

Current changes to the Infection Protection Act – Employees-list-mail from Karsten Gerlof, 22 November 2021

Dear employees of the university,

As of this Wednesday, Nov. 24, 2021, amendments to the Infection Protection Act (“Infektionsschutzgesetz”) will come into force, affecting in particular the issues of “3G in the workplace” and the home office requirement.

3G principle in the workplace: All employees must be vaccinated, tested, or have recovered from the SARS-CoV-2 coronavirus before entering the workplace. Proof of the 3G status is provided by presenting the yellow vaccination passport or the vaccination certificate via an app, a valid proof of recovery, or a test result proving the absence of infection with the SARS-CoV-2 coronavirus. **Please bring the relevant document with you.** This documentation must be checked and documented by your supervisor.

We would like to appeal to those who have not yet been vaccinated to take up an offer of vaccination. Anyone who **cannot prove they are fully vaccinated or recovered** and therefore needs to be tested to meet 3G status requirements can do so at one of the providers of the so-called “free citizen tests” (“kostenlose Bürgertests”). This test must not date back more than 24 hours, except in the case of the use of PCR tests or comparable procedures (in this case, the relevant test must date back no more than 48 hours). As you can read in this morning’s information e-mail from the Occupational Safety Unit, also the corresponding testing offers are now resuming on certain days at the three campuses of the university. Alternatively, self-testing before the start of your workday is also permitted on site and under supervision, but supervisory personnel must first be trained for this purpose.

In addition to the introduction of the 3G principle, the “home office requirement”, which had expired in the meantime, is now coming back into force: For office jobs or comparable activities, employers are to **offer** employees the opportunity to **carry out these activities from their home offices**. However, this does not apply if there are any compelling operational reasons preventing this. Employees are to **accept this offer** unless there are reasons on their side that prevent them from doing so.

What are the current rules at the UP?

Compelling operational reasons against working from a home office may include, among other things, important services for students and other members of the UP that can only be provided if the employee is on site. For employees in our technical and administrative services the following applies: Whether it is possible for you to work from home depends on the concept of the UP department in which you work. For academic staff members, working from home should be possible as a general rule, but there are various situations in which your presence on site will be required, such as face-to-face teaching, lab work, or some examinations. You can find the university-wide framework regulations on remote work for academic employees at [this link](#) and for employees in the administrative and technical services at [this link](#). If you have any questions about this, please contact your supervisor or Division 3.

The **Hygiene Concept of the university** continues to apply and is binding for everyone. Its latest version is available at [this link](#). This is to ensure safe university operations during the pandemic. However, this will only succeed with the help of all of you. Please follow all of the rules laid out in the concept as far as they pertain to your work environment.

You can find further extensive, continuously updated information on all COVID-19 regulations on the [COVID-19 information website for UP employees](#).

Kind regards and first and foremost: stay healthy!

Karsten Gerlof