

COVID-19

Information for Germany



COVID-19 – Current Data and Insights

As of April 29:

- Germany has the 3rd highest number of confirmed cases in Europe – 160k cases
- 6,314 deaths, lowest death rate in Europe
- Bavaria, North Rhine-Westphalia and Baden-Württemberg are hardest hit
- Most COVID-19 patients are:
 - 35 to 59 years old (74%)
 - Men are affected slightly more often than women
 - Median age is 48
- 87% of deaths are of persons 70 years of age or older
- Hospital outlook better than most countries – 29.2 critical care beds/100,000 people, second behind the US (34.7), Italy (12.5), Spain (9.7) * Statista

COVID-19 Restrictions



€1.2 Billion in 2019

COVID-19 Restrictions

Corona restrictions in



Face masks are recommended in shops and on public transport



Shops with $\leq 800\text{m}^2$ retail space may open from **April 20**



Social distancing rules remain in place until **May 3**



Schools will gradually open from **May 4** on



Border controls stay in place for **another 20 days**



Large events, sporting and music events remain banned until **August 31**



Religious gatherings remain banned



Daycare facilities remain closed



Hotels, restaurants and bars remain closed



Important to note that some of these dates and requirements vary by state

COVID-19 – Travel

- **Visas in progress or set to renew during close down are temporarily extended**
- On March 17, 2020
 - Germany closed its borders to all non-EU/Schengen nationals this will extend until April 15, 2020. This is subject to change.
 - Travel warning against all non-essential travel abroad. Extended to June 14.
 - Exceptions are long-term residents, family members of EU nationals and diplomats, cross-border and healthcare workers and people transporting goods.
- Anyone (exceptions for particular industries and workers) entering Germany are subject to a 2 week mandatory quarantine.
- Passengers arriving from China, Italy, France, Iran, Japan or South Korea have stricter measures.

COVID-19 – Travel

US Specific:

- The U.S. Embassy in Berlin and Consulates General Frankfurt and Munich are only offering emergency services.
- U.S. citizens intending to return to the United States should do so immediately. Condor, United Airlines and Lufthansa still have some direct flights from Frankfurt to Seattle, Newark, NJ and Chicago.
- Flight availability continues to decrease.

COVID-19 – Profion Current Status

- 100% of staff is working
- Most are in home office, will slowly start to return to office starting May 4.
- Always 2-3 people in office to handle critical items such as mail, any paper claim handling, etc.
- No disruption in service

COVID-19 – How do our Benefits Pay

Disability: Coverage as usual for disability resulting from COVID-19, according to the terms of the benefit plan.

Life: Coverage as usual according to the benefit plan.

IMPORTANT NOTE: *If the employee has traveled to a region prohibited by a travel warning from the Foreign Office of the Federal Republic of Germany a death claim could and most likely would be denied.*

COVID-19 – Health Insurance

- Statutory and Private health insurance companies cover the medical treatment costs of COVID-19.
- Since February 28, 2020, health insurance companies have been covering in full medically necessary coronavirus tests. The doctor decides whether a patient should be tested.
- When travelling abroad, it is usual and recommended in Germany to take out private health/travel insurance. This covers the costs of treatment abroad that is not covered by the statutory health insurance.

COVID-19 – Key Employer Information

COVID-19 General Overview of Leave Scenarios

	STD	State Sick Leave	State Disability Programs
EE Diagnosed with COVID-19	Yes. Employer required to continue full salary for 6 weeks.	After 6 weeks, the employee's health insurer pays the sickness benefit for a further 72 weeks.	Likely approved if employee does not recover and unable to work for at least 3 hours a day.
EE Family Member Diagnosed with COVID-19	No	Home Care Leave Act allows employees time off to care for sick relatives.	May apply.
EE quarantined for suspected COVID-19 infection by employer or health authorities	Yes. Either employer or authorities to continue pay.	N/A if employee is not sick.	N/A
EE self-quarantine for suspected COVID-19 infection	No	No	No
EE refuses to work due to fear of infection	No	No	No
Employee is well but worksite is closed due to COVID-19	Depending on who closes the worksite, either the employer or the state is required to continue full pay for 6 weeks. After that employee receives the sickness benefit amount.	Likely not approved.	If closure ordered by the state, employer can request a refund of salaries paid from the state.

