

*UPDATE: Art. 28 CTA II applies in regards to vaccination appointments at official vaccination centers if the requirements of paid leave are met. Paid leave must be requested and approved via leave request (USAFE Form 857) prior to the exemption, afterwards a confirmation of the appointment must be provided. This rule set also applies to vaccinations provided at Air Force / Department of Defense installations.*

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**Sent:** Friday, March 26, 2021 8:45 AM

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**Subject:** A1K guidance - paid time-off for LN employees in Germany - attending vaccination appointments at vaccination centers

Commanders/Directors -

Below please find the A1K Guidance regarding paid time-off for LN employees attending vaccination appointments at vaccination centers in Germany.

We remain postured to advise and assist. Please address specific questions to the Local Nation EMR Section, DSN 480-5365, [86FSS.CPF.LN-EMR@us.af.mil](mailto:86FSS.CPF.LN-EMR@us.af.mil).

V/R

//SIGNED//

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## **A1KC Guidance**

ALCON,

Hereby, the following guidance is provided:

**SUBJECT:** Paid time-off in the event of attending vaccination appointments at a vaccination center for Local National Employees in Germany

**BLUF:** Until further notice, LN employees are granted paid release from duty for the time needed to attend vaccination appointments at an official vaccination center (including travel time to and from vaccination center); proving documentation must be provided, e.g. certificate with date/time of the vaccination appointment. As soon as vaccinations can also be administered outside the vaccination centers, the general provisions IAW the collective tariff agreement (CTA II) will apply only unless a supplementary policy decision will be made again.

**BACKGROUND:** Corona vaccinations are currently administered exclusively in vaccination centers, with a few exceptions. In addition, the available vaccine is still scarce, so that the population in Germany cannot yet be extensively vaccinated. An easing of the situation with regard to the availability of the vaccine is expected soon, and general practitioners as well as company physicians, among others, are to be included in the vaccination strategy. As long as vaccinations are administered primarily in vaccination centers, persons willing to be vaccinated have no influence on the allocation of appointments, so that paid time-off is appropriate for attending the vaccination appointment at a vaccination center, especially since such an employer decision can either help to promote the willingness to be vaccinated, in particular to also attend the appointment offered. Immunization against COVID-19 by vaccination is also in the interest of the employer, as this can speed up a return to normality in work processes.

VR

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**TRANSLATION:**

**SUBJECT:** Bezahlte Freistellung für Local Nationals zur Wahrnehmung von Impfterminen in Impfzentren

**BLUF:** Bis auf weiteres werden Local Nationals für die erforderliche Zeit zur Wahrnehmung von Impfterminen in Impfzentren bezahlt freigestellt (inkl. Fahrzeit zum Impfzentrum). Ein entsprechender Nachweis ist zu erbringen, z.B. eine Bestätigung über Datum und Uhrzeit des Impftermins. Sobald Impfungen auch außerhalb von Impfzentren durchgeführt werden, finden die allgemeinen Bestimmungen des Tarifvertrages (TV AL II) Anwendung, sofern keine andere Grundsatzentscheidung getroffen wird.

**BACKGROUND:** Bis auf wenige Ausnahmen werden Coronaimpfungen derzeit ausschließlich in Impfzentren durchgeführt. Zudem ist der verfügbare Impfstoff knapp, so dass die Bevölkerung in Deutschland noch nicht flächendeckend geimpft werden kann. Es wird erwartet, dass sich die Situation hinsichtlich der Verfügbarkeit des Impfstoffs entspannt und unter anderem auch Haus- und Betriebsärzte in die Impfstrategie einbezogen werden. Solange Impfungen vorrangig in Impfzentren durchgeführt werden, haben Impfwillige keinen Einfluss auf die Terminvergabe, so dass eine bezahlte Freistellung für die Wahrnehmung des Impftermins in einem Impfzentrum angemessen ist. Eine solche Entscheidung des Arbeitgebers kann zudem die Impfbereitschaft fördern, insbesondere auch den angebotenen Termin wahrzunehmen. Eine Immunisierung gegen COVID-19 durch Impfung liegt auch im Interesse des Arbeitgebers, da dadurch eine Rückkehr zur Normalität im Arbeitsablauf beschleunigt werden kann.