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November 19, 2025

The Honorable Ryan Mackenzie
Chairman
Subcommittee on Workforce Protections
House Committee on Education and Workforce
U.S. House of Representatives
Washington, DC 20515

The Honorable Ilhan Omar
Ranking Member
Subcommittee on Workforce Protections
House Committee on Education and Workforce
U.S. House of Representatives
Washington, DC 20515

Dear Mr. Chairman and Ranking Member Omar,

The National Roofing Contractors Association would like to comment regarding the Workforce Protections Subcommittee hearing titled “E-Verify: Ensuring Lawful Employment in America” to be held Wednesday, Nov. 19, and requests this letter be made a part of the hearing record.

Established in 1886, NRCA is one of the nation’s oldest trade associations and the voice of roofing professionals worldwide. Our 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.

Many NRCA members currently utilize the E-Verify program on a voluntary basis or as required for federal contractors or by state and local laws mandating its use to verify employment authorization, and many of our members indicate generally positive experiences with the program. It is critical, however, that any effort to expand E-Verify contains safeguards to eliminate or minimize bureaucratic mistakes that can be problematic for both employers and employees, especially for small businesses that lack large human resources departments within their companies.

NRCA has supported legislation to fix our broken immigration system for over two decades, including provisions to expand E-Verify without imposing costly burdens on job creators. Our members appreciate efforts to address employer concerns with an expansion of E-Verify, such as those included in the Legal Workforce Act. This includes strong safe harbor provisions for employers that use E-Verify in good faith; preemption of state and local laws that sets a uniform standard across jurisdictions; a sufficient phase-in period, with larger employers being required

to use the program sooner and small businesses given more time to become familiar with the program; and other provisions designed to meet employer concerns with an expansion of this government program.

NRCA looks forward to continuing to work with lawmakers to expand E-Verify in a manner that does not impose new costs or new regulatory burdens on employers. Additionally, it is critical to note that reforms that establish legal channels for temporary workers needed to address workforce shortages are also critical to eliminating or reducing unauthorized employment and illegal immigration. Workforce shortages are becoming more acute due to an aging workforce and other demographic trends. Our members indicate they could increase their volume of work by 10% to 20% or more if they could fill vacant positions within their companies, which translates to an estimated \$9.5 billion to \$19 billion in lost economic activity annually.

NRCA supports legislation to expand the E-Verify program while also addressing other aspects of the U.S. immigration system that Congress has failed to address for more than two decades. This includes the bipartisan Dignity Act (H.R. 4393) by Reps. Maria Salazar (R-FL) and Veronica Escobar (D-TX), which provides for greatly enhanced border security by codifying the border security and enforcement provisions in the One Big Beautiful Bill Act passed under reconciliation in July; phases in use of E-Verify for all employers; provides long-term undocumented immigrants with an opportunity to earn legal status through work experience and/or military service and other requirements; and expands workforce training opportunities for U.S. workers. NRCA supports the Dignity Act because it includes balanced reforms vital to sustaining a strong economy, meeting our national security needs, and securing our workforce.

Similarly, NRCA supports the Essential Workers for Economic Advancement Act (H.R. 5494) by Reps. Lloyd Smucker (R-PA) and Don Davis (D-NC), a bipartisan solution to address growing workforce shortages while safeguarding employment for American workers. This legislation would establish a market-oriented visa that matches willing employers with temporary workers in accord with economic demand. The bill requires that employers engaged with this program must use E-Verify for all new hires, thus reducing unauthorized employment by expanding E-Verify and creating a legal, regulated channel for temporary workers. NRCA supports this legislation that is designed to protect workers while also being efficient for employers to use to obtain the workers needed to sustain and grow their businesses.

NRCA looks forward to working with members of the subcommittee and other lawmakers on legislation to expand E-Verify in a manner that is not burdensome on employers along with balanced solutions to address workforce shortages and boost economic growth. Thank you for your consideration of the views of our members. For more information, please contact Duane Musser in NRCA's Washington, DC, office at 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