

Congress of the United States

Washington, DC 20515

February 1, 2026

Leading Age
2519 Connecticut Avenue NW
Washington, D.C. 20008

National Domestic Works Alliance
45 Broadway, Suite 2240
New York, New York 10006

National Nurses United
8455 Colesville Road, Suite 1100
Silver Spring, Maryland 20910

Massachusetts Senior Care Association
800 South Street, Suite 280
Waltham, Massachusetts 02453

Arc of Massachusetts
217 South Street
Waltham, Massachusetts 02453

Massachusetts Nurses Association
340 Turnpike Street
Canton, Massachusetts 02021

Service Employees International Union 509
293 Boston Post Road West 4th Floor
Marlborough, Massachusetts 01752

Association of Developmental
Disabilities Providers
1671 Worcester Road, Suite #303
Framingham, Massachusetts 01701

Dear Organization Leaders:

President Trump has systematically stripped *legal* immigrants of their legal status — including 1.5 million people on Temporary Protected Status (TPS) who have lived and worked in the United States for years, sometimes decades. This mass de-legalization has left various segments of the American workforce, from health care to construction to hospitality, without the workers they depend on. Notably, the termination of TPS for Haiti — scheduled for February 3, 2026 — threatens to seriously disrupt the health care, senior care, and disability care workforce. We request your assistance with helping us understand the impact of TPS terminations for Haiti and other countries on the provision of health care, elder care, and disability care in the United States.

Immigrant communities across the board are a key part of the direct patient care workforce. While immigrants make up around 20 percent of the U.S. civilian labor force, they make up “[m]ore than a quarter of an estimated 4 million nursing assistants, home health aides, personal care aides and other so-called direct care workers.”¹ The share of immigrant workers reaches almost *one-third* for home health aides and long-term care workers.² In some states, that average share is higher: for example, in Massachusetts, immigrants make up 22 percent of the

¹ Associated Press, “Nursing homes struggle with Trump’s immigration crackdown,” Matt Sedensky, July 14, 2025, <https://apnews.com/article/immigration-nursing-homes-trump-elderly-6aa6a1d1e409859fb7e5c244ddbb0c8f>; Axios, “States with the highest share of immigrants working in hospitals,” Emily Peck, July 8, 2025, <https://www.axios.com/2025/07/08/hospital-workers-immigrants-states-map>.

² Kaiser Family Foundation, “What Role Do Immigrants Play in The Direct Long-Term Care Workforce?,” Priya Chidambaram and Drishti Pillai, April 2, 2025, <https://www.kff.org/medicaid/what-role-do-immigrants-play-in-the-direct-long-term-care-workforce/>.

state's overall workforce but almost 40 percent of health aides,³ and in Florida, immigrants make up 27 percent of the workforce yet 48 percent of health aides and *64 percent* of home health aides.⁴

In particular, Haitian immigrants are heavily represented in the U.S. health care workforce. In hospitals, nursing homes, and home-care settings around the country, many Haitians on TPS perform vital care-related services, including bathing, dressing, feeding, and transferring patients, which allows older adults and people with disabilities to live with dignity.⁵

Despite Haitian TPS holders' critical contributions as care providers, on February 3, 2026, the Trump Administration plans to strip TPS status — which allows immigrants from countries undergoing dangerous conditions to lawfully reside in the United States⁶ — from over 300,000 Haitians currently on TPS in the United States.⁷ We are gravely concerned that the end of TPS for Haiti will threaten access to health care, elder care, and disability care for American families. Experts have warned that TPS terminations will contribute to “serious disrupt[ions]” of “health care facilities, which already struggle to hire enough workers.”⁸ Care facilities have already lost or are preparing to lose critical Haitian immigrant workers due to President Trump's immigration policy changes. For example: in 2025, an elder care facility in Florida had to fire dozens of Haitian employees who represented almost 10 percent of the staff;⁹ a Boston hospital that relies heavily on Haitian Certified Nursing Assistants is bracing for staffing shortages;¹⁰ and a senior housing and health care facility in Virginia was forced to lay off Haitian employees and then struggled to fill their roles.¹¹

³ Boston Globe, “Trump's planned immigration purge threatens care for the state's elderly,” Kay Lazar, January 27, 2025, <https://www.bostonglobe.com/2025/01/27/nation/donald-trump-orders-deportation-health-care-nursing/?pl=StaffPage>.

⁴ American Immigration Council, Immigrants in Florida, <https://map.americanimmigrationcouncil.org/locations/florida/#>.

⁵ NHPR, “As legal status is set to end for many Haitians, Mass. health care sector braces for staffing shortages,” Simón Rios, August 7, 2025, <https://www.nhpr.org/new-england-news/2025-08-07/as-legal-status-is-set-to-end-for-many-haitians-mass-health-care-sector-braces-for-staffing-shortages>.

