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SUBJ/RESTORATION OF HONOR AND CAREERS FOR INDIVIDUALS UNJUSTLY DISCHARGED DUE
TO COVID-19 VACCINE REFUSAL//

REF/A/EXECUTIVE ORDER 14184/27JAN25//
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REF/R/MEMO/SECWAR/20MAR26//
REF/S/DOC/SECDEF/DOD 7000.14-R, VOL 7A, CH1/MAY24

NARR/REF A IS EXECUTIVE ORDER 14184, "REINSTATING SERVICE MEMBERS DISCHARGED
UNDER THE MILITARY'S COVID-19 VACCINATION MANDATE"
REF B IS SECRETARY OF DEFENSE MEMORANDUM, "PROVIDING REMEDIES FOR SERVICE
MEMBERS AND VETERANS NEGATIVELY IMPACTED BY THE DEPARTMENT'S DEFUNCT
CORONAVIRUS DISEASE 2019 VACCINATION MANDATE BASED EXECUTIVE ORDER"
REF C IS UNDER SECRETARY OF DEFENSE FOR PERSONNEL AND READINESS MEMORANDUM,
"UPDATED GUIDANCE ON CORRECTION OF MILITARY RECORDS FOR SERVICE MEMBERS
INVOLUNTARILY SEPARATED FOR REFUSAL TO COMPLY WITH CORONAVIRUS DISEASE 2019
VACCINATION REQUIREMENTS"
REF D IS SECRETARY OF DEFENSE MEMORANDUM, "PROVIDING SUPPLEMENTAL REMEDIES
FOR SERVICE MEMBERS AND VETERANS NEGATIVELY IMPACTED BY THE DEPARTMENT OF
DEFENSE DEFUNCT CORONAVIRUS DISEASE 2019 VACCINATION MANDATE"
REF E IS UNDER SECRETARY OF DEFENSE FOR PERSONNEL AND READINESS MEMORANDUM,
"SUPPLEMENTAL GUIDANCE TO THE MILITARY DEPARTMENT DISCHARGE REVIEW BOARDS AND
BOARDS FOR CORRECTION OF MILITARY/NAVAL RECORDS CONSIDERING REQUESTS FROM
SERVICE MEMBERS ADVERSELY IMPACTED BY CORONAVIRUS 2019 VACCINATION
REQUIREMENTS"
REF F IS UNDER SECRETARY OF DEFENSE FOR PERSONNEL AND READINESS MEMORANDUM,
"SUPPLEMENTAL GUIDANCE ON CORRECTION OF MILITARY RECORDS FOR SERVICE MEMBERS

INVOLUNTARILY SEPARATED FOR REFUSAL TO COMPLY WITH CORONAVIRUS DISEASE 2019 VACCINATION REQUIREMENTS"

REF G IS ASSISTANT SECRETARY OF THE NAVY FOR MANPOWER AND RESERVE AFFAIRS MEMORANDUM, "SUPPLEMENTAL GUIDANCE TO THE BOARD FOR CORRECTION OF NAVAL RECORDS AND COUNCIL OF REVIEW BOARDS CONSIDERING REQUESTS INVOLVING CORONAVIRUS DISEASE

2019 VACCINATION REQUIREMENTS"

REF H IS UNDER SECRETARY OF DEFENSE FOR PERSONNEL AND READINESS MEMORANDUM, "GUIDANCE ON PROCESS FOR REINSTATING SERVICE MEMBERS NEGATIVELY IMPACTED BY THE COVID-19 VACCINATION MANDATE"

REF I IS UNDER SECRETARY OF WAR FOR PERSONNEL AND READINESS MEMORANDUM, "ADDITIONAL GUIDANCE ON PROCESS FOR REINSTATING SERVICE MEMBERS NEGATIVELY IMPACTED BY THE CORONAVIRUS DISEASE 2019 VACCINATION MANDATE"

