



July 17, 2025

The Honorable Maria Salazar
U.S. House of Representatives
Washington, D.C. 20515

The Honorable Veronica Escobar
U.S. House of Representatives
Washington, D.C. 20515

Dear Representatives Salazar and Representative Escobar:

On behalf of the American Seniors Housing Association (ASHA), I want to thank you and applaud your leadership for reintroducing H.R. 4393, the Dignity Act of 2025. ASHA strongly supports your efforts and those of your colleagues who have co-sponsored this meaningful bipartisan immigration reform legislation. It not only addresses the security of the border but proposes a fair and humane process to address the undocumented foreign nationals in this country who are critical to meeting our nation's workforce needs, especially those who care for our older adults who require long term care.

ASHA is a national organization of over 500 senior living companies who own, operate or provide services to approximately 7,000 senior living communities across the U.S. Our members' communities serve a wide range of seniors, from those who require very little assistance with activities of daily living (ADL) such as eating, bathing, and dressing to those with significant needs associated with Alzheimer's disease and related forms of dementia. As the population ages and demand for our communities increases, we must have common-sense immigration solutions that recognize immigrants' essential role in our workforce and communities.

The front line, essential and in demand positions in senior living such as caregiving, nursing, dining services, housekeeping and others, are not eligible for worker visas under the current immigration system. Because these positions are not temporary, seasonal or fill a one-time need, they are not eligible for the H-2B worker visas available to other industries. We have long sought immigration reform to address this limitation in the law. This legislation creates a program to secure earned legal status for the undocumented people who are in the U.S. and once attained, can help meet the demand for workers in senior living communities, to care for and serve our older adults.

The demand for long-term care workers cannot be overstated. The 85+ population is projected to more than double to 13.7 million by 2040. The U.S. already faces a severe and widespread shortage of direct care workers. Between 2021 and 2031, the long-term care sector will need to fill 8.9 million direct care positions, including both new positions and vacancies left by workers retiring or leaving the field. Notably, many of these older adults who require long term care are veterans and those suffering from Alzheimer's and other dementia related diseases. And without a cure or reliable treatment for Alzheimer's, the number of people living with that disease is projected to grow to 12.7 million by 2050. Today 6.7 million older adults live with Alzheimer's disease. It is critical that we have the workforce in place to care for this fragile population.

We need workers today and we will need more workers tomorrow. Congress must recognize this need and ensure older Americans will have care options available when they need it. Action must be taken

now to reform our immigration system, and the Dignity Act of 2025 creates the vehicle for making meaningful and much needed changes.

As you continue your work to make the Dignity Act a reality, please consider the specific workforce needs of the senior living industry. Ensuring a steady pipeline of workers in these positions is key to providing compassionate and reliable supportive care to older adults.

Please accept our appreciation for taking on this important work. Please reach out to Jeanne McGlynn Delgado, ASHA VP of Government Affairs with questions at jeanne@ashaliving.org. We look forward to working with your offices in the weeks and months ahead.

Sincerely,

A handwritten signature in blue ink, appearing to read "David Schless".

David Schless

President & CEO