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# NEWSLETTER

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By Ray Ramos

## Labor shortages remain the dominant challenge for roofing and broader construction workforces:

Why it matters: Limited labor directly slows project timelines, increases costs, and creates bottlenecks across roofing jobs – from residential repairs to large commercial installs.

Many firms are increasing labor costs (average up ~14 %) – but still struggle to find workers anywhere



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## what's the trade off?

Everybody has been there. you over extend your people and the job doesn't get done. what follows is disaster and of legal consequences most of the time. At this particular juncture, one less headache is heaven sent. The H-2B visa program is taking aim at solving your labor shortage problem. The initial investment spreads itself thin over the long haul and the benefits grow exponentially

### Some of the are

- The ROI increases over the years
- Labor Shortages become a thing of the past
- Maintain Productivity
- Avoid Service Disruptions
- Expand services
- Increase revenues



# United States | OFLC extends comment period on proposed revisions to H-2A Temporary Agricultural Labor Certification Program



- The update was published in the Federal Register (FRN) on Dec. 17, 2025, and provides stakeholders an additional 30 days, through Jan. 16, 2026, to request documents and submit written comments.
1. The proposed revisions to the H-2A Temporary Agricultural Labor Certification Program support updates made through ETA and the Wage and Hour Division's Notice of Proposed Rulemaking, Rescission of Final Rule: Improving Protections for Workers in Temporary Agricultural Employment in the United States (published July 2, 2025).
    - a. The proposed rule aims to reduce regulatory burdens on employers (e.g., unnecessary costs and administrative complexity) and streamline compliance while maintaining protections for temporary foreign agricultural workers.
    - b. The proposed rule would also eliminate several employer obligations introduced in April 2024, which the DOL now considers excessive and impractical.
  2. According to the FRN, "The comment period for the Notice published Sept. 10, 2025, at 90 FR 43640, is reopened. Consideration will be given to all written comments received by **Jan. 16, 2026.**"



## Who May Qualify for H-2A Classification?

- To qualify for H-2A nonimmigrant classification, the petitioner must:
- Offer a job that is of a temporary or seasonal nature.
- Demonstrate that there are not enough U.S. workers who are able, and available to do the temporary work.
- Show that employing H-2A workers will not adversely affect the wage of similarly U.S. workers.
- Generally, submit evidence of a single valid temporary labor certification from the U.S. Department of Labor with the H-2A petition.

## Stay in touch

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