

July 2, 2026

The Honorable Markwayne Mullin
Secretary of Homeland Security
U.S. Department of Homeland Security
2707 Martin Luther King Jr. Avenue, S.E.
Washington, D.C. 20528

Re: Request for a gradual and reasonable transition period for TPS terminations following the Supreme Court's decision in *Mullin v. Doe*

Dear Mr. Secretary:

The undersigned organizations and business associations — representing thousands of small, medium, and large employers and millions of workers across the United States — appreciate the opportunity to continue the constructive dialogue we began during our previous meeting with USCIS regarding workforce issues and immigration policy. We write in light of the Supreme Court's June 25 decision in *Mullin v. Doe*, which allows the administration to terminate Temporary Protected Status (TPS) protections for nationals of Haiti and Syria. On July 1, USCIS announced that employment authorization documents for Haitian and Syrian TPS holders could expire as soon as July 10, 2026.

Our organizations recognize the administration's authority to implement the Court's decision. We respectfully request, however, that the Department of Homeland Security implement any resulting termination of TPS in a manner that minimizes unnecessary disruption to American businesses, workers, and communities. Specifically, we respectfully ask the Department to:

1. Establish a reasonable and gradual wind-down transition period before affected TPS beneficiaries lose their employment authorization and related protections;
2. Work with Congress to expand and improve lawful employment-based immigration pathways to help address America's workforce needs; and
3. Meet with the undersigned organizations to discuss practical implementation of the Court's decision and long-term workforce solutions.

The impending termination of employment authorization for TPS beneficiaries would have significant consequences for employers nationwide. While the announced winddown period of approximately two weeks is preferable to immediate termination, additional time is needed by employers for this transition. Employees with TPS have become experienced members of their workplaces, and employers have invested substantial resources in recruiting, training, and retaining them.

The sudden loss of these workers would create immediate operational challenges for employers already facing persistent labor shortages. Projects may be delayed,

production reduced, services interrupted, and costs increased. These disruptions could extend beyond individual employers, affecting supply chains, consumers, and local economies across the country.

A reasonable and gradual transition period would help mitigate these consequences while allowing employers to comply with federal law in an orderly manner. It would provide businesses sufficient time to adjust staffing, complete ongoing projects, communicate with employees, and take the necessary compliance measures without creating unnecessary economic disruption. Such a transition would not alter the underlying policy decision but would facilitate its responsible implementation.

At the same time, the challenges highlighted by this case reinforce the need for broader reforms to America's legal immigration system. Regardless of one's views regarding TPS, the economy continues to face significant workforce shortages across numerous industries. We encourage the Department to work with Congress to strengthen and modernize our legal immigration system by expanding and improving employment-based visa programs and other lawful pathways that enable U.S. employers to hire the workers they need while promoting economic growth and maintaining the integrity of our immigration system.

Finally, we would welcome the opportunity to meet with you and your staff to continue the constructive dialogue we began during our previous meeting. We appreciate your willingness to engage with the business community on these important issues and believe that continued collaboration can help ensure an orderly implementation of the Court's decision while advancing long-term workforce solutions that benefit the American economy.

Thank you for your consideration. We look forward to continuing to work with you on these important matters.

Sincerely,

Associated Builders and Contractors
Associated Equipment Distributors
Associated General Contractors
Essential Worker Immigration Coalition
National Association of Manufacturers
National Council of Chain Restaurants
National Restaurant Associations
National Retail Federation
National Roofing Contractors Association
State Business Executives
Tree Care Industry Association