



STATE OF WASHINGTON
OFFICE OF GOVERNOR JAY INSLEE

**DIRECTIVE OF THE GOVERNOR
22-13**

June 30, 2022

To: Washington State Executive and Small-Cabinet Agencies
From: Governor Jay Inslee
Subject: COVID-19 Vaccination Standards for State Employees

COVID-19, its variants and subvariants (collectively “COVID-19”), continue as an ongoing and present threat in Washington State. The measures we have taken together as Washingtonians over the past 28 months, including the willingness of most Washingtonians to take advantage of the remarkable, life-saving vaccines being administered throughout the state, have made a difference and have altered the course of the pandemic in fundamental ways.

COVID-19 vaccines are effective in reducing infection and serious disease, and widespread vaccination is the primary means we have as a state to protect everyone, including persons who cannot be vaccinated for medical reasons, immunocompromised individuals, and vulnerable persons including persons in health care facilities, long-term care facilities and other congregate care facilities from COVID-19 infections. Widespread vaccination is also the primary means we have as a state to protect our health care system and to avoid the return of stringent public health measures.

While COVID-19 appears to be here to stay, recent advances in medicine, including the availability of COVID-19 boosters, vaccines for children 6 months and older, and antivirals are reasons to be hopeful that we will have the tools to protect ourselves and communities to the greatest extent possible.

To address this continuing threat and ensure the health of our workforce, I am directing a permanent COVID-19 vaccination condition of employment requirement for state executive and small cabinet agencies as follows:

1. **New Employees.** As a condition of employment, all new employees of state agencies must be vaccinated against COVID-19 with the most up-to-date vaccination, including any additional doses or boosters, as recommended by the U.S. Centers for Disease Control and Prevention (CDC).

2. Current Exempt Employees. All current exempt employees must be fully vaccinated. Current exempt employees will be required to be vaccinated against COVID-19 with the most up-to-date vaccination as recommended by the CDC beginning July 1, 2023.
3. Classified and Management Services Employees – Represented and Nonrepresented. The Office of Financial Management (OFM) State Human Resources Division shall take steps:
 - a. necessary to continue the requirement for nonrepresented employees to be fully vaccinated; and
 - b. necessary to require nonrepresented employees to be vaccinated with the most up-to-date vaccination as recommended by the CDC beginning July 1, 2023; and
 - c. to engage with labor organizations regarding the proposal to require represented employees to continue the requirement to be fully vaccinated; and
 - d. to engage with labor organizations for the 2023-2025 collective bargaining cycle regarding the proposal to require represented employees to be vaccinated with the most up-to-date vaccination as recommended by the CDC.
4. The requirements of this directive are subject to disability-related reasonable accommodations and sincerely held religious belief accommodations that are required under the Americans with Disabilities Act of 1990 (ADA), the Rehabilitation Act of 1973 (Rehabilitation Act), Title VII of the Civil Rights Act of 1964 (Title VII), the Washington Law Against Discrimination (WLAD), and any other applicable law.
5. A person is “fully vaccinated” against COVID-19 two weeks after they have received the second dose in a two-dose series of a COVID-19 vaccine (e.g., Pfizer-BioNTech or Moderna) or a single-dose COVID-19 vaccine (e.g., Johnson & Johnson (J&J)/Janssen) authorized for emergency use, licensed, or otherwise authorized or approved by the FDA or listed for emergency use or otherwise approved by the World Health Organization.
6. A person is “up to date” with their COVID-19 vaccination when they have received all doses in the primary series and all boosters recommended for them by the CDC Advisory Committee on Immunization Practices, when they become eligible. For more information and current recommendations, see: <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/stay-up-to-date.html>.

Further, I direct OFM to provide guidance to state agencies on implementing this directive.

Guidance to other agencies

I recognize the difficulties of implementing this Directive to maintain the health and reduce the long-term impacts of COVID-19 on our state workforce. I call upon our higher education institutions, boards and commissions, and other separately elected officials to consider similar requirements within their agencies and jurisdictions.