Congress of the United States

Washington. DC 20515

September 29, 2025

The Honorable Kristi Noem Secretary U.S. Department of Homeland Security 2707 Martin Luther King Jr Ave SE Washington, D.C. 20528

The Honorable Lori Chavez-DeRemer Secretary U.S. Department of Labor 200 Constitution Ave NW Washington, D.C. 20210

The Honorable Robert F. Kennedy Jr. Secretary U.S. Department of Health and Human Services 200 Independence Ave SW Washington, D.C. 20201

Dear Secretary Noem, Secretary Kennedy, and Secretary Chavez-DeRemer:

We write with deep concern regarding how the Trump administration's terminations of Temporary Protected Status (TPS) will impact the health care workforce and the quality and cost of health care services for American families and seniors. By terminating TPS for immigrants from several countries, 1 President Trump is destabilizing immigrant families who are here legally, while threatening to remove thousands of home health aides, nursing assistants, and other essential health care workers who provide essential care for our rapidly aging population.² At a time when President Trump and Republicans in Congress are gutting the health care safety net, prompting hospital and nursing home closures and layoffs across the country,³ the health care system cannot withstand yet another blow. The most vulnerable Americans in need of health care will pay the price.

TPS is a form of humanitarian relief that allows immigrants from designated countries undergoing dangerous conditions — including armed conflict, natural disasters, and other extraordinary conditions — to lawfully reside in the United States for specified periods of time.⁴

¹ NTPSA v. Noem II, July 7, 2025, https://www.nationaltpsalliance.org/wp-content/uploads/2025/07/NTPSA-II-Complaint FILED.pdf; NTPSA v. Noem I, February 19, 2025,

https://www.nationaltpsalliance.org/wp-content/uploads/2025/02/1-NTPSA-v.-Noem-Complaint.pdf; NTPSA,

[&]quot;What's The Most Urgent Update Right Now?," https://www.nationaltpsalliance.org.

² JAMA, "Deporting immigrants may further shrink the health care workforce," Lenore Azaroff, Steffie Woolhandler, Sharon Touw, et. al., April 3, 2025, https://jamanetwork.com/journals/jama/article-abstract/2832246. 161,405 noncitizens working in health care were from nations qualifying for TPS.

³ Stateline, "States scramble to shield hospitals from GOP Medicaid cuts," Anna Claire Vollers, July 7, 2025, https://stateline.org/2025/07/07/states-scramble-to-shield-hospitals-from-gop-medicaid-cuts.

⁴ U.S. Citizenship and Immigration Services, "Temporary Protected Status," https://www.uscis.gov/humanitarian/temporary-protected-status. There were 17 designated countries at the start of the Trump Administration: Afghanistan, Burma (Myanmar), Cameroon, El Salvador, Ethiopia, Haiti, Honduras,

Immigrants with TPS can qualify for employment authorization, enabling them to work legally to support themselves and contribute meaningfully to their communities.⁵ An estimated 570,000 TPS holders are in the labor force, contributing approximately \$21 billion annually to the economy and paying \$5.2 billion in taxes.⁶

Since the start of the second Trump administration, the Department of Homeland Security (DHS) has announced TPS terminations for eight countries — Afghanistan, Cameroon, Haiti, Honduras, Nepal, Nicaragua, Syria, and Venezuela — and ripped away protections from almost one million people. Since January 2025, DHS has issued a steady stream of TPS terminations, the first of which went into effect in May 2025.

These arbitrary decisions to revoke TPS status are not based on improved conditions in those countries. ¹⁰ For example, in Haiti, unfathomable violence and instability await individuals forced to return. ¹¹ As such, litigants have repeatedly challenged the terminations in court. ¹² Although a

Lebanon, Nepal, Nicaragua, Somalia, South Sudan, Sudan, Syria, Ukraine, Venezuela, and Yemen.

⁵ U.S. Citizenship and Immigration Services, "Temporary Protected Status," https://www.uscis.gov/humanitarian/temporary-protected-status.

