

INFORMATION PAPER

SUBJECT: Summary of Coronavirus Disease 2019 (COVID-19) Mandatory Vaccination Requirements and Guidance to the Force

1. Purpose.

Provide a summary of the HQDA directed COVID-19 vaccination requirements and guidance.

2. References.

- a. Secretary of Defense Memorandum, Mandatory Coronavirus Disease 2019 Vaccination of Department of Defense Service Members, 24 August 2021
- b. HQDA EXORD 225-21 COVID-19 Steady State Operations; and all subsequent Fragmentary Orders
- c. AR 600-20, Army Command Policy
- d. AR 40-502, Immunizations and Chemoprophylaxis for the Prevention of Infectious Diseases

3. Guidance.

- a. The Army continues to focus on mission and personnel readiness in the midst of the ongoing COVID-19 pandemic. COVID-19 has negatively impacted operations and readiness for over 18 months, and the disease is forecasted to continuously spread. A fully vaccinated Service will save lives, protect those we serve alongside, and ensure our readiness and value to the American public.
- b. To help achieve the goal of a fully vaccinated workforce and per Secretary of Defense Memorandum, Mandatory Coronavirus Disease 2019 Vaccination of Department of Defense Service Members, 24 August 2021, effective 1 JULY 2022, all Individual Ready Reserve (IRR), Individual Mobilization Augmentee (IMA) and Standby Reserve personnel must show proof of full vaccination status or an approved exemption before performing active or inactive duty (e.g. ADOS, mobilization, AT, IDT, IADT, etc.).

4. Vaccination Status.

- a. IMA and IRR service members are considered fully vaccinated two weeks post completion of a two-dose series vaccine or two weeks post completion of a one-dose vaccine. Soldiers must receive any vaccine that has received Food and Drug

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Administration (FDA) licensure. Soldiers may also choose to receive any COVID-19 vaccine that is fully approved by the FDA, administered under the FDA's Emergency Use Authorization (EUA), or a vaccine on the World Health Organization Emergency Use Listing. Locations where you can obtain a vaccine include:

(1) Military Treatment Facilities. TRICARE funds vaccination and the Federal Retail Pharmacy Program provides for free vaccination at any commercial pharmacy. Most communities are providing free vaccination clinics through their public health agencies.

(2) TRICARE for Prime Remote and Reserve Select is now offering vaccination through community pharmacies and clinics. Pharmacies do not have to be in network to have the vaccine covered, they are accepting any pharmacy for COVID-19 immunizations (<https://www.tricare.mil/covidvaccine>).

(3) Local and state health department COVID-19 vaccination sites may also offer free vaccines.
(<https://www.cdc.gov/publichealthgateway/healthdirectories/healthdepartments.html>)

(4) Veterans Affairs (VA) is offering eligible service members access to the vaccine. Check local VAs for current tiers and availability.

(5) As vaccines become available within the communities it is being offered for free with or without insurance (those without insurance will be covered for free by the Federal Retail Pharmacy Program (FRPP) (<https://www.cdc.gov/vaccines/covid-19/retail-pharmacyprogram/index.html>), check with your local pharmacy for details.

b. Once fully immunized, retain the hard copy immunization record from the vaccination clinic site and send an electronic copy of the document to usarmy.knox.hrc.mbx.sg-admin@army.mil or, you may mail a photo copy to the below address. Each document submitted must include the patients SSN or DoD ID, vaccination location (left or right arm), zip code of the vaccination location, the name of provider (Baptist Hospital, Name of Pharmacy, Ireland Army Clinic, etc.) and the provider location (city and state).

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ATTN: AHRC-SG
1600 Spearhead Division Ave.
Fort Knox, KY 40122

c. Funding is not authorized for the purpose of paying any clinical, administrative, or

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vaccination fees related to COVID-19 vaccinations. If personnel receive a vaccine in the economy at a cost, Human Resources Command will not reimburse the fees for the vaccination.

d. Refusal to fully vaccinate against COVID-19 in the timelines prescribed, absent an approved medical exemption or religious exemption will constitute a failure to obey a lawful order. Failure to obey a lawful order may result in adverse administrative action.

5. Exemptions.

There are two types of exemptions from immunization, medical and administrative. Administrative exemptions include religious accommodations, as well as others listed in AR 40-562, Table C-2 (Immunizations and Chemoprophylaxis for the prevention of Infectious Diseases).

a. Medical Exemption. IMA and IRR Soldiers who believe they require a medical exemption should consult their primary care manager (PCM). The PCM will determine a medical exemption based on the health of the vaccine candidate and the nature of the immunization under consideration. Medical exemptions may be temporary (up to 365 days) or permanent.

(1) Temporary exemptions. If the PCM indicates a temporary exemption is valid, the Soldier must submit the supporting documentation with a packet request through the appropriate command channels identified in paragraph 6 below. However, if no exempting condition is identified, the packet will be denied. The Soldier will then be required to receive the vaccine.

(2) Permanent exemptions. If the PCM indicates a permanent exemption is valid, the Soldier must submit the supporting documentation with a packet request through the appropriate command channels, identified in paragraph 6 below for review and submission to The Surgeon General (TSG). The approval authority for permanent medical exemptions is TSG.

b. Administrative exemptions. IMA and IRR Soldiers whose religious practices conflict with immunization requirements may request an exemption through the appropriate command channels, identified in paragraph 6 below, for review and submission to TSG. TSG is the only approval or disapproval authority for immunization accommodation requests.

6. Exemption Processing.

a. Individual Mobilization Augmentee (IMA) Program Soldiers (CURORG I) will follow the process outlined below:

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(1) IMA Soldiers will follow the established guidelines and processes for the command to which they are assigned.

(2) Unvaccinated IMA Soldiers will be flagged in accordance with HQDA EXORD 225-21 COVID-19 Steady State Operations and all subsequent Fragmentary Orders. Soldiers will not be flagged while a medical or administrative exemption request is pending.

b. Individual Ready Reserve (IRR) Program Soldiers will follow the process outlined in Annex A (HRC - IRR Refusals and Medical/Religious Exemptions Process) and as detailed below:

(1) Health Services Soldiers assigned to the IRR will submit their COVID-19 vaccination declination, medical exemption or religious exemptions requests to usarmy.knox.hrc.mbx.rpmd-hsd-quality-management-hpsp@army.mil.

(2) All non-Health Services Soldiers assigned to the IRR will submit their COVID-19 vaccination declination, medical exemption or religious exemptions requests to usarmy.knox.hrc.mbx.rpmd-ima-irr-branch@army.mil.

7. Communication.

All Soldiers are required to communicate their vaccination status with HRC via the above group mailboxes identified for Health Services Soldiers and non-Health Services Soldiers, no matter if the Soldier is fully vaccinated, partially vaccinated, requesting an exemption or refusing the vaccination.

8. HRC Point of Contact.

If you have any questions on the latest requirements relating to the COVID-19 vaccination for IMA or IRR Soldiers, including reporting requirements for IMA and IRR Soldiers, do not hesitate to call the US Army Human Resources Command, IMA and IRR Team at 502-613-5566.

ENCL

ANNEX A. HRC - IRR Refusals and Medical/Religious Exemptions Process

APPROVED BY: COL Brian S. Kane / IMA/IRR Division Chief

ANNEX A HRC - IRR Refusals and Medical/Religious Exemptions Process

