



## UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

Employee Services

September 1, 2023

**Memorandum for Human Resources Directors**

From: Veronica E. Hinton  
Associate Director  
Employee Services

**Subject: Reminder Regarding Revocation of COVID-19 Vaccination Requirements for Employees and New Hires – Executive Order 14099**

On May 9, 2023, President Biden signed [Executive Order \(EO\) 14099](#), titled “Moving Beyond COVID-19 Vaccination Requirements for Federal Workers.” As stated in Section 1 of the Executive Order, the President has determined that a Government-wide vaccination requirement for Federal employees is no longer needed. This Executive Order revoked EO 14043, which had required vaccination for Federal civilian employees.

As a reminder, **agencies should review their job postings on [USAJOBS.gov](#) and elsewhere to ensure that none list compliance with the now-revoked Executive Order 14043 as a qualification requirement.** Consistent with Executive Order 14099 and applicable court orders, agency policies implementing and premised on Executive Order 14043 no longer may be enforced. Executive Order 14099 further directed that those policies be rescinded consistent with applicable law. As a result, no agency job postings on [USAJOBS.gov](#) or elsewhere may include compliance with now-revoked Executive Order 14043 or agency policies implementing that Executive Order as a job qualification, and any postings including such a qualification should be corrected promptly consistent with standard agency procedures.

The U.S. Office of Personnel Management (OPM) is issuing this guidance to assist agencies in complying with the provisions of EO 14099.

**Additional Information**

For more information, agency headquarters-level human resources offices may contact OPM at [employ@opm.gov](mailto:employ@opm.gov). Component-level human resources offices must contact their agency headquarters for assistance. Employees must contact their agency human resources for further information on this memorandum.

CC: Chief Human Capital Officers (CHCOs), and Deputy CHCOs