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Title:	Testing of TBU Employees and Other Measures Connected with the Prevention of Spread of the COVID-19 Disease at TBU Constituent Parts
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PART ONE

Article 1 Basic provisions

Rector of Tomas Bata University in Zlín (hereinafter referred to as "TBU Rector") has issued this internal regulation in accordance with the Resolution issued by the Government of the Czech Republic and the Extraordinary Measure Ref. No. MZDR 461/2022-1/MIN/KAN issued by the Ministry of Health of the CR, which forms an Appendix to this resolution (hereinafter referred to as "resolution").

PART TWO TESTING OF TBU EMPLOYEES

Article 2 Testing of TBU Employees

- (1) For the purposes of this Decree, TBU employees refer to persons who have an employment relationship to TBU, persons performing work for TBU on the basis of agreements on work performed outside employment relationship, and persons who are present at TBU for the purpose of participation in its activities and who are not subject to the obligation of testing with another employer (e.g. persons taking a traineeship at TBU).
- (2) In accordance with the resolution, a TBU employee is obliged to undergo an antigen test for the detection of the presence of SARS-CoV-2 virus, and that twice a week in such a manner that the employee will take the following test no sooner than the third day after the preceding testing. If a TBU employee is not present in the workplace on the day on which he/she is supposed to undergo testing in accordance with the resolution, he/she shall take the test on the day of his/her arrival in the workplace.

- (3) Testing of TBU employees will be carried out by means of a rapid antigen test (RAT) intended for self-testing (to be used by non-professionals). TBU employees will receive the testing kit sufficiently in advance of the day on which they will be obliged to undergo testing.
- (4) A TBU employee shall take a test prior to arrival in the workplace in a manner enabling him/her to know the result of his/her test before the moment of arrival in his/her workplace.
- (5) The first day of testing is 17 January 2022.

Article 3 Reporting test results

- (1) A testing schedule officer is a person authorized to keep records of the tests taken to the maximum extent specified, namely date of testing, name and surname of the tested persons, date of birth, health insurance number, name of the health insurance company and the result of the test (hereinafter referred to as the “authorized person”).
- (2) The authorized person shall keep records of the tests taken for 90 days. After this period expires, the authorized person is obliged to shred the records of the tests taken and shall take a record of the shredding.
- (3) At the request of the tested employee, the authorized person shall issue a written confirmation of the test taken in accordance with the resolution.
- (4) In the event of a positive test result, the authorized person shall provide information about the employee who has been tested positive to the Vice-Rector for Internal and External Relations without undue delay by email to covid@utb.cz in an encrypted file, and that to the extent specified in Paragraph 1) and the telephone number of the employee, if it is available to the authorized person, i.e. if the employee who has been tested positive has provided it.
- (5) In accordance with the resolution, the Vice-Rector for Internal and External Relations shall inform the Regional Public Health Authority of the Zlín Region (hereinafter referred to as the “RPHA”) in the form of an electronic report about the employees who have been tested positive at TBU, and that no later than the day following the day of testing.

Article 4 Exemptions from testing

- (1) A TBU employee is not obliged to undergo testing if:
 - a) he/she has taken the RT-PCR test for the detection of the presence of SARS-CoV-2 virus within the last 72 hours with a negative result, or
 - b) he/she has taken the rapid antigen test (RAT) for the detection of the presence of SARS-CoV-2 virus within the last 24 hours, which was carried out by a health professional, with a negative result, or

- c) he/she has taken the test with another employer or another legal entity of which he/she is a representative or a member of a body thereof in accordance with the resolution.
- (2) The facts referred to in the previous Paragraph shall be evidenced by the TBU employee by means of a record in the Information System for Infectious Diseases (EU COVID digital certificate or Tečka application) or by means of a confirmation issued by a healthcare service provider or a written confirmation issued by another employer/other legal entity of which he/she is a representative or a member of a body thereof, on the fact that he/she has undergone testing with a negative result in accordance with the resolution.

