

First Vice President Candidate: Jo-Ann Haywood



Elect Jo-Ann Haywood
First Vice President,
AFT College Staff Guild, Local 1521A

It's my honor to serve in the following capacity: First Vice President, Chapter Chair at West Los Angeles College, and Co-Chair of the 2020 – 023 Negotiations Team.

My experience within the union has afforded me the opportunity to work with great union professionals throughout our district, advocating for my union brothers and sisters with proficiency and confidence.

As an officer I am keenly aware of the delicate balance it takes to care for our members in the face of unfair practices. Upholding our Collective Bargaining Agreement (CBA), our Constitution and By-Laws (CBL), and continuing the legacy that empowers our UNION. We foster relationships, bridge gaps, and encourage collaborative environments that produces positive outcome for our members.

I understand the responsibilities that comes with this position. My commitment has been and always will be to serve with dignity, integrity and respect by implementing and celebrating our wins through contract negotiations, consultations, good-faith meetings, etc. Together with our ranking file members, worksite leaders and officers, 1521A will remain in good standing with our affiliates, American Federation of Teachers (AFT), American Federation of Labor and Congress of Industrial Organization (AFL-CIO), and the California Federation of Teachers (CFT).

I will not shy away from challenges, or answering the hard questions with honesty and respect. I believe "an injury to one, is an injury to all" our concerns may vary from person to person, but we are equally deserving of equity in the workplace.

We deserve the BEST!

Thank you for your continued support!

In Strength and Unity!

"Consider the Rights of Others Before Your Own Feelings,
And the Feelings of Others Before Your Own Rights"

~John Wooden~

AFT 1521A
2025 District Wide Officers Special Election
Candidate Statements

First Vice President Candidate: Rowena Smith-Kersaint

No Statement Provided.

First Vice President Candidate: Anthony Alvarez

No Statement Provided.

Second Vice President Candidate: Sergio Becerra

My name is **Sergio**, and I'm running for **2nd Vice President in the 2025 Special Election**. Over the past months, I have had the privilege of serving in this role. My priority has been to **listen with empathy, advocate with clarity, and act with integrity**.

As **Interim 2nd VP**, I have worked with members across the district to **address issues related to discipline, evaluations, and job responsibilities**. I have supported members through complex challenges, ensuring that no one navigates these processes alone. My approach has centered on listening, providing accurate guidance, and **standing firm on the protections guaranteed by our CBA**.

I have met with members to help them understand the **reclassification process**, including required documentation and what to expect at every stage. Additionally, I have been assigned to oversee the **A&R Assistant** desk audit due to the increased workload involving **fraud investigations and bot reporting**. I helped establish a **COPE Committee** that now meets monthly, has already hosted two contributor meetings, and is actively planning future events.

In October, I was assigned to the **Tuition Reimbursement Committee** and immediately recognized inconsistencies with the current process. I began working with the district to **streamline procedures** so they align with our CBA. I have also **challenged and accepted applications** that were previously withheld from the committee, ensuring **equitable access** for all members.

Additionally, I have assisted the **Activities Coordinator** with the **Summer 2025 general membership meeting** and the planning of the **AFT 1521A Holiday Party**. I've also supported our **Health & Wellness Coordinator** by assisting with **SRP workshops and massage therapy events**, while continuing to learn how to guide members through **ADA and FMLA** inquiries.

If elected, I will continue this work with **dedication and heart**, ensuring that every member feels **heard, supported, and empowered**.

In solidarity,
Sergio Guillermo Becerra

AFT 1521A
2025 District Wide Officers Special Election
Candidate Statements

Second Vice President Candidate: Rosalba Villalobos

No Statement Provided.

Second Vice President Candidate: Perry Jhang

No Statement Provided.

Grievance Secretary Candidate: Chad Baugher

Candidate Statement – AFT 1521A

Chad Baugher

for

Grievance Secretary

Experienced. Certified. Unafraid to Fight.

I'm **Chad Baugher**, and I'm running for **District-Wide Grievance Secretary**—a role I've held before and excelled in. When I previously stepped into this position, I inherited chaos: no structure, no procedures, and members left unprotected. I rebuilt the entire office into a clear, accountable, transparent system that delivered results for members across all campuses.