REF J IS SECRETARY OF THE NAVY MEMORANDUM, "DEPARTMENT OF THE NAVY COVID-19 REINSTATEMENT PROCESS IMPROVEMENT"

REF K IS SECRETARY OF THE NAVY MEMORANDUM, "SERVICE OBLIGATIONS FOR SERVICE MEMBERS INVOLUNTARILY SEPARATED FOR NON-COMPLIANCE WITH CORONAVIRUS DISEASE 2019 VACCINATION REQUIREMENTS"

REF L IS UNDER SECRETARY OF WAR FOR PERSONNEL AND READINESS MEMORANDUM, "GUIDANCE TO RESTORE HONOR TO SERVICE MEMBERS SEPARATED UNDER THE CORONAVIRUS DISEASE 2019 VACCINE"

REF M IS SECRETARY OF WAR MEMORANDUM, "RESOLUTION OF UNEARNED BONUSES ASSOCIATED WITH INVOLUNTARY SEPARATION DUE TO CORONAVIRUS DISEASE 2019"

REF N IS SECRETARY OF THE NAVY MEMORANDUM, "DON GUIDANCE TO RESTORE HONOR TO SAILORS AND MARINES SEPARATED UNDER THE CORONAVIRUS DISEASE 2019 VACCINE MANDATE"

REF O IS DOD INSTRUCTION 6130.03, VOLUME 1, "MEDICAL STANDARDS FOR MILITARY SERVICE: APPOINTMENT, ENLISTMENT, OR INDUCTION"

REF P IS DOD INSTRUCTION 6130.03, VOLUME 2, "MEDICAL STANDARDS FOR MILITARY SERVICE: RETENTION"

REF Q IS SECNAVINST, "BOARD FOR CORRECTION OF NAVAL RECORDS"

REF R IS SECRETARY OF WAR MEMORANDUM, "REINFORCING OUR COMMITMENT TO SERVICE MEMBERS NEGATIVELY IMPACTED BY THE DEFUNCT CORONAVIRUS DISEASE 2019 VACCINATION MANDATE"

REF S IS DOD 7000.14-R, VOL 7A, CH 1 / MAY2024, "FINANCIAL MANAGEMENT REGULATION"

RMKS/1. Honorable, efficient, and expedited reinstatement, re-accession, and reconciliation of military records is a top priority for the Department of the Navy (DON). Pursuant to the references, this ALNAV recognizes and reinforces an expedited pathway to return to service for former Service Members who were unjustly discharged or departed from service solely for their refusal to receive the Coronavirus Disease 2019 (COVID-19) vaccine. In accordance with the references, these measures will be expedited to mitigate injustices of the COVID-19 vaccine mandate.

2. This ALNAV also directs expedited corrective review of the records of negatively impacted current and former Service Members to remove negative, COVID-related documentation, so that, as appropriate under the references, restoration of pay, entitlements and other benefits may follow. The Navy and Marine Corps will ensure expedited concierge treatment of all current and former Service Members who seek a return to service and record reconciliation. Concierge services will be advertised on all applicable DON platforms to ensure widest dissemination to current and former Service Members.

a. Per references (a) through (m), former Service Members who were unjustly discharged solely for COVID-19 vaccine refusal may be reinstated to

service at their prior paygrade, contingent upon their acceptance of the terms of reinstatement pursuant to reference (c). In accepting reinstatement, former Service Members may be entitled to additional claims for relief, such as, but not limited to, credit and financial compensation for service time lost, benefits, bonuses, advancement, promotion or special selection board consideration, and incurred medical expenses. Broad discretion will be applied within the DON for reinstatement of former Service Members who were unjustly discharged due to the defunct COVID-19 vaccine mandate.

