



**DEPARTMENT OF DEFENSE**  
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE  
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FOR: CIVILIAN PERSONNEL POLICY COUNCIL MEMBERS

FROM: Defense Civilian Personnel Advisory Service Director, Mr. Daniel J. Hester

SUBJECT: Executive Order on Moving Beyond COVID-19 Vaccination Requirements for Federal Workers

AUDIENCE: Nonappropriated and Appropriated Fund Employees

ACTION: Disseminate to Department of Defense Managers and Human Resources Practitioners

REFERENCES

- a. Executive Order on Moving Beyond COVID-19 Vaccination Requirements for Federal Workers, May 9, 2023, <https://www.whitehouse.gov/briefing-room/presidential-actions/2023/05/09/executive-order-on-moving-beyond-covid-19-vaccination-requirements-for-federal-workers/>
- b. Executive Order 14042, Ensuring Adequate COVID Safety Protocols for Federal Contractors, September 9, 2021, <https://www.federalregister.gov/documents/2021/09/14/2021-19924/ensuring-adequate-covid-safety-protocols-for-federal-contractors>
- c. Executive Order 14043, Requiring Coronavirus Disease 2019 Vaccination for Federal Employees, September 9, 2021, <https://www.federalregister.gov/documents/2021/09/14/2021-19927/requiring-coronavirus-disease-2019-vaccination-for-federal-employees>

BACKGROUND/INTENT: On May 9, 2023, President Biden issued reference (a). This executive order revokes both references (b) and (c), effective May 12, 2023. In doing so, the COVID-19 vaccination requirements for both Federal civilian employees and contractors has been rescinded. While references (b) and (c) have both been subject to nation-wide injunctions with the Department pausing full implementation of the vaccination requirements associated with those executive orders, reference (a) renders any vaccination requirements established pursuant to references (b) and (c) unenforceable and directs Agencies to rescind any policies resulting from references (b) and (c).

The Safer Federal Workforce Task Force updated its website to provide information on the impacts of reference (a) and will continue to provide additional guidance, as needed, through its website. Updates to the website may be found at: <https://www.saferfederalworkforce.gov/new/>.

Components should review any applicable collective bargaining agreements and engage with union partners, as appropriate.

POINT OF CONTACT: DCPAS Emergency Preparedness email: [dodhra.mc-alex.dcpas.list.emergency-preparedness@mail.mil](mailto:dodhra.mc-alex.dcpas.list.emergency-preparedness@mail.mil).

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