⁶ FWD.us, "Temporary Protected Status protects families while also boosting the U.S. economy," March 21, 2025, https://www.fwd.us/news/temporary-protected-status-report-2025.

⁷ NTPSA v. Noem II, July 7, 2025, https://www.nationaltpsalliance.org/wp-content/uploads/2025/07/NTPSA-II-Complaint_FILED.pdf. 51,000 from Honduras, 7,200 from Nepal, 2,900 from Nicaragua; NTPSA v. Noem I, February 19, 2025, https://www.nationaltpsalliance.org/wp-content/uploads/2025/02/1-NTPSA-v.-Noem-Complaint.pdf. U.S. Citizenship and Immigration Services, "Secretary Noem Announces the Termination of Temporary Protected Status for Syria," September 19, 2025,

https://www.uscis.gov/newsroom/news-releases/secretary-noem-announces-the-termination-of-temporary-protected-status-for-syria. 350,000 from Venezuela; NTPSA, "What's The Most Urgent Update Right Now?," https://www.nationaltpsalliance.org. 523,000 from Haiti, 11,700 from Afghanistan, 5,200 from Cameroon.

8 The Trump administration issued terminations for: Venezuela on January 29 (effective April 7 for immigrants with

⁸ The Trump administration issued terminations for: Venezuela on January 29 (effective April 7 for immigrants with 2023 designation), Afghanistan on May 12 (effective July 14), Cameroon on June 4 (effective August 4), Nepal on June 5 (effective August 5), Haiti on July 1 (effective September 2 but currently invalid due to a successful court challenge), and Honduras and Nicaragua on July 8 (effective September 8 but currently suspended while a legal challenge proceeds). See U.S. Citizenship and Immigration Services, "Temporary Protected Status," https://www.uscis.gov/humanitarian/temporary-protected-status.

⁹ Though the effective date for Venezuela TPS (2023 designation) termination was April 7, a district court judge ordered the department to continue TPS for Venezuelans on March 31, before it could take effect. In May 2025, the Supreme Court stayed the lower court's order and allowed the termination to go into effect. The district court later ordered that TPS remain valid for certain Venezuelan TPS holders while litigation is pending. *See* https://www.uscis.gov/save/current-user-agencies; U.S. Citizenship and Immigration Services, "Temporary Protected Status," https://www.uscis.gov/humanitarian/temporary-protected-status.

¹⁰ Senator Elizabeth Warren, "Warren Statement On Trump Cutting TPS Protections for Haitians," February 21, 2025, https://www.warren.senate.gov/newsroom/press-releases/warren-statement-on-trump-cutting-tps-protections-for-haitians; Congress of the United States, "Letter from Elizabeth Warren, Ayanna Pressley, et. al. to Secretary Kristi Noem," March 18, 2025, https://pressley.house.gov/wp-content/uploads/2025/03/2025-03-18-Haiti-TPS-Letter-to-DHS.pdf.

¹¹ United Nations, "Haitian capital 'paralysed and isolated' by gang violence, Security Council hears," July 2, 2025, https://news.un.org/en/story/2025/07/1165246.

¹² NTPSA v. Noem I, February 19, 2025, https://www.nationaltpsalliance.org/wp-content/uploads/2025/02/1-NTPSA-v.-Noem II, July 7, 2025, https://www.nationaltpsalliance.org/wp-content/uploads/2025/07/NTPSA-II-Complaint_FILED.pdf.

recent challenge to maintain TPS protections for Haitians was successful,¹³ the Supreme Court allowed Venezuela's TPS termination to remain in effect while a challenge proceeds.¹⁴ Amid uncertainty about the outcome of DHS's attempted TPS revocations, the lives and employment status of thousands hang in the balance.