b. Per references (a) through (m), negatively impacted former Service Members who resigned or departed from service upon expiration of their service commitment solely due to the COVID-19 vaccine mandate may also be entitled to reinstatement at prior paygrade and additional claims for relief as detailed in section 2(a) above. Pursuant to references (c) and (e), those former Service Members may provide documentation of the unjust and/or coercive nature of their discharge as a direct result of their refusal to receive the COVID-19 vaccine such as, but not limited to, an adverse re-enlistment code (i.e., RE-3 or RE-4 re-enlistment code), separation codes for misconduct (i.e. JKQ, HKQ, and GKQ), unfavorable discharge characterizations (i.e., "general (under honorable conditions)" or "other than honorable"), and/or adverse separation narrative. Former Service Members who cannot demonstrate the unjust nature of their discharge continue to be eligible for return to service via existing re-accession or re-enlistment pathways.

c. A negatively impacted current or former Service Member is anyone who, as a direct result of the COVID-19 vaccine mandate, experienced damage to their career, including, but not limited to, adverse formal or informal counseling, letters of reprimand, inconsistent or adverse evaluations or fitness reports, withholding of training, professional military education opportunities and/or advancement testing, removal from positions of leadership or command, reassignment from operational or career enhancing tours, failure to promote, inability to re-enlist at end of obligated service, inability to execute permanent change of station transfer, and inability to execute Inactive Duty Training or Annual Training reserve requirements. In reviewing requests for reinstatement and/or relief for negatively impacted current or former Service Members, the Board for Correction of Naval Records (BCNR) should exercise broad discretion, consistent with the references and this ALNAV.

3. Records Correction. BCNR and Naval Discharge Review Board (NDRB) will prioritize COVID-19-related requests for relief from current and former Service Members per references (c) through (e), (g), and (j), subject to existing statutorily specified priority consideration for post-traumatic stress disorder, traumatic brain injury, and military sexual trauma.

a. NDRB will expedite the proactive review of personnel records and discharge characterizations for those unjustly discharged solely due to COVID-19 vaccine refusal.

Per references (e) and (n), NDRB will grant characterization of service upgrades to "honorable," and change the narrative reason for separation (i.e., to "Secretarial Authority"), Separation Program Designator codes, and Reentry codes to an immediately-eligible-to-reenter code of eligible former Service Members. NDRB will provide monthly reports per reference (l), with an initial report to Secretary of the Navy (SECNAV) via Assistant Secretary of the Navy (Manpower & Reserve Affairs) (ASN (M&RA)) no later than 1 May 2026, and subsequent reports by the first of each month thereafter. Proactive review of records must be complete by 10 December 2026.

b. Current and former Service Members who were negatively impacted due to the defunct COVID-19 vaccine mandate may also seek reconciliation of their

service records via application for record correction to BCNR. As provided in references (d) and (e), adverse actions in a Service Member's record associated with the defunct COVID-19 vaccine mandate or request for exemption or waiver of the COVID-19 vaccine mandate should be removed. Relief under this paragraph is also available to those who did not submit a COVID-19 vaccine accommodation or waiver request due to the futile process that afforded little or no likelihood of success.

c. Consistent with the references and this ALNAV, BCNR should exercise broad discretion in providing appropriate corrections to the records of negatively impacted current and former Service Members affected by the defunct COVID-19 vaccine mandate. All packages will receive expedited processing and will be reviewed and evaluated per references

(a) through (n).

d. BCNR will transmit decisions to proper entities, to the COVID Cell established below as applicable, and to the petitioner.

e. Any full or partial denials of relief by BCNR, in cases brought by current or former Service Members and related to the COVID-19 vaccine mandate, will be subject to review by ASN (M&RA) for final action pursuant to reference (q).

f. BCNR will provide bi-weekly metrics to ASN (M&RA) of average time to adjudicate and process reinstatement applications for former Service Members. Metrics should include time from application receipt to board date to notification to the COVID Cell and/or letter mailed to petitioner. Metrics should also include reinstatement applications submitted, boarded cases, applications in process and cases administratively closed.

g. BCNR will provide bi-weekly reports to the DON COVID Reinstatement and Reconciliation Task Force (R2TF) of the status of requests for relief by current and former COVID-19 mandate negatively impacted Service Members. Reports will include docket number, petitioner's name, service, current or pre-discharge rank and active or reserve status, discharge date and characterization /narrative/ separation and re-entry code (if applicable) and the following dates and actions: receipt of DD Form 149, board decision, ASN (M&RA) decision (if applicable), board decision notification to the COVID Cell and/or letter mailed to petitioner.

