair Pay for Community College Educators campaign.

The second reason why our pay is so low is that Massachusetts General Law (MGL) 150e, the collective bargaining law, has been written so that the governor, whoever it is, has too much power over determining our wages, so much so that it can be fairly said that wages aren’t really the subject of mandatory bargaining in Massachusetts. We get the governor’s parameters and that is that—and often, those parameters get set by whoever is up first in negotiating with the state.

To combat this element directly, I am excited to report to you that over the past 6 months, HELC, (Higher Education

Leadership Council) has developed a plan to get the governor to negotiate directly with us and all the other higher education unions, as well as a coalition of workers in SEIU 509 and perhaps the MNA (Massachusetts Nurses Association) so we can get parameters that make it possible for everyone working in higher ed to get ahead a little bit, and have these parameter offers embedded in her budget in the early stages of her planning process. This is something we can and should work on alongside our Fair Pay campaign.

That’s why I believe it is imperative that the members in your Departments and/or work areas discuss ways you can jointly arrange your work so that at least one of you can attend our ongoing meetings of the Organizing Committee (the next meeting is October 1), each of the action days in the chart below as a Silent Bargaining Representatives (SBRs) to our negotiation sessions with management, and participate in Chapter-planned standouts and informational picketing in support of better parameters to go along with our wage equity adjustment. Also, faculty and staff should plan on being in Boston for a rally on Friday, November 20 in support of negotiating better parameters directly with the Governor. If everybody commits to doing one of these things, we will have a huge impact on our contract negotiations. HELC has asked us to have our members vote directly on participation in the campaign and the best way we can do that is through Chapter Meetings. Look for a discussion of the Parameters Campaign coming to your next Chapter Meeting.

Contract Negotiations	HELC Parameters Campaign
Sign up to be SBRs on the following dates. The first two will be held at QCC.	Sign up to participate in these actions.
Monday, Sept 28, 10-4;	Week of October 19-23 Standouts and Informational Picketing for the HELC Parameters Campaign—Chapters to Design Them
Monday, Oct 19, 10-4;	Friday, November 20, Rally in Boston, MA
Monday, November 9 th , 10-4	
Monday, December 7 th Management proposed	

However these initiatives play out, we have to be involved in both of them, in order to win our wage equity adjustment and to prevent the immediate inflation-based depreciation of that adjustment by the failure of the governor to offer parameters either equal to or greater than inflation, as ultimately happened with the Classification Study. Recent economic indicators show inflation has risen to over 4%.

We don’t get many chances like this, to address both causes of our low wages during a single bargaining window, and we certainly didn’t have the opportunity to bring along our PT staff and faculty in both contracts when we got the Classification Study of 1999 implemented in our DAY contract as we do right now.

By stepping up now and saying, “let me help,” your actions will give us the critical mass we need to achieve wage equity by participating in this moment to restore **true upward economic mobility for everyone working in higher ed**. Remember this: whichever of these actions bears fruit first, they will both end up in our contract.

Conceive it. Believe it. Achieve it!

We will not be denied!

Joe Nardoni
MCCC VP and SAC Chair

Spotlight

James Lincoln

Member Spotlight: James Lincoln — “No One Is Coming to Save Us”

If you ask James Lincoln about his approach to union leadership, don't expect him to talk much about being in charge.

“I try to frame it as ‘steering’ instead of ‘leading,’” said Lincoln, whose colleagues have taken to calling him “President Lincoln.”

Lincoln, a Senior Community/Outreach Counselor in Enrollment Services at Quinsigamond Community College, is entering his fifth year at QCC and began serving as QCCPA Chapter President in June. He holds a B.A. in Psychology from Gettysburg College and an M.Ed. in Student Affairs from Bloomsburg University of Pennsylvania.

A member of MCCC/MTA since his first day at QCC, Lincoln became more active in 2024 during the Fair Pay campaign. But his appreciation for organized labor began much earlier. His father was a unionized geology professor at Montclair State University, and Lincoln saw his first faculty strike while attending graduate school.

“That was an eye-opening moment for me,” he recalls. Watching professors he respected put their livelihoods on the line for fair pay, healthcare, and better working conditions showed him what collective action could accomplish.

Lincoln's involvement in political and labor organizing outside QCC eventually convinced him that it was time to become more active in his own workplace. When former chapter president Margaret Wong put out a call for members to fill vacant committee positions, Lincoln joined the Strategic Action Committee, got what he calls the “rousing Joe Nardoni pitch” on the Fair Pay campaign, “and the rest is history.”

