



June 29, 2026

The Honorable Markwayne Mullin
Secretary of Homeland Security
Washington, DC 20528

Dear Mr. Secretary:

On behalf of the National Restaurant Association and the undersigned State Restaurant Associations, we write regarding the Department's implementation of the Supreme Court's decision in *Mullin v. Doe* and its impact on Temporary Protected Status holders from Haiti and Syria.

Restaurants across the country face immediate operational and compliance challenges from the July 1 work-authorization end date. Many affected employees are long-serving, legally authorized workers who are central to restaurant operations — particularly in states with significant Haitian TPS populations, where their departure could remove a substantial share of the local hospitality workforce overnight. The timing compounds the difficulty: July 1 falls immediately before the July 4 holiday weekend, in the middle of the summer season, when restaurants are managing peak demand and cannot absorb sudden staffing losses.

Specifically, we request that DHS:

1. **Provide a transition period through the peak summer season.** DHS should provide a defined transition period — for example, 90 to 120 days — before affected work authorization ends, giving restaurants time to get through the peak summer months and avoid an abrupt workforce disruption during their busiest season. Immediate implementation would create significant staffing shortfalls for many hospitality businesses, with serious negative economic impacts. A short, orderly runway would give employers time to adjust without a sudden operational shock at the height of summer.
2. **Issue clear, usable employer compliance guidance.** DHS, through USCIS, should quickly issue post-decision guidance that employers can easily use to ensure compliance. At a minimum, that guidance should clearly state the operative work-authorization end date and the timeline for employer reverification, specify which date employers should rely on when reviewing TPS-based work authorization documents, and provide clear instructions for handling I-9 and E-Verify compliance for both new hires and existing employees.
3. **Protect good-faith employer compliance efforts.** DHS, including USCIS and ICE, and DOJ should make clear that employers who rely on existing agency guidance while awaiting updated post-decision instructions and make good-faith efforts to reverifiy

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affected employees on the confirmed timeline will not be penalized during the transition, including under worksite enforcement or anti-discrimination/document-abuse rules. If final guidance is issued too close to the operative date to allow orderly reverification, that protection should include assurance that employers will not be penalized for completing reverification within the transition period provided by DHS.

A short, orderly runway paired with clear guidance would give employers a responsible path to comply with the law while avoiding unnecessary disruption to their businesses, their workers, and the local economies they support. We stand ready to work with the Department on implementation and are available to discuss any of these requests at your convenience.

Sincerely,

National Restaurant Association

Connecticut Restaurant & Hospitality Association

Delaware Restaurant Association

Florida Restaurant & Lodging Association

Georgia Restaurant Association

Hospitality Indiana

Massachusetts Restaurant Association

New Jersey Restaurant & Hospitality Association

New York State Restaurant Association

Ohio Restaurant & Hospitality Alliance

Pennsylvania Restaurant & Lodging Association

Texas Restaurant Association

Wisconsin Restaurant Association