

Mandatory COVID-19 Vaccinations for all DHS Employees

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September 17, 2021

Dear DHS Employees,

On September 9, 2021, President Biden issued the [Executive Order on Requiring Coronavirus Disease 2019 Vaccination for Federal Employees](#) to promote the health and safety of the Federal workforce and the members of the public with whom they interact. This Executive Order mandates that **all federal employees must be fully vaccinated by November 22, 2021 except in limited circumstances in which an employee receives a [legally-required accommodation](#).**

The [Safer Federal Workforce Task Force](#) issued additional guidance yesterday, which we will share with you in short order as we work to implement these new mandates over the coming weeks. Until then, all previous guidance related to employees who are not fully vaccinated remains in effect.

The President's Executive Order requires that all employees be fully vaccinated by no later than November 22, 2021. An individual is considered to be fully vaccinated two weeks (14 days) after receiving the second dose of the Moderna or Pfizer shot, or after taking the single-dose Johnson & Johnson shot. Although the Executive Order gives federal employees until November 22, 2021 to be fully vaccinated, all employees must have received their second dose of the Moderna or Pfizer vaccination, or the single-dose Johnson & Johnson vaccination by **November 8, 2021** to be in compliance.

DHS developed the chart below as a helpful tool for those employees who have not yet been vaccinated and are seeking to determine when they need to begin the process.

	Johnson & Johnson	Moderna	Pfizer-BioNTech
First Shot	Nov. 8, 2021	Oct. 11, 2021	Oct. 18, 2021
<p>Timing Your Second Shot</p> <p>The timing between your first and second shots depends on which vaccine you received.</p> <p>Johnson & Johnson: One Shot Pfizer: 3 weeks (or 21 days) Moderna: 4 weeks (or 28 days)</p>			
Second Shot	n/a	Nov. 8, 2021	Nov. 8, 2021
Fully Vaccinated	Nov. 22, 2021	Nov. 22, 2021	Nov. 22, 2021

For those of you who are not fully vaccinated, I encourage you to:

- **Get vaccinated.** [Click here to find a COVID-19 vaccine near you](#) and [click here to review DHS resources](#) related to COVID-19. You may use your duty time to get vaccinated. You do not need to take leave to do so.
- **Plan ahead!** Although the Executive Order gives federal employees until November 22, 2021 to be fully vaccinated, all employees must have received their second dose of the Moderna or Pfizer vaccination, or the single-dose Johnson & Johnson vaccination by **November 8, 2021** to be in compliance.

Protecting your health and safety is our top priority. The best thing you can do to protect yourself, your loved ones, your colleagues, and others is to [get vaccinated](#).

Thank you for your cooperation, your patience as we rapidly adjust to these requirements, and your service to our Department and our Nation.

Sincerely,

R.D. Alles
Deputy Under Secretary for Management

With honor and integrity, we will safeguard the American people, our homeland, and our values.