



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

MEMORANDUM

TO: Heads and Acting Heads of Departments and Agencies

FROM: Scott Kuper, Director, U.S. Office of Personnel Management

DATE: August 8, 2025

RE: Use of COVID-19 Vaccination Status in Federal Employment and Updates to Employee Records

In his first months in office, President Trump has prioritized reversing many harmful policies of the Biden-Harris Administration.¹

On September 9, 2021, President Biden signed an executive order (Executive Order 14043) directing federal agencies to require COVID-19 vaccination as a condition of federal employment.² President Biden subsequently repealed this order.³ Shortly thereafter, the Office of Personnel Management (OPM) issued a memorandum for Human Resources Directors stating that “agencies should review their job postings... to ensure that none list compliance with the now-revoked Executive Order 14043 as a qualification requirement” and reminding agencies that Executive Order 14043 could no longer be enforced.⁴

OPM now reiterates and expands upon that previous guidance. Effective immediately, federal agencies may not use an individual’s COVID-19 vaccine status, history of noncompliance with prior COVID-19 vaccine mandates, or requests for exemptions from such mandates in any employment-related decisions, including but not limited to hiring, promotion, discipline, or termination.⁵

Additionally, subject to document preservation requirements related to litigation

¹ See Executive Order 14148, *Initial Rescissions of Harmful Executive Orders and Actions*, 90 Fed. Reg. 8237 (Jan. 20, 2025); Executive Order 14148, *Additional Rescissions of Harmful Executive Orders and Actions*, 90 Fed. Reg. 13037 (March 14, 2025).

² Executive Order 14043, *Requiring Coronavirus Disease 2019 Vaccination for Federal Employees*, 86 Fed. Reg. 50989 (Sept. 9, 2021).

³ Executive Order 14099, *Moving Beyond COVID-19 Vaccine Requirements for Federal Workers*, 88 Fed. Reg. 28889 (May 9, 2023).

⁴ OPM, *Reminder Regarding Revocation of COVID-19 Vaccination Requirements for Employees and New Hires – Executive Order 14099* (Sept. 9, 2023).

⁵ For purposes of this memorandum, “COVID-19 vaccines” includes any COVID-19 mRNA and viral vector shots, and booster shots, including but not limited to: Pfizer–BioNTech – Comirnaty; Moderna – Spikevax; Moderna – Mnexspike; Oxford–AstraZeneca – Vaxzevria; Oxford–AstraZeneca – Covishield; Janssen – COVID-19 Vaccine Janssen; Sinopharm – BBIBP-CorV; Sinovac – CoronaVac; Bharat Biotech – Covaxin; Novavax – Nuvaxovid; CanSino Biologics – Convidecia; Sanofi–GSK – VidPrevtyn Beta; and Gamaleya – Sputnik V.

obligations, all information related to an employee's COVID-19 vaccine status, noncompliance with prior vaccine mandates, or exemption requests must be expunged from any employee's Official Personnel Folder ("OPF") and electronic Official Personnel Folder ("eOPF")—unless, within 90 days of this memorandum, the individual affirmatively opts out of this removal. If an individual opts out, he or she can still request and obtain such expungement at any subsequent time.

Agencies must report their compliance with this memorandum to OPM to employ@opm.gov no later than September 8, 2025.

cc: Chief Human Capital Officers (CHCOs), Deputy CHCOs, Human Resources Directors, and Chiefs of Staff