



NATIONAL FEDERATION OF FEDERAL EMPLOYEES

Affiliated with the International Association of Machinists & Aerospace Workers, AFL-CIO

November 10, 2021

Honorable Shalanda Young
Acting Director
Office of Management and Budget
725 17th St., N.W.
Washington, D.C. 20503

Dear Director Young:

As National President of the National Federation of Federal Employees (NFFE), which represents 110,000 government workers across thirty different agencies in the United States, I write to you today regarding Executive Order 14043. As you know, the Executive Order requires federal employees to be fully vaccinated against COVID-19 by November 22, 2021, without the option for regular testing in lieu of full vaccination status.

Last week, the Occupational Safety and Health Administration (OSHA) announced that private-sector employers with 100 or more workers are required to have each employee fully vaccinated, as defined by the Centers for Disease Control and Prevention, by January 4, 2022. The OSHA rules also allow for a testing option in lieu of vaccination for individual employees in certain situations. NFFE seeks the same leniency in the form of relief from the vaccine mandate requirements for federal workers created by Executive Order 14043.

With less than two weeks to comply with the November 22 deadline, federal workers remain on edge that agencies have not fully prepared for actions related to non-compliance, and many agencies have not processed all requests for reasonable accommodations. In addition, the rules issued by OSHA creates two different requirements as they relate to vaccine mandates based on workforce participation. Federal workers must comply with one set of requirements while private sector employers and employees have additional options. This includes federal contractors who work alongside federal employees.

NFFE has encouraged its members to participate in vaccine programs long before the November 22, 2021 deadline was established. Still, we do not believe two sets of requirements should exist for different workers based on their employer. Therefore, we respectfully request a revision to the vaccine mandate requirements for federal employees to match the requirements established for the private sector by the recent OSHA rules.

Please contact me at any time to discuss this matter further. As always, your consideration of this important matter is appreciated.

Sincerely,

Randy Erwin
National President/DBR
National Federation of Federal Employees, IAMAW, AFL-CIO

cc: Jeff Zeintz, White House Coronavirus Response Coordinator
Kiran A. Ahuja, Director, Office of Personnel Management
Jason Miller, Deputy Director for Management, Office of Management and Budget