



February 18, 2026

The Honorable Elizabeth Warren
U.S. Senate
Washington, DC 20510

The Honorable Diana DeGette
U.S. House of Representatives
Washington, DC 20515

The Honorable Debbie Wasserman Schultz
U.S. House of Representatives
Washington, DC 20515

The Honorable Robin L. Kelly
U.S. House of Representatives
Washington, DC 20515

The Honorable Seth Moulton
U.S. House of Representatives
Washington, DC 20515

The Honorable Frederica S. Wilson
U.S. House of Representatives
Washington, DC 20515

The Honorable Joyce Beatty
U.S. House of Representatives
Washington, DC 20515

The Honorable Nydia M. Velazquez
U.S. House of Representatives
Washington, DC 20515

The Honorable Yvette D. Clarke
U.S. House of Representatives
Washington, DC 20515

The Honorable Tammy Duckworth
U.S. Senate
Washington, DC 20510

The Honorable Raphael Warnock
U.S. Senate
Washington, DC 20510

The Honorable Chris Van Hollen
U.S. Senate
Washington, DC 20510

The Honorable Deborah K. Ross
U.S. House of Representatives
Washington, DC 20515

The Honorable Eleanor Holmes Norton
U.S. House of Representatives
Washington, DC 20515

The Honorable Henry C. Johnson, Jr.
U.S. House of Representatives
Washington, DC 20515

The Honorable Lori Trahan
U.S. House of Representatives
Washington, DC 20515

The Honorable Jesus G. Garcia
U.S. House of Representatives
Washington, DC 20515

The Honorable Emanuel Cleaver, II
U.S. House of Representatives
Washington, DC 20515

The Honorable Shontel M. Brown
U.S. House of Representatives
Washington, DC 20515

The Honorable Edward J. Markey
U.S. Senate
Washington, DC 20510

The Honorable Adam B. Schiff
U.S. Senate
Washington, DC 20510

The Honorable Jeanne Shaheen
U.S. Senate
Washington, DC 20510

The Honorable Cory A. Booker
U.S. Senate
Washington, DC 20510

The Honorable Wesley Bell
U.S. House of Representatives
Washington, DC 20515

The Honorable Jan Schakowsky
U.S. House of Representatives
Washington, DC 20515

The Honorable Raja Krishnamoorthi
U.S. House of Representatives
Washington, DC 20515

The Honorable Jared Moskowitz
U.S. House of Representatives
Washington, DC 20515

The Honorable Debbie Dingell
U.S. House of Representatives
Washington, DC 20515

The Honorable Marcy Kaptur
U.S. House of Representatives
Washington, DC 20515

The Honorable Andre Carson
U.S. House of Representatives
Washington, DC 20515

The Honorable Johathan L. Jackson
U.S. House of Representatives
Washington, DC 20515

The Honorable Tina Smith
U.S. Senate
Washington, DC 20510

The Honorable Joe Courtney
U.S. House of Representatives
Washington, DC 20515

The Honorable Summer L. Lee
U.S. House of Representatives
Washington, DC 20515

The Honorable Juan Vargas
U.S. House of Representatives
Washington, DC 20515

The Honorable Delia C. Ramirez
U.S. House of Representatives
Washington, DC 20515

The Honorable Dwight Evans
U.S. House of Representatives
Washington, DC 20515

The Honorable Jake Auchincloss
U.S. House of Representatives
Washington, DC 20515

The Honorable Sylvia R. Garcia
U.S. House of Representatives
Washington, DC 20515

The Honorable Jennifer L. McClellan
U.S. House of Representatives
Washington, DC 20515

The Honorable Jerrold Nadler
U.S. House of Representatives
Washington, DC 20515

The Honorable Shomari Figures
U.S. House of Representatives
Washington, DC 20515

The Honorable Paul D. Tonko
U.S. House of Representatives
Washington, DC 20515

The Honorable Ritchie Torres
U.S. House of Representatives
Washington, DC 20515

The Honorable Adelita S. Grijalva
U.S. House of Representatives
Washington, DC 20515

The Honorable Richard E. Neal
U.S. House of Representatives
Washington, DC 20515

The Honorable Stephen F. Lynch
U.S. House of Representatives
Washington, DC 20515

The Honorable Darren Soto
U.S. House of Representatives
Washington, DC 20515

The Honorable Hillary J. Scholten
U.S. House of Representatives
Washington, DC 20515

The Honorable Al Green
U.S. House of Representatives
Washington, DC 20515

The Honorable Betty McCollum
U.S. House of Representatives
Washington, DC 20515

The Honorable William R. Keating
U.S. House of Representatives
Washington, DC 20515

The Honorable Sarah McBride
U.S. House of Representatives
Washington, DC 20515

The Honorable Robert J. Menendez
U.S. House of Representatives
Washington, DC 20515

The Honorable James P. McGovern
U.S. House of Representatives
Washington, DC 20515

Dear Members of Congress:

On behalf of LeadingAge and the mission-driven aging services providers we represent across the country, I want to thank you for your February 1 letter raising concerns about the impact of Temporary Protected Status (TPS) terminations—particularly for Haiti—on the aging services workforce.

LeadingAge has been actively engaged in advocating for stability and protections for workers with temporary statuses because of their essential role in caring for our nation's older adults. We appreciate your focus on this issue, and we welcome the opportunity to share what we are hearing from our members about the real-world implications of immigration policy changes on the aging services workforce and ultimately the delivery of care.

