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*Proudly Representing the Flight Attendants of American Airlines*

May 7, 2025

Heat Safety for Tempe & Contract Workers Subcommittee  
Councilmember Randy Keating/Chair  
Councilmember Nikki Amberg  
Councilmember Berdetta Hodge  
Tempe City Hall  
31 E. 5<sup>th</sup> Street  
Tempe, Arizona 85281

Dear Councilmembers Keating, Amberg, and Hodge:

On behalf of the Association of Professional Flight Attendants (APFA), representing 28,000 Flight Attendants at American Airlines—including nearly 1,500 based at Phoenix Sky Harbor International Airport—I am writing to express our strong support for the proposed Tempe Heat Ordinance.

“As a union dedicated to protecting the health, safety, and dignity of all working people, we are proud to stand with the Arizona Heat Coalition, a broad alliance of labor unions, interfaith organizations, and community advocates who recognize that extreme heat is a serious and growing threat to workers,” said Julie Hedrick, APFA National President. “That’s why we’re backing this ordinance.”

We applaud the leadership already demonstrated in Phoenix, Tucson, and Pima County, and we are encouraged to see Tempe building on that progress with what promises to be the most comprehensive approach yet. Protecting outdoor workers—many of whom perform essential jobs that keep our communities running—represents the kind of leadership we hope to see replicated across the country. This ordinance is an important step forward, and we urge consideration of future expansions to protect even more workers.

Heat-related illness and death are preventable. By passing this ordinance, you affirm that every worker deserves a safe and healthy environment. Please consider this our official endorsement.

APFA is proud to stand behind this critical effort and urges you to move forward with its implementation. Thank you for your leadership and commitment to protecting workers.

Sincerely,



Julie Hedrick  
APFA National President