TPS terminations present especially severe consequences for the health care workforce. Immigrants make up between 32 percent and 40 percent of workers in home care settings, ¹⁵ 24 percent in residential care settings, and 21 percent in nursing facilities. ¹⁶ Immigrants from the countries with TPS terminations are especially likely to work in health care, with one study finding that 15 percent of noncitizen health care workers were from TPS nations, ¹⁷ while TPS holders make up just about 2.1 percent of the total immigrant population. ¹⁸ For example, hospitals have ranked in the top five employment industries for both Honduran and Haitian TPS beneficiaries, ¹⁹ and over a fifth of Haitians in the United States work in health care. ²⁰ An estimated 5,000 TPS holders work in nursing homes in Massachusetts alone. ²¹

Given the disproportionate representation of TPS holders in the health care sector, providers and their patients in communities across the country are beginning to feel the effects of TPS terminations. For example, an elder care complex in Virginia reported it would lose 65 staff members due to President Trump's TPS terminations, and a senior living facility in Florida reported 8 percent of its workforce was at risk.²² The Massachusetts Senior Care Association estimates that 2,000 of its members' workforce will be threatened by the administration's TPS

3

¹³ Miami Herald, "Federal judge rules in favor of Haitians with TPS, restores February 2026 deadline," Jacqueline Charles and Jay Weaver, July 2, 2025, https://www.miamiherald.com/news/nation-world/world/americas/haiti/ article309806790.html.

¹⁴ SCOTUS Blog, "Supreme Court allows Trump to end protected status for group of Venezuelan nationals," Amy Howe, May 19, 2025, https://www.scotusblog.com/2025/05/supreme-court-allows-trump-to-end-protected-status-for-group-of-venezuelan-nationals.

¹⁵ KFF, "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/issue-brief/what-role-do-immigrants-play-in-the-direct-long-term-care-workforce. Immigrants made up 32% of workers in home care settings in 2023; Migration Policy Institute, "Immigrant Health-Care Workers in the United States," Jeanne Batalova, April 7, 2023, https://www.migrationpolicy.org/article/immigrant-health-care-workers-united-states-2021. Immigrants made up almost 40% of home health aides in 2021.

¹⁶ KFF, "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/issue-brief/what-role-do-immigrants-play-in-the-direct-long-term-care-workforce.

¹⁷ JAMA, "Deporting immigrants may further shrink the health care workforce," Lenore Azaroff, Steffie Woolhandler, Sharon Touw, et. al., April 3, 2025, https://jamanetwork.com/journals/jama/article-abstract/2832246. 1,064,147 noncitizens worked in health care, and among noncitizens, 161,405 were from nations qualifying for TPS. Migration Policy Institute, "Frequently Requested Statistics on Immigrants and Immigration in the United States," Jeanne Batalova, March 12, 2025, https://www.migrationpolicy.org/article/frequently-requested-statistics-immigrants-and-immigration-united-states. 47.8 million immigrants residing in the U.S. as of 2023. As per Footnote 2, there are approximately 1 million TPS holders.

¹⁹ Journal on Migration and Human Security, "A Statistical and Demographic Profile of the US Temporary Protected Status Populations from El Salvador, Honduras, and Haiti," Robert Warren, Donald Kerwin, August 2017, https://journals.sagepub.com/doi/pdf/10.1177/233150241700500302.

²⁰ Center for Economic and Policy Research, "Haitian Americans: A Socioeconomic Snapshot," Algernon Austin, September 18, 2024, https://cepr.net/publications/haitian-americans-a-socioeconomic-snapshot.

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.

and humanitarian parole actions, while a post-acute care provider operating multiple Massachusetts locations has 96 workers on TPS whose employment is now in question.²³ They will be "very difficult, if not impossible, to replace," explained the CEO of several nursing homes in Georgia set to lose eight employees with TPS.²⁴ These anecdotal reports will likely become even more common as more countries' TPS statuses officially expire over the coming months.²⁵

Removing TPS holders from the health care workforce comes at a time when demand for health care workers is at an all-time high. The demand for home health aides, personal care aides, and nursing assistants is expected to increase by 35 to 41 percent from 2022 to 2037²⁶ — as the number of U.S. adults aged 65 or older increases from 58 million in 2022 to a whopping 83 million by 2050.²⁷ Meanwhile, the health care sector is still recovering from pandemic-era vacancies. Nursing and residential facilities lost more than 400,000 employees during the pandemic,²⁸ and nearly 75 percent of nursing homes report that staffing has worsened since 2020.²⁹

