


State of Louisiana



EXECUTIVE DEPARTMENT
OFFICE OF THE GOVERNOR
EXECUTIVE ORDER NUMBER JML 25-048

RETURN TO IN-OFFICE WORK

WHEREAS, the State of Louisiana is committed to serving its citizens effectively, efficiently, and with accountability at all times;

WHEREAS, it is in the best interest of Louisiana's citizens for state employees to return to physical offices or facilities to enhance public service and maximize the use of state-owned assets;

WHEREAS, many leading private sector employers have recently increased in-person work requirements;

WHEREAS, the federal government has recently increased in-person work requirements;

WHEREAS, research continues to affirm that in-person work promotes collaboration, cohesion, efficiency, and accountability for employees and supervisors;

WHEREAS, ongoing disparities across departments and within job classifications for state employees have created issues of fundamental fairness and difficulty in recruiting employees to some departments;

WHEREAS, increasing in-office work expectations for state employees will promote public trust;

WHEREAS, pursuant to R.S. 39:4, the Division of Administration oversees all administrative functions of the state as outlined in law;

WHEREAS, pursuant to R.S. 39:8, the Governor may delegate authority to the Commissioner of Administration as he deems necessary;

NOW THEREFORE, I, JEFF LANDRY, Governor of the State of Louisiana, by virtue of the authority vested in me by the Constitution and laws of the State of Louisiana, do hereby order and direct as follows:

Section 1: All existing telework arrangements shall end no later than June 30, 2025, except those that are medical accommodations approved in accordance with the policies of the respective state department, agency, board, or commission as required by R.S. 46:2594.

Section 2: No later than June 30, 2025, all state departments, agencies, boards, and commissions under the Governor's authority shall require their employees to perform their duties at a designated physical office or facility.

Section 3: No later than May 15, 2025, the Commissioner of Administration shall issue a policy in furtherance of this directive. This policy shall provide guidelines and limitations to ensure uniformity by departments, agencies, boards, and commissions. The Commissioner of Administration, upon request of an agency head, may approve exceptions to this directive. Any such exception shall be in conformity with the policy guidelines and limitations to be issued by the Commissioner of Administration.

Section 4: All departments, agencies, boards, commissions, and officers of the state, and any political subdivision thereof, are authorized and directed to cooperate in the implementation of this Order.

Section 5: All departments and agencies not subject to my authority, including those under the authority of independent elected statewide constitutional officers, are strongly encouraged to implement and comply with the policy and guidelines to be issued by the Commissioner of Administration.

Section 6: This Order is effective upon signature and shall continue in effect until amended, modified, terminated, or rescinded by the Governor, or terminated by operation of law.

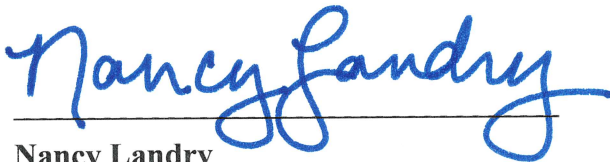


IN WITNESS WHEREOF, I have set my hand officially and caused to be affixed the Great Seal of Louisiana in the City of Baton Rouge, on this 23rd day of April 2025.



Jeff Landry
GOVERNOR OF LOUISIANA

ATTEST BY THE SECRETARY
OF STATE



Nancy Landry
SECRETARY OF STATE