



January 15, 2026

The Honorable Rick Scott
United States Senate
110 Hart Senate Office Building
Washington, DC 20510

The Honorable Ashley Moody
United States Senate
SR-387 Russell Senate Office Building
Washington, DC 20002

Dear Senator Scott and Senator Moody:

On behalf of the Home Care Association of Florida (HCAF), I write to express our urgent concern regarding the Department of Homeland Security's decision to terminate Temporary Protected Status (TPS) for Haiti, effective at 11:59 p.m. on February 3, 2026. This action poses an immediate and severe threat to Florida's already-fragile home health care workforce and, by extension, to the health and safety of hundreds of thousands of seniors, people with disabilities, and medically complex individuals who depend on care at home.

HCAF has served as Florida's voice for home care providers for more than 35 years, representing over 2,800 licensed home health agencies statewide. Our members deliver essential services — including home health aide, nursing, therapy, and personal care — that allow Floridians to age in place, avoid unnecessary hospitalizations, and remain safely in their homes. These services are only possible with a stable, reliable direct care workforce. Today, that workforce is in crisis.

Florida's Home Care Workforce Crisis

Florida is facing a direct care workforce shortage unlike any other state. According to the 2025 America's Health Rankings® Senior Report, Florida ranks 50th — dead last — in the availability of home health and personal care aides, with just 16 aides per 1,000 adults age 65 and older, compared to a national average of 62 per 1,000. This shortage has persisted for nearly a decade and has only intensified as Florida's senior population has grown. Florida has the second-largest population of adults age 65 and older in the nation, yet one of the weakest workforces to support them.

Low wages, limited reimbursement, and physically demanding work already make recruitment and retention extraordinarily difficult. Any policy action that removes tens of thousands of experienced, legally authorized workers from the labor market will have devastating consequences.

The Critical Role of Haitian TPS Holders

Haitian TPS holders are an indispensable part of Florida's home care and elder care workforce — particularly in South Florida, including Miami-Dade, Broward, and Palm Beach counties, where the largest Haitian diaspora in the country resides. Estimates indicate that over 113,000 Haitian TPS holders are currently working in Florida, many in health care, long-term care, and home- and community-based services.

Nationally, approximately 330,000 to 350,000 Haitians are protected under TPS. These individuals are lawfully present, authorized to work, and deeply embedded in their communities. They serve as nurses, therapists, certified nursing assistants, home health aides, personal care attendants, and support staff — often providing culturally competent care and bridging language gaps for Haitian Creole-speaking patients. In many agencies, Haitian caregivers are not just part of the workforce; they are the backbone of daily operations.

The termination of TPS will immediately strip these workers of employment authorization, forcing providers to lose experienced, trained staff virtually overnight. Agencies cannot replace this workforce at scale — particularly given Florida's existing labor shortages — and patients cannot simply go without care.

Consequences for Patients, Families, and the Health System

The loss of Haitian TPS workers will ripple far beyond employers:

- Seniors and people with disabilities will face missed visits, reduced hours, and service denials.
- Family caregivers — already stretched thin — will be forced to fill gaps or leave the workforce themselves.
- Hospitals and nursing facilities will see increased admissions as home care capacity collapses.
- Providers will face higher turnover costs, reduced continuity of care, and increased compliance risks.
- Communities will lose billions in economic activity tied to lawful employment, homeownership, and tax contributions.

Haitian TPS holders in Florida alone contribute an estimated \$1.3 billion annually in state and local taxes, and approximately 63,000 TPS households are homeowners, supporting nearly \$19 billion in housing value. Terminating TPS does not merely disrupt lives — it destabilizes local economies and essential care infrastructure.

A Call for Immediate Congressional Action

We respectfully urge you to take immediate action to prevent the termination of TPS for Haiti or to pursue alternative legislative or administrative solutions that preserve work authorization for Haitian nationals who are lawfully present and contributing to Florida's economy and health care system. At a minimum, Congress should act to:

- Extend TPS while conditions in Haiti remain unsafe, as the United Nations has reported;
- Provide statutory protections that prevent abrupt workforce disruptions in critical sectors like health care; and
- Advance longer-term solutions that recognize the essential role TPS holders play in sustaining care delivery nationwide.

This is not an abstract policy debate for Florida — it is an imminent workforce and patient care emergency. February 3 is approaching rapidly, and providers across the state are already bracing for staffing losses they cannot absorb.

HCAF and our member agencies stand ready to provide additional data, connect you with providers and caregivers directly affected, and work collaboratively on solutions that protect patients, families, and the workforce that serves them.

Thank you for your attention to this urgent matter and for your continued service to the people of Florida. We respectfully ask for your leadership and intervention before irreparable harm occurs.

Sincerely,



Denise Bellville, RN, BS
Executive Director

CC: Members of the Florida Congressional Delegation