

# EMPLOYMENT-BASED IMMIGRATION REFORM

## Congress Must Undertake Immigration Reform that Addresses Workforce Needs

### Action Needed:

Co-sponsor H.R. 3734  
(Senate introduce  
companion bill) to  
establish a new visa  
program for  
construction workers.

Co-sponsor H.R. 16 /  
S. 365 to extend TPS  
and DACA work  
authorizations.

Help maintain the  
construction  
industry's access to  
the H-2B visa  
program and co-  
sponsor H.R. 4708  
(Senate introduce  
companion bill) to  
improve  
programmatic  
reforms.

### Background:

The U.S. immigration system is broken, placing national security in jeopardy, leaving more than 100,000 current construction workers uncertain futures in the hands of the court system, and leaving no legal option for lesser skilled immigrants to meet workforce needs all of which have contributed to the industry's workforce shortage. Immigration is a complex issue that impacts many individuals, industries, and employers but the issues are too important to ignore any longer amid the nation's workforce needs.

### AGC Message:

- **Create New Temporary Visas for Less Skilled Workers to Address Workforce Needs and Curb Illegal Immigration.** Current legal immigration visas exist for seasonal workers (H-2B), seasonal agriculture work (H-2A) and highly-skilled (H-1B) but there is no legal option for lesser skilled immigrants to meet current or projected future workforce needs in year-round construction activities. Any legislative attempts to reform the nation's immigration laws must provide a legal option to meet projected future workforce needs and secure the border by stopping illegal immigrants enticed by work opportunities. *AGC supports [H.R. 3734](#), *Essential Workers for Economic Advancement Act*, that would create a new market-driven, temporary immigration visa program for less skilled, year-round, non-agriculture occupations.*
- **Extend TPS and DACA Work Authorizations.** There are over 100,000 construction workers with Temporary Protected Status (TPS) and Deferred Action for Childhood Arrivals (DACA) work authorizations that face legal threat. TPS and DACA status holders have played a valued role in our economy and industry for decades. *AGC supports [H.R. 16](#), *American Dream and Promise Act* and [S. 365](#), *Dream Act*, which would extend the work authorization for DACA and TPS holders currently working in the United States.*
- **Ensure the H-2B Visa Program Remains a Viable Option for Construction Employers.** The program successfully matches some employers' needs but the statutory cap is woefully insufficient to meet the overwhelming demand for workers. Exempting returning workers who have followed the law from counting against the limit and allowing the cap to rise when economic conditions warrant would help address this issue. *AGC urges Congress to meet surging demand for workers by providing additional H-2B seasonal worker visas in the FY 2025 funding bill and programmatic reforms in [H.R. 4708](#), the *HIRE Act*.*