



December 17, 2025

The Honorable Tom McClintock
Chair
Subcommittee on Immigration Integrity,
Security, and Enforcement
House Committee on the Judiciary
Washington, DC 20515

The Honorable Pramila Jayapal
Ranking Member
Subcommittee on Immigration Integrity,
Security, and Enforcement
House Committee on the Judiciary
Washington, DC 20515

Dear Chairman McClintock and Ranking Member Jayapal,

The National Roofing Contractors Association (NRCA) appreciates the opportunity to submit comments for the record of today's subcommittee hearing titled "The Impacts of Temporary Protected Status" to review issues related to operation of the TPS program. NRCA members have employed numerous individuals working legally in the U.S. under TPS for many years and welcomes the opportunity to provide the perspective of employers on this important issue.

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 one million employees that provides critical materials and services to ensure home and business safety.

A chronic shortage of qualified workers is the most significant limitation on the ability of NRCA members to grow their businesses in today's economy. Most contractors indicate they could be doing 10 to 20 percent or more work if they could fill vacant positions, which translates to an estimated \$9.5 billion to \$19 billion in lost economic activity annually. Workforce shortages are expected to become even more acute due to an aging workforce and other demographic trends in the future. This situation persists despite the well-paying, family-sustaining jobs offered in our industry (the average hourly wage for roof system installers was \$32.62 according to the Bureau of Labor Statistics).

NRCA recognizes concerns regarding the operation and evolution of the TPS program over the years since it was established by Congress in 1990 to provide humanitarian support for people from countries experiencing natural disasters, wars and other dangerous circumstances. However, it is critical to recognize the valuable contributions of many individuals who have worked legally and faithfully within roofing and other industries for many years under TPS, including many who have achieved positions of leadership within our member companies.

These hardworking individuals should not be penalized for the failure of Congress to address immigration reform over the past two decades or because of various implementation issues within the administration of the program. It is estimated that, at the beginning of 2025, there were over 50,000 individuals working legally within the construction industry under TPS. Ending TPS designations for various countries has impacted thousands of individuals who have been working legally in the U.S. for many years and has exacerbated ongoing workforce shortages facing our members and caused severe disruption for many employers as well as hardworking individuals and families who have been contributing to our member companies and their communities for many years.

Congress can address the impacts related to TPS on roofing industry employers and employees by approving two bipartisan bills in 2026. The time to act is now for numerous reasons, including the broad success of the Trump administration in securing the U.S. southern border over the past year.

First, Congress should approve the Dignity Act (H.R. 4393), bipartisan legislation containing solutions designed to permanently secure the border and modernize many aspects of our abjectly broken immigration system. This bill would ensure that recent funding provided for enhanced border security is used effectively to provide more physical barriers, tactical infrastructure technology and expanded personnel at U.S. borders. It will eliminate illegal immigration by phasing in use of the E-Verify program for all employers over a multi-year period. The legislation also establishes the Dignity Program that provides the opportunity for individuals with TPS to earn long-term lawful status through work experience, paying restitution, passing a background check and other requirements. 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.

NRCA strongly supports the Dignity Act because it includes balanced reforms that are vital to sustaining a strong U.S. economy while meeting our national security needs. It would allow many individuals with TPS who have been working in the U.S. legally for many years to continue contributing to their communities, our industry and the broader economy.

Second, Congress should approve the Essential Workers for Economic Advancement Act (H.R. 5494), bipartisan legislation to reform the visa system for workers in occupations that perform year-round, non-farm work that does not require a college degree. The bill establishes a two-track system that matches willing employers with temporary workers to meet the urgent workforce needs of our 21st century economy. It also will combat illegal immigration by expanding use of the E-Verify program by employers. It contains numerous provisions to protect American workers, is efficient for employers to use, and will enable job creators to obtain the workers needed to sustain and grow their businesses.

Workforce shortages are the single biggest challenge facing roofing industry employers in today's economy. NRCA urges lawmakers to approve the Dignity Act and the Essential Workers for Economic Advancement Act to help address workforce shortages and increase economic growth.

NRCA looks forward to working with members of the subcommittee and other lawmakers to address issues related to TPS and other critical workforce issues in 2026.

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.

Sincerely,

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

McKay Daniels
Chief Executive Officer