



FLAG VOICE #559

COVID-19 Mandatory Vaccination for Civilian Employees

14 September 2021

Colleagues, President Biden issued the *Executive Order (EO) on Requiring Coronavirus Disease 2019 Vaccination for Federal Employees* on 09 September 2021. This initial order sets the requirement for mandatory vaccination of federal civilian employees. I know you, your civilian personnel, and your supervisors of civilians have many questions about implementation of this EO. Please be assured that we are in direct communications with the Office of Management and Budget, Office of Personnel Management (OPM), Chief Human Capital Officer (CHCO) Council, and of course, DHS CHCO. From these conversations and to date, I can share that OMB has set a target date of 22 November 2021 for all federal civilian employees to be fully vaccinated, with exceptions only as required by law, but many specific details pend.

This Flag Voice is to let you know that Dr. Navarro (CG-1D), Ms. Godfrey (CG-12), and the CG-12 team are hard at work capturing questions from the field and leadership, and carrying these forward to the meetings they are attending on the Coast Guard's behalf. We are happy to capture any concerns you may have, and will seek to develop a full communications package when we receive specific direction from DHS. This will include FAQs informed by your feedback.

In the interim, I encourage you to exercise engaged leadership with your civilian workforce to encourage unvaccinated members to receive the vaccine as soon as practicable. You should not seek to individually engage your civilian personnel but you may broadly communicate the imperative, while guidance pends. We will use DHS' Vaccine Status System (VSS) to provide employees an attestation tool for the Service to gauge civilian workforce vaccinations and VSS first level supervisors will know who needs counseling to receive a vaccine. I am hopeful we will deploy our attestation schema early next week and, ultimately, provide appropriate information on those personnel still unvaccinated to ensure your field commanders can have in-person conversations. The Civil Rights Directorate has existing processes that will be the avenue through which civilian personnel can seek medical or religious vaccination waivers.

Looking ahead, expect to hear from CG-12 by early next week. Our goal is to provide notification to the supervisors of civilian personnel through an Advisory Notice from Civilian Human Resources (ANCHR) and associated leadership talking points. At roughly the same time, all civilian personnel should receive an email from DHS to complete the VSS survey and attest to their vaccination status. After these products have been received and socialized, I will support the Deputy for Personnel Readiness, along with other experts and the Director of the Civil Rights Directorate, to answer any specific questions you may have in a Senior Leader Town Hall VTC, similar to the one hosted on military mandatory vaccinations on 10 September.

Thank you for your leadership in this critically important endeavor to safeguard the readiness of our total workforce.

A handwritten signature in black ink, appearing to read "Eric C. Jones".

Eric C. Jones
Rear Admiral, U.S. Coast Guard
Assistant Commandant for Human Resources