
September 2, 2016

To All Local Council Presidents,

I would like to submit my willingness to serve for the position of Master Executive Council Vice President.

When I started at the CAL-AFA MEC office in December of 2011 I had been doing Union work for 16 years at that point. It felt like the first day of school for me. It was a complete change from how I was used to servicing our membership. But I accepted the challenge with the same enthusiasm as I did when I started working for the IAM in 1995.

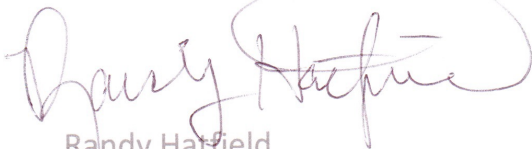
Over these past five years there has been a lot of ups and downs. That all changed in November when I became the MEC President. Walls came down and we truly started working together to show a unified group working together for one common goal.

My leadership continued onto the JNC where there had been a breakdown between our former JNC members. Through my leadership I was able to lend new ideas and a voice with my new committee members that allowed the JNC to work together in reaching an industry leading contract.

Going forward I think it sends a strong message to the membership when they see the two leaders from both pre-merger airlines who are now working together in our new MEC. That is why I was happy to see Ken's commitment to remaining MEC President. I look forward to working with him if chosen for the position.

My 21 years of Union work along with my time as MECP and part of the JNC are the reasons I feel I'm best suited for the position. I thank you for taking the time to consider me and will be available to answer any questions you may have.

In Solidarity,

A handwritten signature in cursive script that reads "Randy Hatfield". The signature is written in black ink and is positioned above the printed name.

Randy Hatfield
CAL-AFA MECP

RANDY HATFIELD

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Experience

- Started at Continental Airlines 1994
- Started working with the IAM 1995 until 2011 in the following positions:
 - Vice President
 - Secretary-Treasurer
 - Conductor Sentinel
 - Reserve Committee
 - Grievance Chair
 - Negotiations Support
 - Steering Committee
 - EAP Representative
 - Trustee both local and for District 142
 - By-Law Committee LL 2339 and for District 142
- In 2009 I became a General Chairmen for District 142 with the IAM. My area of responsibility included the following:
 - Continental Airlines both CLE and EWR
 - ExpressJet Airlines both CLE and EWR
 - Continental Micronesia Guam
 - CommutAir both CLE and EWR
 - Southwest Airlines both CLE and CMH
 - United Airlines CLE (assisted with the AGC from District 141)

As a General Chairman I oversaw all step 2 grievance and conducted arbitrations. I was also responsible for negotiations at 4 of my carriers. At the time of the merger I was in negotiations with CAL, CommutAir and Expressjet and was preparing to start negotiations for CMI.

- Started working at CAL-AFA in December 2011 and held the following positions:

MEC President
MEC Secretary-Treasurer
MEC Grievance Chair
BOD Finance Committee
SME (during IBB)
JNC Committee

I had the duties and responsibilities of MECST and MEC Grievance Chair as well as MECP and MECST at the same time at various times.

EDUCATION

- Leadership I & II
- Train The Trainer
- Pension
- Arbitration Prep
- Negotiations Prep (I took this class as a General Chairmen with each one of my carriers before the start of negotiations)
- Bargaining
- Grievance Training
- IBB Negotiations Prep Class Conducted by the NMB both IAM and AFA
- Safety Training (3 different class levels with the IAM Accident, Initial and intermediate)
- EAP
- FMLA
- Officer Training IAM & AFA