



Pandemic: 3G regulation at the workplace & home office

On November 18 and 19 November, 2021, respectively, the Bundestag and Bundesrat passed the amendment to the Infection Protection Act. It will come into force on Wednesday, 24 November, 2021.

In order to contain the pandemic and for the personal protection of all, Humboldt University employees are to work increasingly from their home offices, if possible. In addition, the law now makes 3G mandatory in the workplace. This means that employees may only enter the workplace if they are either fully vaccinated against the SARS Cov2 virus, recovered from a Covid infection, or tested negative for it. The presence of 3G requirements must be demonstrated by all employees and monitored and documented by employers.

The new regulation is designed to protect everyone. However, it is not uncontroversial in all circles of society. Through mandatory 3G in the workplace, this societal discourse directly impacts working life as well. The university management supports the concern of the new regulation. However, it is also aware that some members will find the new regulation a burden. However, the law must be implemented. The university management therefore urgently appeals for support in the implementation, so that the pandemic can hopefully soon be conquered.

Implementation of the 3G obligation at Humboldt-Universität

Humboldt-Universität implements the law as follows:

- The management of the employment areas (deaneries, institutes, departments, etc.) designate, as appropriate, persons to whom the employees prove their 3G status.
- For vaccinated and convalescent patients, the status only needs to be proven once.
- Employees who are neither vaccinated nor recovered must present a negative test daily at the beginning of each attendance workday. The test must not be older than 24 hours, for PCR tests not older than 48 hours.
- The name of the employee, the type of evidence, the date of the check and the name of the person carrying out the check are recorded in a list. For convalescents, the end date of the convalescent status is also documented.
- Evidence must be carried by employees, presented for inspection, or may be deposited in the employment office.
- In the case of a required test proof: Since the test status must be proven at the start of work, the employees must coordinate the daily start of work with the control persons. The possibilities of a flexible start of work are limited in this respect.
- Performance of the tests is a legal obligation and a prerequisite for employment. The test centers set up by HU are available to every employee twice a week.
- Test time is not considered working time.
- There is no testing/verification requirement for home office or mobile working.

[For further reading: Overview of different detection variants](#)

[At a glance: Rapid test centers at Humboldt-Universität](#)

Ensuring data protection

To ensure the security of personal data, the following must be observed:

- The lists of evidence must be kept protected from unauthorized inspection and must be presented upon request to the supervisory authority, divisional management, management or the pandemic officer.
- The proof of vaccination, convalescence and testing may only be processed by the HU insofar as this is necessary for the purpose of proof control. In addition, the data may be used in the adaptation of the operational hygiene concept. Processing for any other purpose is not permitted. The data must be destroyed no later than six months after collection.

Consequences

Employees who do not provide the proof are to be rejected. If work in the home office is not possible, there is no entitlement to remuneration. Corresponding cases are to be reported to the personnel departments.

The mere unwillingness to prove one's 3G status does not entitle the employee to refuse to work in the presence of others or to work from home. According to the information provided by the Federal Ministry of Labor and Social Affairs, refusal to provide proof of status can result in considerable consequences under employment or service law in individual cases (up to and including dismissal; in the case of civil servants, initiation of disciplinary proceedings).

Work from home

Employees of Humboldt-Universität should work in a home office if possible. Planning shall take place in consultation between supervisors and employees. In order to continue to effectively counter infection risks in the company, the workload is to be reduced to a maximum of 50 percent of the available workstations.

The basis for working in a home office is the service agreement on mobile working that was communicated last week. HU employees can read the full service agreement and accompanying tips on occupational health and safety, data protection and information security on the intranet on the "Mobile Working" page.

[To the "Mobile work" page on the intranet](#)

Further information

Questions and answers related to current pandemic containment efforts can be found bundled at hu-berlin.corona.



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