COVID-19 – Key Employer Information

Tenants

- Tenants may not be given an eviction notice in the next three months if they can prove that their inability to pay due to the pandemic.
- The obligation to pay remains, but is suspended.
- Those who cannot pay utilities due to the crisis can not be cut off.

Parents - The Protection Against Infection Act

- Working parents, including foster parents and those in insignificant employment
- Having at least one child (under the age of 12 or disabled)
- Has no reasonable access to childcare due to official closings,
- Eligible for compensation of 67% of their monthly net income (maximum €2,016) for up to six weeks.
- Payment is made by the employer, then submitted for reimbursement to state authority.

Employees

- The federal government has enabled Kurzarbeit - short-term work benefits, as it did during the financial crisis of 2008/2009.

COVID-19 – Key Employer Information

Kurzarbeitergeld – Reduced hours compensation benefit.

The government employment agency pays partial compensation for a loss of earnings caused by a temporary cut in working hours. This reduces the costs faced by employers in the context of employing workers, and enables companies to continue to employ their workforce even in the event of a loss of orders. In other words, the short-time allowance helps to prevent job losses.

As of April they are lightening eligibility requirements:

- Reduction of the minimum ratio of the employees in a company affected by shorter working hours to 10%
- Partial or complete waiver of the need to build up a negative balance in working hours
- Reduced hours compensation benefit will also be available to temporary/agency workers
- Complete reimbursement of social security contributions by the Federal Labour Office

COVID-19 – Key Employer Information

A „Protective Shield for Employees and Companies” – a package of measures to protect jobs and support companies, was put into place by the Ministers of Finance and Economic Affairs and Energy.

4 Pillars:

1. **Making reduced hours compensation benefit (Kurzarbeitergeld) more flexible**
2. **Tax-related liquidity assistance for businesses** - deferring tax payments and reducing prepayments and late-payment penalties will be waived until 31 December 2020 in certain circumstances due to the pandemic.
3. **A protective shield for businesses** – Impacting business loans
4. **Strengthening European cohesion** – Supporting a united response in the EU regarding financial implications across borders.

COVID-19 – Key Employer Information

German authorities are strongly recommending that employees work from home where possible. If they return to work then the following must apply:

- A distance of 1.5 meters between customers and colleagues must be maintained at the workplace, including when outdoors and in vehicles. This should be implemented with appropriate barriers and markings. Where separation by barriers is not possible, the employer must provide face masks to employees, customers and service providers.
- Tools and equipment should be used on a personal basis wherever possible.
- Employers should implement individual protection measures for employees in risk groups. Employers should also develop operational routines in preparation for future pandemics (e.g. a company pandemic plan).
- Processes in the company should be organized in such a way that the employees have as little direct contact with each other as possible. Shift changes and breaks should be organized accordingly.
- Employers must provide additional hygiene precautions such as disinfectant dispensers.
- Employees with COVID-19 symptoms must be requested to immediately leave work or stay at home. The employer should have provisions to identify and inform those persons (employees and, where possible, customers) who are at risk of infection through contact with infected persons.

COVID-19 – Important Numbers and Websites

- **If you have symptoms:**

- Federal Ministry of Health corona hotline: **030 346465100**
- Emergency telephone number for the treatment of patients: **0800 0117722**
- Emergency medical service: **116117**

- **Federal Ministry of Health:**

- <https://www.bundesgesundheitsministerium.de/en/en/press/2020/coronavirus.html>
- https://www.bundesgesundheitsministerium.de/fileadmin/Dateien/3_Downloads/C/Coronavirus/Merkblatt-Bildungseinrichtungen-Coronavirus_EN.pdf

- **Robert Koch Institute:** https://www.rki.de/DE/Content/InfAZ/N/Neuartiges_Coronavirus/Risikobewertung.html

- **Federal Foreign Office:** <https://www.auswaertiges-amt.de/de/ReiseUndSicherheit/covid-19/2296762>

- **Federal Office for Health Education:**

- <https://www.bzga.de/aktuelles/2020-03-03-bzga-informationen-zum-neuartigen-coronavirus-fuer-bildungseinrichtungen/>
- https://www.rki.de/DE/Content/InfAZ/N/Neuartiges_Coronavirus/Transport/Poster_Information_Reisende_chi na.pdf?__blob=publicationFile

How to contact Profion

If you have any questions, please feel free to contact us – we are happy to help!

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