4. Restoration of Recouped Bonus Payments. Per reference (m), Service Members unjustly discharged for refusing the COVID-19 vaccine, who were required to repay the unearned portion of their bonus, incentive pay or similar benefit upon discharge, and who are not seeking reinstatement, may be entitled to discharge of debt pursuant to further guidance to be issued by the Office of the ASN (M&RA).

5. Outreach to current and former Service Members. The Navy and Marine Corps will each establish a COVID Cell under the oversight of the DON R2TF. The COVID Cell will focus on reinstatement and reconciliation of negatively impacted Service Members and will consist of personnel who have expertise in the following areas: military personnel policy, manpower planning/detailing/assignments, compensation, prior service recruiting, advancement and special selection boards, and reserve affairs. The COVID Cell will be fully supported by all levels of command. The COVID Cell will direct former service members to the appropriate Recruiter for screening via the process established pursuant to references (a) through (n).

a. Per references (c) and (j), the COVID Cells will contact all individuals identified by paragraph 2(a) above via mail, email, and phone call to invite former Service Members unjustly discharged to return to service. The COVID Cells will brief interested individuals on the benefits and requirements of reinstatement in the Navy and Marine Corps per DON,

Defense Health Agency (DHA), and Defense Financial Accounting Service (DFAS) standards. If the former Service Member expresses interest in returning to service, the COVID Cells will direct these individuals to the geographically appropriate Recruiter. A Recruiter and the COVID Cell will assist former Service Members through the reinstatement process.

b. The COVID Cells may provide information to negatively impacted current and former Service Members regarding procedural requirements associated with requests for relief from BCNR, NDRB, DFAS, and DHA, but may not assist in drafting petitions for relief, or act as agent or representative of a current or former Service Member. Per reference (d), currently serving negatively impacted Service Members may also utilize the COVID Cell for assistance in submitting a request for correction of harms, injustices, or other career setbacks solely related to the Service Member's principled refusal to receive the COVID-19 vaccine and/or request for administrative, religious, or medical accommodation for exemption from the defunct COVID-19 vaccine mandate. For current Service Members, the COVID Cell will assist the individual with the BCNR process established pursuant to reference (q). For negatively impacted current or former Service Members not identified in paragraph 2(a) above, the COVID Cells' official email and phone number, as listed below, will be publicized via outward-facing Service Public Affairs platforms.

6. Reinstatement Process. Per references (c) and (j), former Service Members seeking reinstatement will receive concierge treatment and reinstatement. This streamlined, expedited process will include a warm handoff at each stage until the reinstated Service Member receives applicable reimbursements, advancement or promotion and ultimate duty station or reserve unit assignment.

a. Once the former Service Member has expressed a desire to return to service, the Recruiter will engage with the COVID Cell to report the contact and begin tracking the former Service Member's progress through the reinstatement process. Recruiters and the COVID Cell will remain a part of the reinstatement process until the former Service Member accepts reinstatement and arrives at his or her ultimate duty station or reserve unit assignment. The Recruiter and the COVID Cell will continue to track the Service Member until reinstatement is complete as defined in paragraph 6(i).