At the heart of Lincoln's union philosophy is a simple idea: The union isn't a service members pay for. The members are the union. That belief shapes his collaborative approach as chapter president. Whether dealing with impact bargaining, Weingarten meetings, or disputed professional staff evaluations, Lincoln makes a point of involving executive committee members, organizers, and rank-and-file members. “It drives home the fact that we all have each other's backs,” he says. “It also shows management that the union is more than just whoever holds the office of president.”

QCC has also embraced union town halls as a way to give members a greater voice. Issues raised at the chapter's first town hall helped shape the bargaining survey and proposals for the current contract campaign.

Lincoln recently saw the power of that participation firsthand when QCC hosted an in-person Day bargaining session. More than 30 members rallied as the bargaining teams arrived and then packed the room for negotiations. After months of disagreement over ground rules, management backed away from its demand that the union trade release time for silent bargaining representatives. “They could not ignore 30-plus angry but disciplined members,” Lincoln says.

For Lincoln, the experience offered a glimpse of what MCCC members can accomplish when they show up together, and what might be possible if even more get involved. That collective power, he believes, will be increasingly important as public higher education employees confront chronic underfunding, inadequate wages, threats to benefits, and growing financial pressures on students.

The QCC organizing committee has an unofficial motto: “No one is coming to save us.” Lincoln doesn't see that as pessimistic. He sees it as a call to action. “We have the power to save ourselves,” he says, “and build the type of world we can all afford to live in.”

Also, James was recently elected as our 44H District Director to the MTA Board in a special election this month. He'll be advocating for MCCC alongside Paul Johansen.



CALL FOR MEMBERS

MCCC committees need members to represent their chapters. Please, consider serving to support our union. President Claudine Barnes has compiled this [full list of vacancies](#).

Review the list and lend a hand.

MCCC SEEKS WEBMASTER

The MCCC is seeking qualified & interested candidates for the position of Webmaster. This is an opportunity for an individual with strong website management, technical, organizational & communication skills to maintain and enhance the MCCC website and support the organization's communications, operations & member services.

Job Summary:

The Webmaster is responsible for maintaining the MCCC website in accordance with MCCC Website Content Policies & ensuring that the site has a consistent, professional & attractive design with accurate, timely & useful content that supports the MCCC's mission. The Webmaster works closely with the MCCC President, Executive Committee liaison, Media Content Coordinator, MCCC office staff, committees, chapters & other organizational leaders to maintain the website & provide web-based technical & communications support.

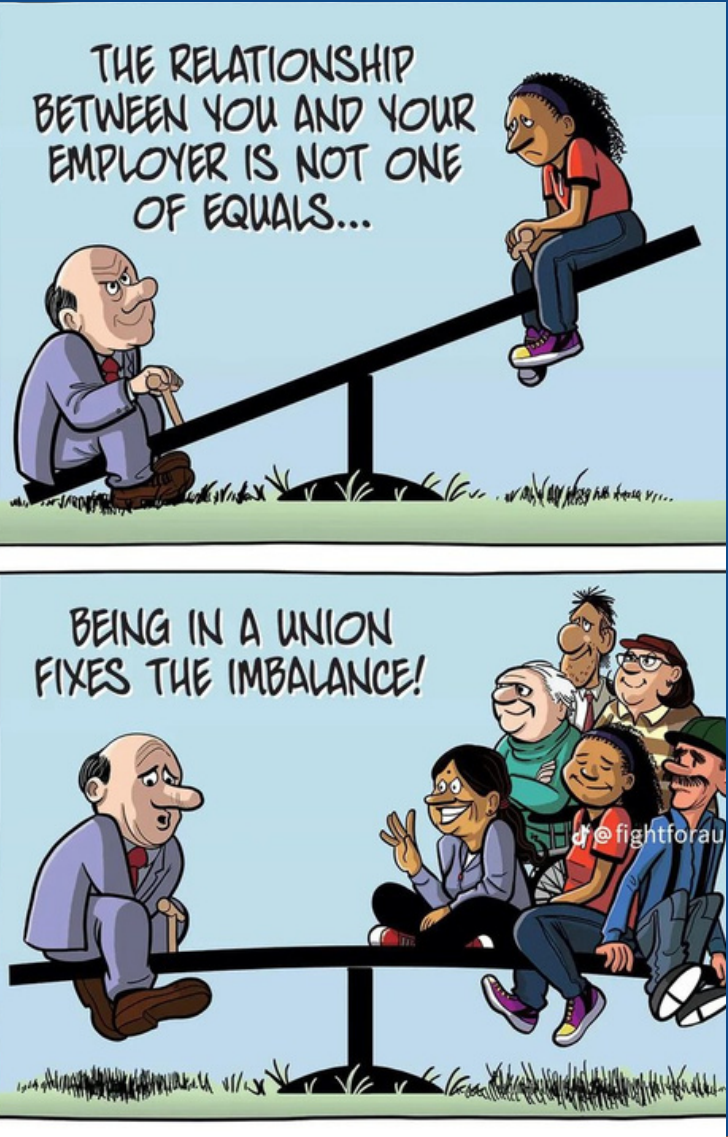
[Review the application instructions](#) & submit by October 16th at 5pm.

