



July 31, 2025

The Honorable Maria Salazar  
U.S. House of Representatives  
Washington, DC 20515

The Honorable Veronica Escobar  
U.S. House of Representatives  
Washington, DC 20515

Dear Representatives Salazar and Escobar,

The National Roofing Contractors Association strongly supports the Dignity Act, bipartisan legislation to reform immigration policy and strengthen border security. NRCA commends you for your leadership in putting forward this innovative proposal to provide balanced solutions for a secure border and immigration reforms necessary to address industry workforce needs.

Established in 1886, NRCA is one of the nation's oldest trade associations and the voice of roofing professionals worldwide. NRCA's nearly 4,000 member companies represent all segments of the industry, including contractors, manufacturers, distributors, consultants and other employers in all 50 states and internationally. NRCA members are typically small, privately held companies with the average member employing 45 people and attaining sales of \$4.5 million per year. The U.S. roofing industry is an essential \$100 billion sector with nearly 1 million employees that provides critical materials and services to ensure home and business safety.

Immigration reform that addresses workforce needs of the roofing industry is vital to addressing the chronic workforce shortages now reaching crisis proportions. The shortage of qualified workers is the most significant limitation on the ability of roofing companies to grow their businesses, with lost economic growth estimated at \$3.6 to \$7.2 billion within our industry annually. Moreover, workforce shortages are expected to become even more acute due to an aging workforce and other demographic trends. This situation exists despite the well-compensated, family-sustaining jobs offered by NRCA members (the Bureau of Labor Statistics median hourly wage for roof system installers was \$24.51 in 2024).

The Dignity Act contains numerous solutions designed to secure the border and fix our broken immigration system. It would ensure that recent funding provided for enhanced border security is used effectively for more physical barriers, tactical infrastructure technology and expanded personnel at U.S. borders. It will combat illegal immigration by phasing in use of an enhanced E-Verify program for all employers over a multi-year period. It also establishes the Dignity Program which provides the opportunity for individuals with Temporary Protected Status, those eligible for the Deferred Action for Childhood Arrivals program and long-term undocumented to earn lawful permanent status through work experience, military service or higher education. Finally it provides new resources for expanded workforce training, apprenticeships and other educational opportunities for American workers. The bill is fully funded by restitution payments and application fees made by participants and utilizes no taxpayer funding.

**NATIONAL ROOFING CONTRACTORS ASSOCIATION | WASHINGTON OFFICE**

NRCA strongly supports the Dignity Act because it includes positive and balanced reforms that are vital to sustaining a strong economy while meeting our national security needs. NRCA again commends you for your work in spearheading this ground-breaking legislation and your commitment to achieving bipartisan solutions to our immigration and border security needs. We look forward to working with you to advance this proposal and additional solutions that address future workforce needs.

Thank you for your consideration of our views on this important issue. For more information, please contact Duane Musser in NRCA's Washington, DC, office at 202-546-7584 or [dmusser@nrca.net](mailto:dmusser@nrca.net).

Sincerely,

A handwritten signature in black ink, appearing to read 'McKay Daniels', written in a cursive style.

McKay Daniels  
Chief Executive Officer