Americans will pay the price if the health care workforce crisis is worsened by President Trump's TPS terminations. As research on nursing home staffing shows, fewer nurses mean more medication errors, more falls, more delayed diagnoses, and increased patient mortality.³⁰ Fewer nursing and home health professionals also have a ripple effect across the health care system, contributing to discharge backlogs in many other care settings — from post-acute rehabs

__

²² LeadingAge, "LeadingAge to Department of Homeland Security: A Swift Reversal of Course is Needed," press release, May 2, 2025, https://leadingage.org/leadingage-to-department-of-homeland-security-a-swift-reversal-of-course-is-needed.

²³ Senator Elizabeth Warren staff notes re call with the Massachusetts Hospital Association, July 23, 2025 [on file with the Office of Senator Elizabeth Warren]; Senator Elizabeth Warren staff notes re call with Massachusetts Senior Care, July 15, 2025 [on file with the Office of Senator Elizabeth Warren].

²⁴ 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.

²⁵ National Immigration Forum, "Temporary Protected Status (TPS): Fact Sheet," August 14, 2025, https://forumtogether.org/article/temporary-protected-status-fact-sheet/.

²⁶ Health Resources & Services Administration, "Healthcare Workforce Projections," https://data.hrsa.gov/topics/health-workforce/workforce-projections. Within the "Long-Term Care" workforce projections, "Home Health Aides" have a projected 35% increase in total demand, "Personal Care Aides" have a projected 38% increase, and "Nursing Assistants" have a projected 41% increase.

²⁷ LeadingAge, "Letter from President and CEO Katie Smith Sloan to Secretary Kristi Noem," April 30, 2025, https://leadingage.org/wp-content/uploads/2025/04/LeadingAge-to-DHS-re-TPS-and-Parole-4.30.25.pdf.

²⁸ U.S. Bureau of Labor Statistics, "Employment, Hours, and Earnings from the Current Employment Statistics survey (National)," https://data.bls.gov/timeseries/CES6562300001. January 2020 had 3,380,000 employees, and January 2022 had 2,959,700.

²⁹ Center for Medicare Advocacy, "Special Report: What Can and Must Be Done About the Staffing Shortage in Nursing Homes," https://medicareadvocacy.org/wp-content/uploads/2021/08/Report-Staffing-Shortages-in-Nursing-Homes-07.2021.pdf

³⁰ Letter from University of Pennsylvania Leonard Davis Institute of Health Economics Executive Director Doctor Rachel Werner and Director of Research Doctor Norma Coe to U.S. Senator Elizabeth Warren, July 8, 2024, https://www.warren.senate.gov/imo/media/doc/letter_from_researchers_to_sen_warren_070824.pdf; Offices of U.S. Senators Elizabeth Warren, Bernard Sanders, and Richard Blumenthal, "Residents at Risk: Quality of Care Problems in Understaffed Nursing Homes and the Need for a New Federal Nursing Home Staffing Standards," November 2023, https://www.warren.senate.gov/imo/media/doc/Nursing%20Home%20Report%20110823.pdf.

to hospitals.³¹ Furthermore, "[r]educing the supply of long-term care workers amid increasing demand will . . . drive up the cost of services as facilities compete for those who remain."³² One study estimated that each instance of staff turnover in the nursing home industry costs at least \$2,500.³³ Health care professionals who lose their coworkers on TPS will face higher caseloads and faster burnout.³⁴ TPS terminations will also sever relationships between patients and caregivers on TPS,³⁵ many of whom have lived and worked in the United States for more than 20 years.³⁶ In short, by eliminating TPS holders from the health care workforce, patients and health care workers will suffer while health care costs increase.

The TPS terminations, together with the massive cuts to Medicaid from President Trump's *One Big Beautiful Bill Act* (OBBBA), will combine to create a perfect storm for Americans' health care. While the termination of TPS will remove thousands of health care workers from the workforce, the OBBBA will make deep cuts to Medicaid, force hospital and nursing home closures, and trigger health care workforce layoffs.³⁷ These cuts may force states to "scale back services that help older people remain in their homes," only further intensifying staffing needs at nursing homes.³⁸ As a result, American families desperately in need of care will face an increased financial burden.