Higher Ed Actions

Join the movement!

- Calling all members to join the OC. Reps from each campus needed. **REGISTER. Next meeting OCT. 1 @ 5:30pm**
- Higher Education Leadership Council (HELC) → Parameters campaign. (sister campaign for public higher ed - 30% increase in wages over 3 years + benefits for adjuncts).
- **Collective Actions:**
 - **WEEK OF ACTION - 3rd week in October.**
 - **CHAPTER ACTIONS - for our Fair Pay campaign.**
 - **Focus on Gov. Healey.**
- **NOV. 20th @ March to the State House. Goal of 5000 higher ed union members.**
 - **REGISTER FOR THE 10AM RALLY**
- **Busses to State House → REGISTER FOR BUS - locations:**
 - Middleton — MTA Northeast Regional Office
 - Raynham — MTA SE Regional Office
 - Worcester — Quinsig Community College
 - Amherst — UMass
- **DOWNLOAD FLYER**
 - **Maximize MCCC presence at the State House → blue shirts, hats & buttons.**
- **STANDOUT AT Quinsig AHEAD OF IN-PERSON BARGAINING 9AM on September 28th 10am-2pm. Register Now.**

ACTION ALERT: QCC asks members to [sign this Action Network petition](#) pushing back on Management's increased enrollment caps.



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



Massachusetts Community College Council
27 Mechanic St., Ste 104 | Worcester, MA 01608-2402 | 877.442.MCCC
WE **CHANGE** communities

REASONS TO THANK MCCC

THESE ARE WHAT MCCC MEMBERS FIGHT FOR:
STRONGER FACULTY. STRONGER COLLEGES. STRONGER COMMUNITIES.

- | | |
|--|--|
| <ul style="list-style-type: none">• Fair and competitive salaries• Protection of benefits, including affordable health insurance• Retirement security• Job security and due process• Advocacy for reasonable workloads• Paid family and medical leave• Sick leave• Tuition benefits and professional development• A collective voice for faculty, professional staff, and adjuncts | <ul style="list-style-type: none">• Safe and respectful working environments• Protection from discrimination and harassment• A voice in decision making• Support during contract negotiations• Advocacy for adequate funding for our colleges• Commitment to equity and inclusion• Support for students and our communities• Standing up for public higher education in Massachusetts |
|--|--|

THANK YOU TO ALL MCCC MEMBERS FOR FIGHTING FOR WHAT'S FAIR AND EARNED.
Our Colleges. Our Communities. Our Future.

ORGANIZING COMMITTEE REBOOT

The MCCC held an Organizing Strategy Session at this year's MTA Summer Conference on July 26th focused on how individual chapters have been building power. A member-organizer panel with representatives from Quinsigamond CC, Springfield Technical CC and Greenfield CC shared updates and strategies from their campuses. Eric Parkison from Bunker Hill CC served as the moderator.

The group also brainstormed a new approach to organizing with the recent departure of Angelina Avedano who served as co-chair for the past two years. Members stepped up to plan the transition in a shared leadership model. The kick-off of the Organizing Committee (OC) Reboot, led by Amanda Berthiaume, was held on Thursday, Sept. 17th. The stated purpose of the OC is: **Build a strong, statewide organizing structure that connects campus-level organizing with collective MCCC action.**

The OC will hold bi-monthly meetings with October meetings scheduled for Thursdays 10/1; 10/15 and 10/29 at 5:30pm on Zoom. Members are asked to help facilitate meetings to avoid over-burdening one or two leaders. *Many hands make light work!*

Organizers are planning to support the Parameters campaign coming out of the Higher Ed Leadership Council (HELC), which aligns with our own Fair Pay campaign. HELC is proposing a 30% wage increase for all of public higher ed. While that does not bring community colleges in line with a living wage in Massachusetts, it is a start. The sense is that riding the wave with HELC and the MTA can only benefit our members.