⁶ U.S. Citizenship and Immigration Services, “Temporary Protected Status,” <https://www.uscis.gov/humanitarian/temporary-protected-status>.

⁷ Federal Register, Termination of the Designation of Haiti for Temporary Protected Status, July 1, 2025, <https://www.federalregister.gov/documents/2025/07/01/2025-12224/termination-of-the-designation-of-haiti-for-temporary-protected-status>; U.S. Citizenship and Immigration Services, Temporary Protected Status Designated Country: Haiti, <https://www.uscis.gov/humanitarian/temporary-protected-status/temporary-protected-status-designated-country-haiti>.

⁸ NHPR, “As legal status is set to end for many Haitians, Mass. health care sector braces for staffing shortages,” Simón Rios, August 7, 2025, <https://www.nhpr.org/new-england-news/2025-08-07/as-legal-status-is-set-to-end-for-many-haitians-mass-health-care-sector-braces-for-staffing-shortages>.

⁹ New York Times, “Trump's Immigration Crackdown Hits Senior Care Work Force,” Madeleine Ngo, July 18, 2025, <https://www.nytimes.com/2025/07/18/us/politics/immigration-senior-caregivers.html>.

¹⁰ NHPR, “As legal status is set to end for many Haitians, Mass. health care sector braces for staffing shortages,” Simón Rios, August 7, 2025, <https://www.nhpr.org/new-england-news/2025-08-07/as-legal-status-is-set-to-end-for-many-haitians-mass-health-care-sector-braces-for-staffing-shortages>.

¹¹ Associated Press, “Trump's immigration crackdown weighs heavy on the US labor market,” Paul Wiseman and Gisela Salomon, October 18, 2025, <https://apnews.com/article/immigration-crackdown-american-economy-e00e12257737680ba55c35c3bc25768f>.

These changes risk harming the quality and availability of care for Americans. One medical director of five nursing homes noted that “hospices and home health care providers . . . rely on immigrants, sometimes for the majority of the workforce ‘[a]nd suddenly a large portion of that will just evaporate,’” with some facilities “bracing to lose up to 20% of their staff.”¹² Another provider noted that his home care locations “turn down clients all of the time because we don't have enough people,” and that the de-legalization of immigrant workers “is making a very difficult problem worse.”¹³

At precisely a time when the United States needs more elder care providers for its aging population, and health care facilities report difficulties filling nursing, home care, and other provider vacancies, the Trump Administration is forcing legal, trained care providers out of the workforce. This trend of *de-legalizing* legal immigrant workers will not make Americans safer. It will simply leave our communities with fewer options for quality, affordable care.

We have asked the Department of Health and Human Services (HHS), Department of Labor (DoL), and Department of Homeland Security (DHS) how they anticipate TPS terminations will impact the health care workforce.¹⁴ The Administration’s response did not address our concern.¹⁵ Given your organization’s work with direct care providers, we ask that you share any data, stories, or other information you have related to the following questions by February 17, 2026:

1. 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?
2. What impact do you anticipate TPS terminations will have on the health care and elder care 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?
3. How do you anticipate the end of TPS for Haiti in particular would impact the health care and elder care workforce?

¹² Marketplace, “Health providers brace for loss of immigrant workers,” Simón Rios, August 8, 2025, <https://www.marketplace.org/story/2025/08/08/health-providers-brace-for-loss-of-immigrant-workers>.

¹³ Modern Healthcare, “Immigration policies threaten post-acute care access,” Diane Eastabrook, July 23, 2025, <https://www.modernhealthcare.com/post-acute-care/mh-labor-shortage-nursing-homes-immigration/>.

¹⁴ Office of U.S. Senator Elizabeth Warren, Letter to the Department of Homeland Security, Department of Labor, and Department of Health and Human Services, September 29, 2025, https://www.warren.senate.gov/imo/media/doc/letter_on_tps_terminations_health_care_workforce.pdf.

¹⁵ Letter from Secretary of Homeland Security Kristi Noem to Senator Elizabeth Warren, December 8, 2025, https://www.warren.senate.gov/imo/media/doc/response_from_dhs_on_haiti_tps_letter_12825.pdf.

We appreciate your time and attention to this matter.