We represent more than 5,300 nonprofit and mission-driven aging services providers serving older adults and touching millions of lives every day. From our national headquarters in Washington, DC, and in collaboration with our state partners representing members active in 50 states, the District of Columbia, and Puerto Rico, we use advocacy, education, applied research, and community-building to make America a better place to grow old. Our membership encompasses the entire continuum of aging services, including

skilled nursing, assisted living, memory care, affordable housing, retirement communities, adult day programs, hospice, Programs of All-Inclusive Care for the Elderly (PACE), and home-based care. We bring together the most inventive minds in the field to lead and innovate solutions that support older adults wherever they call home.

As I hope our members' experiences make clear, the challenges created by shifting immigration policies underscore the need for a more durable approach moving forward. We believe it is time for Congress to advance broader immigration reforms that provide predictability for long-time, work-authorized individuals who are integral to the aging services field and the broader care economy. Executive action can swing quickly from one administration to the next, whereas legislative action could create clear, stable pathways that allow aging services providers to hire responsibly and ensure continuity of care for the older adults they serve. Therefore, we respectfully urge Congress to pair oversight with legislative action and work together toward a statutory solution for TPS holders that would prevent repeated cycles of sudden deauthorization and the loss of experienced caregivers.

To that end, LeadingAge would welcome the opportunity to engage further with your offices on potential legislative approaches to immigration that support workforce stability in aging services. We value continued dialogue and would be glad to share sector perspective and discuss [policy options](#). Please have your staff reach out to Amanda Mead (amead@leadingage.org) on my team to schedule a convenient time for such a conversation.

Sincerely,

A handwritten signature in black ink that reads "Katie Smith Sloan". The signature is fluid and cursive, with "Katie" on the first line, "Smith" on the second line, and "Sloan" on the third line.

Katie Smith Sloan
President and CEO

Q1: Thus far, have you observed any impacts of TPS terminations, cancelations of parole, and other immigration policy changes since January 20, 2025 on the health care or elder care workforce?

Since January 20, 2025, LeadingAge members across the country have been experiencing tangible and disruptive impacts from the termination of Temporary Protected Status (TPS), the cancellation of humanitarian parole, and related immigration policy changes. These impacts are no longer anticipated or theoretical; providers are actively losing authorized workers and struggling to maintain adequate staffing in nursing homes, assisted living communities, and other aging services settings.

Members report abrupt losses of long-tenured employees, often with little notice, including certified nursing assistants, dietary aides, housekeepers, maintenance staff, and nurses. In some communities, TPS holders or parolees account for a meaningful share of direct care and support hours, and their sudden departure has forced providers to rely on overtime, agency staffing, aggressive recruitment, or delayed admissions. Providers consistently emphasize that many of these workers have been employed for years and are among their most experienced and dependable staff.

The loss of these workers undermines continuity and quality of care. Direct care staff build deep knowledge of residents' medical needs, routines, and preferences over time, particularly in long-term care and memory care settings. Providers report that replacing this experience with new or temporary staff is costly, time-consuming, and destabilizing for residents and families, many of whom are distressed by the loss of caregivers they know and trust.

Financial strain is another clear impact, especially for nonprofit providers operating on thin margins. Members report rising overtime costs, use of costlier temporary staff hired through agencies, higher wages needed to compete for a shrinking labor pool, and the potential need to reduce services or limit admissions if staffing shortages persist. Several providers have indicated that these costs will ultimately be passed on to residents and patients.

Finally, members note that these impacts are being felt in both urban and rural communities. In some cases, workers have preemptively left their jobs and sometimes the country entirely. Providers stress that these policies are intensifying an already severe workforce shortage at a time when demand for aging services is rapidly growing, placing older adults and the systems that care for them at increasing risk.

Q2: What impact do you anticipate TPS terminations will have on the health care and eldercare workforce over the coming months or years?

- a. **How, if at all, have you seen TPS terminations or uncertainty around immigration status affect patient/client access to care, continuity of services, or provider capacity within health care and elder care settings?**

LeadingAge members report that TPS terminations and ongoing uncertainty around immigration status are already constraining access to care and weakening provider capacity across aging services settings. As experienced staff lose work authorization or depart preemptively due to fear and instability, providers are struggling to maintain adequate staffing levels, particularly for direct care and essential support roles that were difficult to recruit for even before the current shift in immigration policy.

These workforce disruptions are directly affecting continuity of services. Members report that long-tenured certified nursing assistants, dietary aides, and nurses who know clients' and residents' clinical needs, routines, and preferences are being lost, often abruptly. Replacing this level of experience is not immediate or guaranteed, and reliance on agency staff and new hires unfamiliar with clients and residents has increased. Providers emphasize that this loss of continuity is especially harmful in aging services' settings – both in the home and in residential settings – where consistent relationships are critical to quality, safety, and dignity.

Patient and resident access to care is also being strained. Some providers report concerns that continued workforce losses will require them to limit admissions or reduce services because they cannot safely staff additional residents. Others note that remaining staff are being stretched thin, increasing burnout and turnover risk, which further compounds capacity challenges. In competitive labor markets, providers are already seeing heightened competition among hospitals, nursing homes, and home health agencies for a shrinking pool of qualified workers.

Q3: How do you anticipate the end of TPS for Haiti in particular would impact the health care and elder care workforce?

We believe the end of TPS for Haiti will significantly weaken the aging services and larger healthcare sectors' workforce because Haitian TPS holders are well represented in direct care. Haitian TPS holders include an estimated [13,000](#) nursing assistants and thousands of additional caregivers, providing daily hands-on care to tens of thousands of patients and older adults across health care and long-term care settings. Their removal would immediately reduce frontline care capacity in settings already experiencing staffing challenges.

The impact would be especially acute in states with large Haitian TPS populations—such as Florida, New York, Massachusetts, and New Jersey—where Haitian TPS holders are deeply embedded in long-term care and home and community-based services.