During this elections season, the OC plans to leverage increased visibility toward our goals of Fair Pay and reasonable workloads for all our members.

Collective action is the source of our power. In order to improve our work experience on our campuses and across the state, it's going to take strategy and engaged members. Attend the Fall Conference, serve as a silent rep, join standouts and chapter meetings. Take one small step to stand united. Together, we win!



L to R: Trevor Kearns GCC, Amanda Berthiaume STCC, Renae Gorman STCC, Eric Parkison BHCC, James Lincoln QCC, and Michaela Almeida QCC share organizing strategies on a member-organizer panel.



Members gather for the MCCC Strategy Session at the MTA Summer Conference July 26, 2026.



Members work together on a power analysis as they build strategies for success at the MCCC's workshop in July.

MTA’S SUPPORTIVE STANCE ON COMMUNITY COLLEGES

The newly elected President of the MTA, Matt Bach and Vice President Deb Gesualdo showed up to support the MCCC at an in-person bargaining session at Quinsigamond CC in August. Bach and Gesualdo joined the morning stand out and stayed through negotiations, where management’s team finally relented on a months-long stand-off over compensation for bargaining team members (see front page article).

The MTA is keeping our struggle for better pay and reasonable workloads in the news, according to a recent interview with President Bach in *MTA Today*:

The establishment of free access to community college, thanks to funding from the Fair Share Amendment, has raised the issue of fair pay and staffing for faculty and staff represented by the Massachusetts Community College Council.

“We have to focus on making sure that the correct staffing matches the student enrollment and also that the staff is keeping up with other states’ community colleges, in terms of compensation,” Bach said.



Members of the MCCC joined our MTA siblings at this years Summer Conference in July.

The [full article and introductory video with our new MTA President and Vice President](#) may be found on the MTA website. MCCC members are hoping the additional visibility brought about by MTA leaders will add momentum to our Fair Pay campaign.

In addition to advocacy shown by our newly elected leaders, MTA Field Representatives consistently provide valuable aid to MCCC leadership and organizers across the state during bargaining, collective action, grievance and contract rights training, as well as support for ongoing committee work and legislative action.

While we recently said goodbye to Charlotte Kelly and Maria Hegbloom, we are grateful for the assistance of our dedicated reps who continue to stand with us in our ongoing fight to achieve better pay and sustainable workloads for all members. Thank you to Colleen Fitzpatrick, Thomas Lee, and David Murray. We couldn’t do what we do without you’re unwavering support. You are tireless advocates and friends.

We send our best wishes to our union sisters, Charlotte and Maria, who have been sources of guidance and inspiration. May your next chapters be fulfilling in every way.

MCCC Executive Committee
President: Claudine Barnes
mcccpresbarnes@gmail.com
Vice President: Joe Nardoni
jnardoni692@gmail.com
Secretary: Colleen Avedikian
colleenmavedikian@gmail.com
At Large Members:
Brian Falter - Eve Jankey - JP Nadeau - Candace Shivers

MTA Board:
Paul Johanson
James Lincoln

The MCCC Advocate is prepared by
Angelina Avedano, MCCC Media Content Coordinator
Email questions, op eds, suggestions & photos to:
angelina@mccceducators.org



MCCC Board of Directors:
Sadia Monsoor (Berkshire CC)
JP Nadeau (Bristol CC)
Vacant (Bunker Hill CC)
Swan Gates (Cape Cod CC)
David Lanoie (Greenfield CC)
Lucien Dalton (Holyoke CC)
Margaret Crowe (Mass Bay CC)
Eve Jankey (Massasoit CC)
Scot Gabriel (Middlesex CC)
Candace Shivers (Mt. Wachusett CC)
Brian Falter (North Shore CC)
Laura Mondt (Northern Essex CC)
My Nguyen (Quinsigamond CC)
Ben Anilus (Roxbury CC)
Joe Maciaszek (Springfield Technical CC)
Kelly Boylan (DCE-PT Rep) (CCCC)
Sherley Jean-Gilles (DCE-PT Rep) (NSCC)