While the Trump administration claims it wants to "Make America Healthy Again," its TPS terminations will do the opposite — further hollowing out an already depleted health care workforce amidst vast cuts to Medicaid that will force millions of Americans to lose their health

³¹ Massachusetts Health & Hospital Association, "A Clogged System: Keeping Patients Moving Through their Care Journey," June 2023, https://www.mhalink.org/wp-content/uploads/2023/06/ACloggedSystemMHAReport-1.pdf.

³² Politico, "'They're the backbone': Trump's targeting of legal immigrants threatens health sector," Alice Miranda Ollstein, May 31, 2025, https://www.politico.com/news/2025/05/31/they-are-the-backbone-trumps-targeting-of-legal-immigrants-threatens-health-sector-00377579.

³³ Center for Medicare Advocacy, "Special Report: What Can and Must Be Done About the Staffing Shortage in Nursing Homes," https://medicareadvocacy.org/wp-content/uploads/2021/08/Report-Staffing-Shortages-in-Nursing-Homes-07.2021.pdf, citing Dorie Seavey, "The Cost of Frontline Turnover in Long-Term Care" (Oct. 2004), A Better Jobs Better Care Practice & Policy Report,

https://www.leadingage.org/sites/default/files/Cost Frontline Turnover.pdf.

³⁴ National Library of Medicine, "Nursing Shortage," Lisa Haddad, Pavan Annamaraju, and Tammy Toney-Butler, February 13, 2023, https://www.ncbi.nlm.nih.gov/books/NBK493175.

³⁵ PubMed, "Loneliness in Homebound Older Adults: Integrative Literature Review," Francesca Ezeokonkwo, Kathleen Sekula, and Laurie Theeke, August 1, 2021, https://pubmed.ncbi.nlm.nih.gov/34309447; Alliance Homecare, "The Essential Role of Companionship in Elderly Care," December 22, 2020, https://www.alliancehomecare.com/blog/importance-of-companionship-for-the-elderly.

³⁶ American Immigration Council, "Spotlight on the Economic Contributions of TPS Holders," Karen Aho, October 23, 2023, https://www.americanimmigrationcouncil.org/blog/economic-contributions-tps-holders.

³⁷ The American Prospect, "GOP Wrecking Ball Slams Through Medical System," Whitney Curry Wimbish, July 15, 2025, https://prospect.org/health/2025-07-15-gop-wrecking-ball-slams-through-medical-system; AHCA/NCAL, "New Survey Highlights Devastating Impact of Medicaid Requirements on Nursing Homes," June 9, 2025, https://www.ahcancal.org/News-and-Communications/Press-Releases/Pages/New-Survey-Highlights-Devastating-Impact-of-Medicaid-Reductions-on-Nursing-Homes.aspx.

³⁸ LAW360 Healthcare Authority, "Medicaid Cuts to Raise Staffing pressure on Nursing Homes," Hannah Albarazi, July 22, 2025, https://www.law360.com/healthcare-authority/articles/2367310.

³⁹ Executive Order 14212, Establishing the President's Make America Healthy Again Commission, February 13, 2025, https://www.whitehouse.gov/presidential-actions/2025/02/establishing-the-presidents-make-america-healthy-again-commission.

insurance. We urge DHS to reverse these terminations and redesignate TPS for these seven countries, and request that you respond to the following questions by October 13, 2025:

- 1. What do you anticipate will be the impact of TPS terminations on the health care workforce?
- 2. Have any of your agencies assessed the potential impact of TPS terminations on the U.S. labor force in general, or the health care workforce in particular?
 - a. If not, will any of your agencies work to quantify this impact?
- 3. Have any of your agencies assessed the impact of TPS terminations, and mass deportations as a whole, on Americans' access to healthcare?
 - a. If not, will any of your agencies work to quantify this impact?

Thank you for your attention to this important matter.