Sincerely,



Elizabeth Warren
United States Senator



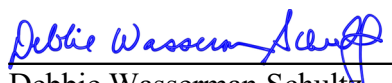
Raphael Warnock
United States Senator



Diana DeGette
Member of Congress



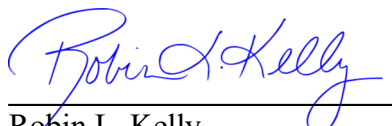
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Eleanor Holmes Norton
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SETH MOULTON
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Henry C. "Hank" Johnson, Jr.
Member of Congress



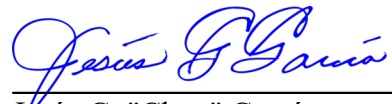
Frederica S. Wilson
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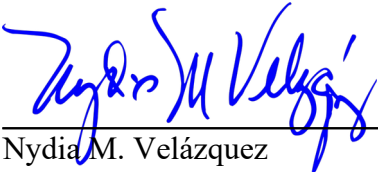
Lori Trahan
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Joyce Beatty
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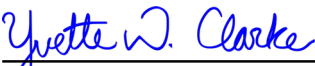
Jesús G. "Chuy" García
Member of Congress



Nydia M. Velázquez
Member of Congress



Emanuel Cleaver, II
Member of Congress



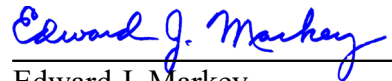
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Tammy Duckworth
United States Senator



Edward J. Markey
United States Senator



Adam B. Schiff
United States Senator



Tina Smith
United States Senator



Jeanne Shaheen
United States Senator



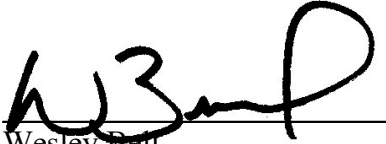
Joe Courtney
Member of Congress



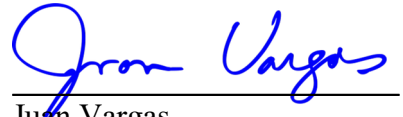
Cory A. Booker
United States Senator



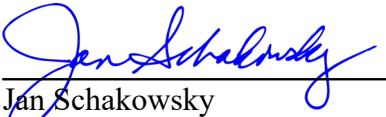
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Juan Vargas
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Jan Schakowsky
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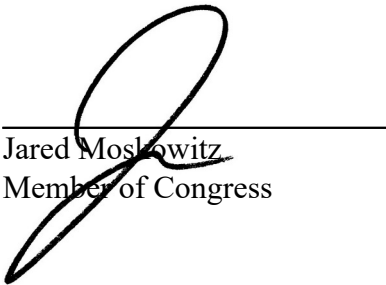
Delia C. Ramirez
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Raja Krishnamoorthi
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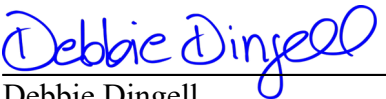
Dwight Evans
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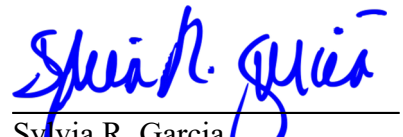
Jared Moskowitz
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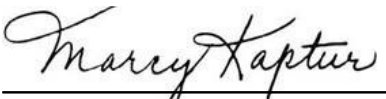
Jake Auchincloss
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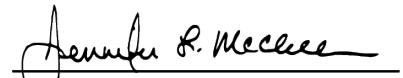
Debbie Dingell
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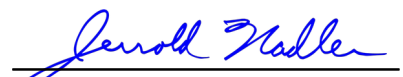
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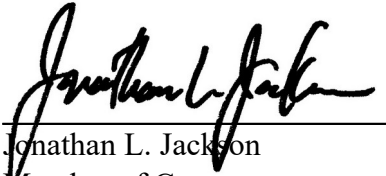
Jennifer L. McClellan
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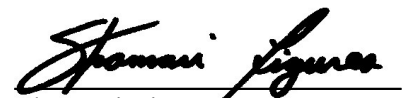
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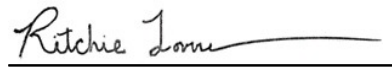
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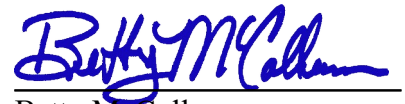
Paul D. Tonko
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Al Green
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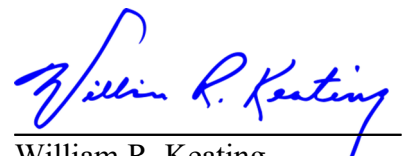
Ritchie Torres
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Betty McCollum
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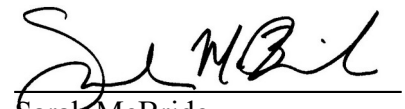
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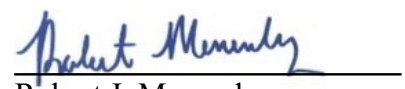
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Sarah McBride
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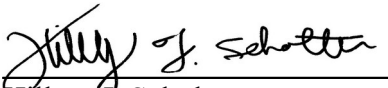
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