b. Per references (c) and (j), the COVID Cell may transmit the former Service Member's DD Form 149 "Application for Correction of Military Record" with supporting documents to BCNR after the member signs the form, attesting to its accuracy and providing authority to access and review his or her records. The COVID Cell will facilitate a Reinstatement Advisory Opinion with information regarding the member's career trajectory but for their unjust discharge, including potential for advancement, promotion, or special selection board eligibility, qualification for reenlistment bonuses, dates of applicable active or reserve service credit, identification of adverse information pertaining to the COVID-19 vaccine mandate from records, pay and other entitlements, or any other applicable matter that will accompany the former Service Member's request for relief to BCNR.

c. The COVID Cells will liaise with Navy Personnel Command (PERS), and Marine Corps Manpower Management (MMPB)/Manpower & Reserve Affairs (M&RA), as applicable, for an initial estimate of entitlement to all applicable incentives such as back pay, benefits of service, eligibility for advancement, promotion, or special selection boards, length of service increases, rating/paygrade upon reinstatement, DHA benefits, bonuses, and restoration of military records, as well as duty station or reserve unit assignment. Assigned personnel at PERS/MMPB-M&RA will assist the COVID Cell

in navigating specific service questions. See Financial Compensation Processes in paragraph 7 below.

d. Per references (c), (h) and (j), the former Service Member will be informed of PERS/MMPB/M&RA recommendations and estimates prior to submission of the BCNR package. The former Service Member will be advised that these recommendations and estimates are not final and are non-binding subject to adjudication by BCNR and confirmation by DFAS, DHA and PERS/MMPB/M&RA. If, upon review of the recommendations and estimates, the former Service Member declines to proceed with the reinstatement process, the COVID Cell will document the declination, the reason for declination, and the reinstatement package will not be routed to BCNR. The former Service Member will not make a binding commitment to reinstatement until final adjudication is received from BCNR and entitlements, benefits, and duty station assignment are determined by PERS/MMPB/M&RA, DFAS and DHA.

e. Recruiter will coordinate with the former Service Member and Military Entrance Processing Station (MEPS) or local military medical treatment facility (MTF) for special-category VIP treatment and priority scheduling of the medical screening utilizing retention (vice recruiting) criteria per references (i) and (p). Military physical examinations must be completed via Department of Defense Forms 2807-1 and 2808; however, if a former Service Member has completed these forms within the previous 36 months, an updated medical screening is not required.

f. Per reference (c), the former Service Member will have 60 days to accept reinstatement after receipt of the final DFAS compensation pay estimate. The former Service Member may delay reinstatement until notified of all determinations of benefits of service, including entitlements; eligibility for advancement, promotion or special selection boards; length of service; rating upon reinstatement; duty station or reserve unit assignment; and DHA reimbursements. After review of these decisions and calculations, if the former Service Member declines reinstatement, the COVID Cell will document the reason for declination of reinstatement by the former Service Member with no further action required.

g. Former Service Members who accept the terms of reinstatement per reference (c) will be processed back into service on active-duty or reserve status as desired per reference (r).

h. Former Service Members will report to the appropriate Recruit Training Command, specialty school, duty station assignment, or Navy Reserve Center, as applicable.

While at designated accession location, the COVID Cell will ensure that all entitlements, promotions, and reimbursements determined by BCNR, PERS/MMPB/M&RA, DFAS, and DHA are received prior to or soon after the reinstated Service Member reaches his or her ultimate duty station or reserve unit per reference (j).

i. To meet reporting requirements in reference (c), the COVID Cell will submit a final summary to SECNAV via ASN (M&RA) certifying a fully reinstated Service Member. Full reinstatement is achieved upon the reinstated Service Member's report to ultimate assignment or reserve unit, final payment of all reimbursements, correction of records, and advancement or promotion, as warranted.

