## Vaccinations and Accommodation Request

**The Safer Federal Workforce Task Force recently released implementation guidance related to Executive Order 14043 on Requiring Coronavirus Disease 2019 Vaccination for federal employees.**

President Biden signed [Executive Order 14043](https://www.federalregister.gov/documents/2021/09/14/2021-19927/requiring-coronavirus-disease-2019-vaccination-for-federal-employees) on September 9, 2021, as part of his Path Out of the Pandemic: COVID-19 Action Plan. The order requires agencies to implement, to the extent consistent with applicable law, a program to require COVID-19 vaccination for covered federal employees, with exceptions only as required by law. DOI will start collecting vaccination information from employees later in October 2021.

# Key Dates

To ensure covered federal employees are fully vaccinated by Monday, November 22, 2021, please be aware of the following key dates:

* **October 11:** First dose deadline (if employees are getting the Moderna COVID-19 vaccine)
* **October 18:** First dose deadline (if employees are getting the Pfizer-BioNTech COVID-19 vaccine)
* **November 8:** Second dose deadline (for Moderna and Pfizer-BioNTech)
* **November 8:** First (only) dose deadline (if employees are getting the Johnson and Johnson (J&J)/Janssen COVID-19 vaccine)
* **November 22:** Covered federal employees must be fully vaccinated

# Accommodation Requests

While IBC awaits further guidance regarding vaccine-related disability and religious accommodation requests, we continue to encourage employees to get vaccinated. In the interim:

* All vaccine-related disability accommodation requests should be handled consistent with the procedures outlined in [Personnel Bulletin 14-01](https://www.doi.gov/sites/doi.gov/files/uploads/personnel_bulletin_14-01_reasonable_accommodations_for_individuals_with_disabilites.pdf), DOI’s Policy and Procedures on Reasonable Accommodation for Individuals with Disabilities. Employee questions and requests for accommodation should be referred to the [servicing HR (Employee and Labor Relations) specialist](https://ibc.doi.gov/HRD/hr-services-contacts).
* All vaccine-related religious accommodation questions and requests should be referred to the [servicing HR (Employee and Labor Relations) specialist](https://ibc.doi.gov/HRD/hr-services-contacts).

In summary, if an employee wishes to submit an accommodation request prior to IBC issuing further guidance, please work with your [servicing HR (Employee and Labor Relations) specialist](https://ibc.doi.gov/HRD/hr-services-contacts) to ensure that the request is properly handled. Supervisors **should not** communicate approval or disapproval of an accommodation request related to the vaccines without first coordinating with [their servicing HR (Employee and Labor Relations) specialist](https://ibc.doi.gov/HRD/hr-services-contacts).

Regardless of the November 22, 2021 deadline, IBC will provide employees who had their vaccine-related accommodation requests denied sufficient time to obtain the required vaccination.

IBC is also waiting for further guidance on disciplinary consequences for employees who do not comply with the vaccination requirement.

**Questions?**

If you have any questions or concerns, please contact your [Servicing HR (Employee and Labor Relations) Specialist](https://ibc.doi.gov/HRD/hr-services-contacts).

**Additional Resources**

* [Executive Order 14043](https://www.federalregister.gov/documents/2021/09/14/2021-19927/requiring-coronavirus-disease-2019-vaccination-for-federal-employees)
* [SaferFederalWorkforce.gov](https://www.saferfederalworkforce.gov/)
* [Agency Model Safety Principles from the Task Force](https://www.saferfederalworkforce.gov/downloads/updates%20to%20model%20safety%20principles%209.13.21.pdf)
* [OneINTERIOR - Our Response to COVID-19](https://doimspp.sharepoint.com/sites/OneINTERIOR/SitePages/COVID-19.aspx)