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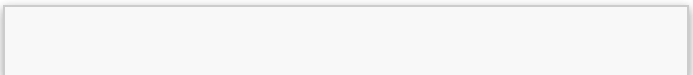
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State employee vaccine requirements during the coronavirus (COVID-19) pandemic, 2021-2023

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Between August 2021 and December 2023, this article



tracked the states that implemented vaccine requirements for some or all state employees. In some cases, those requirements only applied to employees working in state healthcare facilities. As of December 2023, [four states](#) had a COVID-19 vaccine requirement for state employees, while [15 states](#) had ended a state employee vaccine requirement. Of the four states that required state employees to get a COVID-19 vaccine at the time this page was last updated, each had a Democratic governor. Of the [31 states](#) that did not require state employees to get a COVID-19 vaccine, 24 had a Republican governor and six had a Democratic governor.

California Gov. [Gavin Newsom](#) (D) became the first governor to implement a COVID-19 vaccine requirement for state employees on July 26. ^[1] In some cases, such as in Washington and Oregon, state employees were required to get vaccinated and were not given the option of opting for regular COVID-19 testing.

Ballotpedia's [coverage](#) of COVID-19 included how federal, state, and local governments responded, and how those responses influenced election rules and operations, political campaigns, the economy, schools, and more.

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State employee vaccine requirements by state

The following map shows which states had placed vaccine requirements on state employees as of December 2023.



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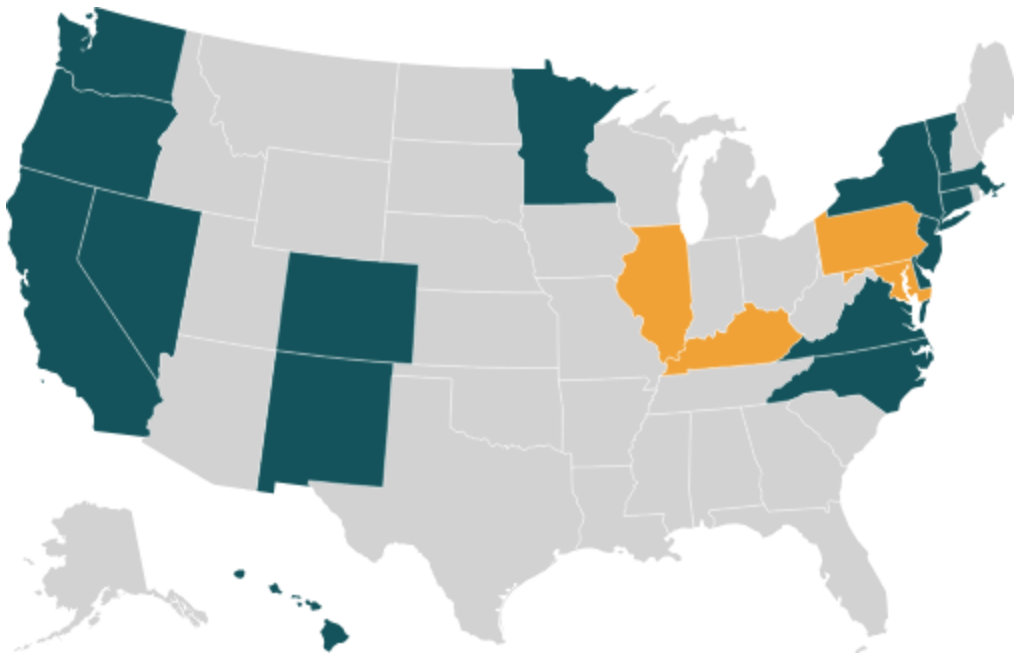
State employee vaccine requirements

No requirement
requirement ended

Vaccine-or-test requirement

Vaccine requirement

Vaccine



¹Vaccine requirements in Illinois, Maryland, Pennsylvania, and Kentucky only apply to employees in some or all state healthcare facilities.

² Data accurate as of December 2023

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The following table shows the states that require state employees to get a COVID-19 vaccine or submit to regular COVID-19 testing.

States with state employee COVID-19 vaccine-or-test requirements			
State	Governor party affiliation	Effective date	Policy
Illinois	D	October 1, 2021	On August 4, Gov. J.B. Pritzker (D) announced that state employees who work in congregate settings, such as correctional facilities and nursing homes, would be required to get a COVID-19 vaccine. ^[2]
Kentucky	D	October 1, 2021	On August 2, Gov. Andy Beshear (D) announced that state employees working in state-run healthcare facilities would be required to get a COVID-19 test or undergo COVID-19 testing twice a week. ^[3]
Maryland	D ^[4]	September 1, 2021	On August 5, Gov. Larry Hogan (R) announced that state employees in 48 facilities, including Department of Health and Department of Public Safety and Corrections facilities, would be

			required to get a COVID-19 vaccine or undergo weekly testing. Employees who forewent a vaccine would also be required to wear face masks while indoors. Hogan said the policy would begin September 1. ^[5]
Pennsylvania	D	September 7, 2021	On August 10, Gov. Tom Wolf (D) announced that state employees in state hospitals and high-risk congregate facilities would be required to get a COVID-19 test or undergo weekly COVID-19 testing. ^[6]

