

Executive Order on Requiring COVID-19 Vaccination for All Federal Employees

This message is intended for all DOL employees and contractors.

Colleagues,

Last week, President Biden signed an [Executive Order](#) requiring vaccinations for all Federal employees, stating that it is essential for Federal employees to take all available steps to protect themselves and avoid spreading COVID-19 to their colleagues and members of the public. This direction will help decrease the spread of COVID-19 in our communities and protect our employees and their families during this continuing public health emergency. Requiring the COVID-19 vaccine for our workforce will also increase productivity and our ability to deliver our mission of serving our nation's workers.

Pursuant to the Executive Order, all DOL employees must be fully vaccinated (i.e., two weeks past your final shot) no later than Monday, November 22, 2021, unless they have a reasonable accommodation for a qualifying medical condition or a religious accommodation based on a sincerely held religious belief, practice, or observance. This requirement applies to all DOL employees, including those who are not currently performing onsite or in-person work. Please get vaccinated as soon as possible, for yourself and for others.

To meet the November 22, 2021, timeframe to be fully vaccinated, an employee must:

- Obtain the first dose of the Moderna vaccine no later than October 11, 2021, and the second dose of the Moderna vaccine no later than November 8, 2021;
- Obtain the first dose of the Pfizer vaccine no later than October 18, 2021, and the second dose of the Pfizer vaccine no later than November 8, 2021; or
- Obtain the single dose of the Johnson and Johnson vaccine no later than November 8, 2021.

Vaccines have been proven safe and are widely available — and they are FDA approved or authorized. For information about where to obtain a vaccine at no cost to you, please visit www.vaccines.gov. DOL will be updating our Workplace Safety Plan consistent with the new vaccination requirement, and will be putting out more guidance as needed.

The President signed another [Executive Order](#) that will require certain federal contractors to be fully vaccinated. The Department will continue to communicate with its workforce as it implements both Executive Orders.

As a reminder, all DOL Federal employees are required to submit a response about their vaccination status in the Department's [VaxTrak](#) system by **this Friday, September 17th**. Additional information about VaxTrak, including [FAQs](#), may be found on the Department's COVID-19 LaborNet [Vaccination Information](#) page.

Thank you for your cooperation, and your patience and attention to these changing circumstances and requirements, while continuing your work in support of the Department's mission.

Thank you,

Rachana Desai Martin (she/her)

Assistant Secretary for Administration and Management

Office of the Assistant Secretary for Administration and Management

U.S. Department of Labor

Questions? [Visit the COVID-19 Guidance and Resources on LaborNet](#) or email us at [REDACTED]

Posted: September 15, 2021