7. Financial Compensation Process. Pursuant to references (c) through (h), former Service Members who were unjustly discharged solely for COVID-19 vaccine refusal are entitled to reimbursement of lost compensation, contingent upon their acceptance of the terms of reinstatement pursuant to reference (c). This compensation is subject to offsets in the amount of the former Service Member's earnings while separated from service, per reference (s), paragraph 3.1.6, and reference (c), Attachment 1.

a. The COVID Cell will assist the former Service Member to identify at time of discharge: Basic Pay; Basic Allowance for Subsistence; appropriate Basic Allowance for Housing; any applicable Cost of Living Allowance; any bonuses payment recouped as a result of separation; any bonus payment earned during separation period; and offsets. The former Service Member will submit this information to DFAS for an initial estimate of pay.

b. The COVID Cell will assist former Service Members liaise with DFAS for submission of documentation for possible offsets for their backpay payment to include: wages earned from jobs or self-employment during separation period; payments received from the Department of Veterans Affairs during the separation period (e.g., VA disability); Navy/Marine Corps Separation payments; Lump Sum Leave payments (with leave restored); leave accrued by reasons of additional dependency (i.e., parental leave), Navy/Marine Corps-related life insurance payments; Thrift Savings Plan contributions; and Department of Defense debts. Education entitlements, excluding Monthly Housing Allowance (MHA) for former active-duty Service Members, are not subject to offset or recoupment (i.e., Post 911 GI Bill or Montgomery GI Bill).

c. Any financial benefit to the former Service Member may be subject to federal and state tax withholding. The financial benefit determination may also be impacted by major life changes during the former Service Member's separation (e.g., marital status; change in dependent status). Such life changes will require proper documentation for submission to DFAS.

d. Upon submission of a completed compensation package to DFAS, the COVID Cell will track the DFAS submission until a financial compensation estimate is provided to the former Service Member. The COVID Cell will ensure DFAS compensation estimates are correct and do not include incorrect reimbursement or offset calculations. The COVID Cell will request itemized pay and allowances as well as offsets if not provided by DFAS. The COVID Cell will assist the former Service Member liaise with DFAS for compensation and offset issues.

e. The COVID Cell will assist the former Service Member identify reimbursable medical expenses and required documentation, to include insurance premiums and other such costs, to submit to DHA. The COVID Cell will assist the former Service Member liaise with DHA questions pertaining to specific medical expenses and costs.

8. Assignment. Reinstated, re-accessed and reenlisted Service Members will be assigned by respective community detailers with preference to individual Service Member requests and community/career alignment. Personnel commands will liberally offer incentives to returning Service Members such as duty station reference, appropriate reclassification or redesignation, and geographic stability subject to mission requirements pursuant to reference (f). Service Members will be provided assignment options prior to accepting reinstatement.

9. Reporting. The Navy and Marine Corps COVID Cells will provide monthly reports to the SECNAV via ASN (M&RA) and the DON COVID R2TF. Monthly reports will include the number of former Service Members contacted for reinstatement, the method of contact of these former Service Members, the number of requests for reinstatement received by the COVID Cell/Recruiters, the rank and grade of each requestor, the date of request for reinstatement, the current stage of each request, the number of requests pending at BCNR, the date of submission for the longest pending package at BCNR, the number of determinations received from BCNR, the number of accepted/rejected determinations by BCNR, the number of reinstated Service Members currently at RTC or specialty school, the number of reinstated Service Members who have

returned to the fleet, and the number of Service Members who have been fully reinstated.

10. Points of Contact:

- a. Navy COVID Cell: Navy_covid@us.navy.mil and
901-874-9284
- b. USMC COVID Cell: smb_mm_covid_reinstatement@usmc.mil
and 703-784-9284

11. COVID Cell oversight. The DON COVID R2TF will exercise oversight of the COVID Cells and provide necessary support for operations. If a negatively impacted former or current Service Member is unable to navigate the above pathway or is unable to receive concierge service for reinstatement or reconciliation, he or she should be directed to ASN (M&RA) via Director, COVID R2TF at: SN.COVID.TaskForce@us.navy.mil.

12. Released by the Honorable Hung Cao, Acting Secretary of the Navy.//

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