Article 5 **Positive test result**

- (1) In the event that the result of the test of a TBU employee is positive, the relevant employee is obliged to inform his/her immediate superior without delay and collaborate with the RPHA. The superior shall pass the above-mentioned information to the authorized person without undue delay.
- (2) After a quarantine has been imposed by the RPHA, the employee who has been tested positive shall adhere to the rules for quarantine and observe the instructions given by the RPHA.
- (3) Upon termination of the quarantine, on the first day the employee who has been tested positive is present in the workplace, he/she is obliged to undergo a rapid antigen test for the detection of the presence of SARS-CoV-2 virus in accordance with Article 2 of this Decree.

Article 6 **Other provisions**

- (1) In the event that a TBU employee refuses to take a test in accordance with Article 2, the authorized person is obliged to inform the Vice-Rector for Internal and External Relations without delay in a manner specified in Article 3 Paragraph 4.
- (2) A TBU employee who refuses to take a test in accordance with Article 2 is obliged to observe the obligations specified in the resolution.
- (3) If possible, an obligation to be in contact with other persons only by means of remote communication tools shall be imposed on a TBU employee who is present in the workplace and who refuses to take a test in accordance with Article 2.
- (4) Those TBU employees who perform a type of work whose nature enables working from home – provided that the operating conditions at TBU enable it as well – are obliged to perform their work from home, the so-called home office, to the maximum possible extent, and that upon fulfilling the requirements specified in the relevant internal regulation issued by TBU. Special arrangements to be followed in terms of work from home were announced at TBU in Rector's Decree No. RR/35/2021.

PART THREE PROTECTIVE EQUIPMENT

Article 7 Protective respiratory equipment

- 1) When moving around and staying in TBU buildings, TBU employees are obliged to wear protective respiratory equipment (covering nose and mouth), namely a respirator or similar protective equipment (without an exhalation valve) complying minimally with all technical conditions and requirements (for the product), including the filtration efficiency of at least 94 % in accordance with the relevant standards (hereinafter referred to “protective respiratory equipment”).
- (2) The obligation specified in the previous Paragraph does not apply to the TBU academic staff within their educational activity whose nature does not allow the use of protective equipment (physical training, singing or playing wind and brass instruments, in particular) provided that the academics maintain a distance of no less than 1.5 metres between themselves and other persons or they have been vaccinated against the COVID-19 disease and no less than 14 days have elapsed since the completion of the vaccination regimen according to the Summary of Medicinal Product Characteristics.
- (3) Furthermore, the obligation specified in Paragraph 1 does not apply to TBU employees acting as examiners provided that all persons maintain a distance of no less than 1.5 metres between one another.
- (4) Furthermore, the obligation specified in Paragraph 1 does not apply to TBU employees during the period during which the person performs work in the workplace when this activity is performed at one place without the presence of another person and also if there is more than one employee present at one TBU constituent part/workplace provided that all persons maintain a distance of no less than 1.5 metres between one another.
- (5) Furthermore, the obligation specified in Paragraph 1 does not apply to persons performing a work of art (e.g. a theatrical, dancing or musical performance), persons giving lectures and persons participating in the creation and production of audiovisual work or programme.

Article 8 TBU students

- (1) TBU students shall adhere to a separate Decree issued by the TBU Rector.

Article 9 TBU Halls of Residence and Refectory

- (1) The operation of the TBU Halls of Residence and Refectory shall adhere to the terms and conditions specified in the relevant extraordinary measure issued by the Ministry of Health of the CR and in the relevant Decree issued by the Director of HRR.

Article 10
Final provisions

- (1) In addition to the above-mentioned requirements, TBU employees are obliged to observe other requirements specified in the relevant extraordinary measures issued by the Ministry of Health of the CR (social distancing, sanitization and other hygiene measures).
- (2) The extraordinary measures issued by the Ministry of Health of the CR and currently in force are available on the website:
<https://koronavirus.mzcr.cz/category/mimoradna-opatreni/>.
- (3) This Rector's Decree abrogates the Rector's Decree No. RR/36/2021 and shall be in force until further notice.