As a **Cornell University-trained and certified AFT negotiator**, and a member of the **last contract negotiations team**, I know how to confront management, enforce rights, and make the contract work exactly as it was intended—for YOU.

My record speaks for itself:

- **Proactive problem-solving** that resolved most issues before they escalated.
- **A near-perfect grievance success rate** at LAVC—only two grievances filed in my duration of time as Chapter Chair and Grievance Rep, both won.
- **District-wide advocacy** that restored fairness, clarity, and respect for our members' rights.
- **Strong relationships with administration** that produced solutions without sacrificing our power.
- **Unwavering Commitment** that even in the face of administrations I do not get along with or like, I will still fight for our members and their rights.

I believe grievances are the frontline defense of our union. They protect dignity, enforce the contract, and ensure no member stands alone. With critical negotiations ahead, we need someone who is trained, battle-tested, and ready on day one.

I'm ready to step back in and continue the work—strong, steady, and laser-focused on defending every member of AFT 1521A.

I respectfully ask for **your vote for District-Wide Grievance Secretary**—to keep fighting for YOUR rights, YOUR safety, and YOUR voice.

**In solidarity,
Chad Baugher**

Grievance Secretary Candidate: Carl Guzman



Carlos “Carl” A. Guzman, M.Ed.

Candidacy for AFT 1521a Grievance Secretary

As your Grievance Secretary, my commitment will be clear: using a strategic and analytical approach to ensure due process and vigorously defend every AFT member's rights through clear, persuasive, and evidence-based advocacy... I got your back!

My ability to deliver on this commitment is rooted in over 18+ years at LACCD and a proven set of skills perfectly aligned with the needs of the role. My approach—combining interpretation, strategy, and confident representation—is driven by my Clifton Strengths: Activator, Strategic, Analytical, Command, and Individualization. This unique skillset allows me to dissect complex contract issues and use my Activator drive to ensure prompt grievance resolution. My Strategic strength allows me to anticipate outcomes and plan multi-step actions, while my Analytical background in Technology and Data Analytics equips me to build cases on irrefutable, evidence-based facts. I use Command for decisive negotiation, but balance it with Individualization to approach each member's unique situation with tailored support and empathy in all formal settings.

My extensive professional history within the Los Angeles Community College District provides an unparalleled understanding of the administrative, policy, and participatory governance structures where grievances often originate. I have actively supported two college Institutional Self-Evaluation Accreditation Reports (2013 & 2016) and served on numerous campus committees, making me highly experienced in navigating and leveraging formal organizational documentation. I used my governance roles to consistently advocate for due process and transparency in policy implementation. Furthermore, my academic credentials, which include a M.Ed. in Instructional Technology and a B.S. in Information Technology, coupled with leadership training from USC Marshall School of Business, ensure I can adeptly handle data-driven disputes and clearly train members on their rights under the Collective Bargaining Agreement.

Grievance Secretary Candidate: Kimberly Davillier

KIMBERLY DAVILLIER *for districtwide*

GRIEVANCE SECRETARY.

My current Executive Board elected role as Interim Grievance Secretary has been to serve all 1521A members through demonstration of consistent proactive and prudent professionalism.

My intentions and goals are to continue to provide:

- 1) **proactive** and strategic planning to ensure that members' rights are protected and their concerns are resolved at the lowest level.
- 2) **prudent** communication that delivers options and alternatives to help navigate members' concerns and to arrive at solutions that best support long-term security.
- 3) **professionalism** that is unparalleled and that members can trust and rely upon when faced with sensitive grievance related matters.



I am proud of my accomplishments as interim Grievance Secretary that have been overwhelmingly beneficial to the Guild, your elected Grievance Reps & Chapter Chairs, as well as to all Unit 1 members. I have had the pleasure of working with Grievance Representatives and Chapter Chairs to bring about positive outcomes for members across the district. I plan to continue to aggressively lobby for respectful employee-employer engagement, a more responsive administration, and better contract provisions that are member-centered.

In addition to my daily responsibilities as Grievance Secretary, I have successfully completed two Labor Studies courses at our LATTC campus and continue to seek professional development opportunities that better serve our members. **I need your vote to continue to serve you and to protect your interests. Always vote for your best interest.**