FLAG VOICE #560

COVID-19 Mandatory Vaccination for Civilian Employees Update #1

21 September 2021

Colleagues, this Flag Voice serves as an update to #559 regarding the issuance of the 9 September 2021 *Executive Order (EO) on Requiring Coronavirus Disease 2019 Vaccination for Federal Employees*. We have since received additional guidance from the Office of Management and Budget (OMB), Office of Personnel Management (OPM), Chief Human Capital Officer (CHCO) Council, and DHS CHCO. This implementation guidance reiterates the target date of 22 November 2021 for all federal civilian employees to be fully vaccinated, with exceptions only as allowed by law.

Soon, your civilian personnel (Appropriated and Non-Appropriated) will see an email from CG-12 reiterating the direction in the EO and asking them to complete their vaccination, and stand by to report their vaccination status through the DHS Vaccine Status System (VSS). VSS will allow the Service to gauge civilian workforce vaccine status and will provide civilian supervisors with awareness of those employees who are not fully vaccinated. Additionally, the following communications will be sent out when is ready for use: 1) an Advisory Notice from Civilian Human Resources (ANCHR) for Supervisors of Civilian Employees; 2) talking points for these supervisors; and 3) FAQs for civilian employees.

All federal civilian employees, regardless of telework or remote work status, are required to get vaccinated. OMB and OPM will provide future direction for the administration of disciplinary actions for those who do not have an approved exemption who choose not to become vaccinated. Employees may seek exemption processes as established by the Civil Rights Directorate.

We will be sure to share with you, your civilian employees and their supervisors any updates as they are issued. Thank you for your continued leadership in this critically important endeavor to ensure the safety and readiness of our total workforce.

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