States where the vaccine requirement has ended

States where the vaccine requirement has ended				
State	Governor party affiliation ^[7]	Date requirement went into effect	End date	Information
California	D	August 2, 2021 ^[8]	September 16, 2022	On September 16, 2022, the California Department of Human Resources ended the requirement that state employees get a COVID-19 vaccine or undergo regular testing. ^[9]
Colorado	D	September 20, 2021 ^[10]	August 15, 2022	On August 15, 2022, the state ended the requirement for state employees to be vaccinated against COVID-19 or undergo regular testing. ^[11]
Connecticut	D	September 27, 2021 ^[12]	April 2022	Gov. Ned Lamont (D) ended the requirement that state employees undergo regular testing or get a COVID-19 vaccine.
Delaware	D	September 30, 2021 ^[13]	May 11, 2023	The requirement that state employees provide proof of vaccination or undergo weekly COVID-19 testing ended when the federal state of emergency ended on May 11, 2023.
Hawaii	D	August 16, 2021 ^[14]	March 25, 2022	On March 25, 2022, Gov. David Ige (D) announced that state and county employees would no longer be required to get a COVID-19 vaccine or undergo regular testing.
Massachusetts	R	October 17, 2021 ^[15]	May 11, 2023	Gov. Maura Healey (D) announced on March 15, 2023, that she would end the requirement that state employees receive the COVID-19 vaccine on May 11, the

				same date the federal emergency was set to expire. ^[16]
Minnesota	D	September 8, 2021 ^[17]	May 2022	Gov. Tim Walz (D) ended the requirement that state employees get a COVID-19 vaccine or undergo regular testing. ^[18]
Nevada	D ^[19]	August 15, 2021 ^[20]	March 24, 2022	The state removed the requirement that state employees get a COVID-19 vaccine or submit to regular testing. ^[21]
New Jersey	D	October 18, 2021 ^[22]	August 15, 2022	August 15, 2022, Gov. Phil Murphy (D) ended the requirement that state employees get a COVID-19 vaccine or undergo once-or-twice weekly COVID-19 testing. ^[23]
New Mexico	D	August 2, 2021 ^[24]	March 31, 2023	Gov. Michelle Lujan Grisham (D) ended the public health order. Among other things, the ending of the order meant state employees were no longer required to get a COVID-19 vaccine or undergo COVID-19 testing every two weeks. ^[25]
New York	D	September 27, 2021 ^[26]	June 9, 2022	New York ended its requirement that unvaccinated state workers undergo regular COVID-19 testing. ^[27]
North Carolina	D	September 1, 2021 ^[28]	May 9, 2022	The requirement that unvaccinated employees would need to undergoing weekly COVID-19 testing ended on May 9, 2022.
Oregon	D	October 18, 2021 ^[29]	May 10, 2023	On May 10, Oregon lifted the requirement that state employees, including teachers and healthcare workers, get a COVID-19 vaccine. ^[30]
Virginia	R	August 5, 2021	January 15, 2022	On January 15, 2022, Gov. Glenn Youngkin (R) issued Executive Directive Number Two, repealing then-Gov. Ralph Northam 's (D) August 5, 2021, directive requiring state employees to get a COVID-19 vaccine or submit to weekly testing. ^{[31][32]}
Vermont	R	August 2021 ^[33]	April 2022	Gov. Phil Scott (R) announced that state employees would no longer be required to get a COVID-19 vaccination.
Washington	D	October 18, 2021 ^[34]	May 11, 2023	On May 11, 2023, Gov. Jay Inslee (D) ended the requirement that employees in executive agencies get a COVID-19 vaccine. ^[35]

States that have not issued a state employee vaccine requirement

States with no vaccine requirement for state employees	
State	Governor party affiliation
Alabama	R
Alaska	R
Arizona	R
Arkansas	R
Florida	R
Georgia	R
Idaho	R
Indiana	R
Iowa	R
Kansas	D
Louisiana	D
Maine	D
Michigan	D
Mississippi	R
Missouri	R
Montana	R
Nebraska	R
New Hampshire	R
North Dakota	R
Ohio	R
Oklahoma	R
Rhode Island	D
South Carolina	R
South Dakota	R
Tennessee	R
Texas	R
Utah	R

West Virginia	R
Wisconsin	D
Wyoming	R

See also

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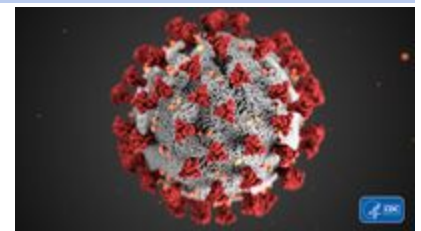
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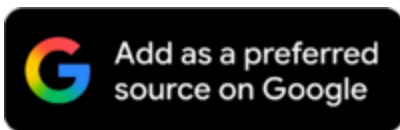
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