Sincerely,

Elizabeth Warren

United States Senator

Diana DeGette

Member of Congress

Paus Datate

Chris Van Hollen

United States Senator

Deborah K. Ross

Member of Congress

Edward J. Markey

United States Senator

Robin L. Kelly

Member of Congress

Amy Klobuchar

United States Senator

Vake Auchincloss



United States Senator

United States Senator

Bernard Sanders United States Senator

Kirsten Gillibrand United States Senator

United States Senator

United States Senator

United States Senator

Alexandria Ocasio-Cortez Member of Congress

Member of Congress

Seth Moulton

Member of Congress

Eleanor Holmes Norton Member of Congress

Member of Congress

Delia C. Ramirez

Member of Congress

Henry C. "Hank" Johnson, Jr

Cory A. Booker United States Senator

Adam B. Schiff
United States Senator

Andre Carson

Member of Congress

Dan Goldman Member of Congress

Lori Trahan Member of Congress

Madeleine Dean
Member of Congress

Greg Casar

Member of Congress

Debbie Wasserman Schultz
Member of Congress

Katly Castor

Kathy Castor Member of Congress

Jan Schakowsky Member of Congress

Brittany Pettersen Member of Congress

Frederica S. Wilson Member of Congress

Frederica & Wilson

Linda T. Sánchez Member of Congress

Winds J. Jany

William R. Keating
Member of Congress



Danny K. Davis
Member of Congress

Summer L. Lee Member of Congress

Kevin Mullin Member of Congress

Raja Krishnamoorthi Member of Congress

Sheila Cherfilus-McCormick Member of Congress

1. Juis

Sylvia R. Garcia
Member of Congress

Raxhida Slail

Mafine Waters

Rashida Tlaib Member of Congress

Maxine Waters
Member of Congress

Jesús G. "Chuy" García Member of Congress

Sean Casten
Member of Congress

Becca Balint Member of Congress

Pramila Jayapal Member of Congress

Maxine Dexter Member of Congress Shri Thanedar

Member of Congress

Member of Congress

Member of Congress

Jerrold Nadler Member of Congress

Veronica Escobar Member of Congress

Richard E. Neal Member of Congress

James P. McGovern Member of Congress

Jared Mosk Member of Congress

Juan Vargas Member of Congress

Stephen F. Lynch Member of Congress

Nydia M. Velázquez Member of Congress

Bonnie Watson Coleman Member of Congress

Mark Jahan

Boline Water Colema

Mark Takano Member of Congress

Dwight Evans Member of Congress Troy A. Carter, Sr. Member of Congress

Ro Khanna

Member of Congress

Val Hoyle

Member of Congress

Emanuel Cleaver, II Member of Congress

Nikema Williams

Member of Congress

Ritchie Torres

Member of Congress

Eric Swalwell

Member of Congress

ne Swedwell

Julia Brownley
Member of Congress

Ted W. Lieu

Member of Congress

Paul D. Tonko

Member of Congress

Lateefah Simon

Member of Congress

Joe Courtney

Member of Congress

Manette Diaz Barragán

Member of Congress

Greg Landsman

Steve Coher

Steve Cohen Member of Congress

Angie Craig
Member of Congress

Thomas R. Suozzi Member of Congress

LaMonica McIver Member of Congress

Andrea Salinas
Member of Congress

J. Luis Correa Member of Congress

Kelly Modison
Member of Congress

Ami Ba

Ami Bera, M.D. Member of Congress

Julie Johnson Member of Congress

Mary Gay Scanlon Member of Congress

Doris Matsui Member of Congress

Don's Matsui

Laura Friedman
Member of Congress

Jason Crow Member of Congress



Member of Congress

MaLC Mark DeSaulnier Member of Congress

Teresa Leger Fernandez Member of Congress

Member of Congress

Member of Congress

Member of Congress

Bradley Scott Schneider Member of Congress

Norma J. Torres

Member of Congress

Donald S. Beyer Jr. Member of Congress

Bennie G. Thompson Member of Congress

Member of Congress

Member of Congress

Mike Quigley Member of Congress

George Latimer Member of Congress Janis Fletcher

Lizzie Fletcher Member of Congress