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United States Army Europe and Africa
Wiesbaden, Germany

Headquarters
United States Army Installation Management Command
Europe
Wiesbaden, Germany

Army in Europe and Africa Regulation 385-29*

16 January 2026

Safety

Safety and Occupational Health for Local National Employees in Germany

***This regulation supersedes AE Regulation 385-29, 17 November 2005.**

For the Commander:

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Summary. This regulation—

● Implements the Supplementary Agreement (SA) to the NATO Status of Forces Agreement (SOFA) (including Art IX(4) of the NATO SOFA).

● Was coordinated with the *Bundesministerium des Innern* (German Federal Ministry of the Interior), the *Unfallversicherung Bund und Bahn* (German Statutory Accident Insurance Agency, Federal and Rail Services) and the *Bundesministerium der Verteidigung* (German Federal Ministry of Defense).

Summary of Change. This revision—

● Transfers proponency from IMCOM-E to USAREUR-AF.

● Updates appendixes A, C, and D.

● Makes administrative changes throughout (for example, organization names, phone numbers, email addresses, office symbols).

Applicability. This regulation applies to DOD organizations serviced by civilian human resources service centers in Germany, including personnel employed under the *Tarifvertrag vom 16. Dezember 1966 für die Arbeitnehmer bei den Stationierungsstreitkräften im Gebiet der Bundesrepublik Deutschland* (TV AL II) (Collective Tariff Agreement of 16 December 1966 for the Employees of the Stationing Forces in the Federal Republic of Germany). It does not apply to United States Air Forces in Europe/Air Force Africa personnel.

Records Management. Records created as a result of processes prescribed by this regulation must be identified, maintained, and disposed of according to AR 25-400-2. Record titles, descriptions, and retention schedules are on the HQDA Records Management Division SharePoint site at *https://armyeitaas.sharepoint-mil.us/sites/HQDA-CIO-ISES-RMR/SitePages/Records-Management-Division.aspx*.

Proponency. The proponent of this regulation is the Office of Safety, Office of the Chief of Staff, HQ USAREUR-AF (mil 314-537-0391). Users may send comments and suggested improvements to the policy in this regulation by email to *usarmy.wiesbaden.usareur.list.safety-office-mbx@army.mil*.

Distribution. This regulation is available on the Army in Europe and Africa Publications (AEAPUBS) website at *https://armyeitaas.sharepoint-mil.us/sites/aeapubs/* or https://www.aepubs.eur.army.mil/.

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Glossary

1. PURPOSE

This regulation implements the European Community's Safety and Occupational Health Program directives that are German national law according to the *Gesetz über die Durchführung von Maßnahmen des Arbeitsschutzes zur Verbesserung der Sicherheit und des Gesundheitsschutzes der Beschäftigten bei der Arbeit* (*Arbeitsschutzgesetz* (ArbSchG) (Act on the Implementation of Measures of Occupational Safety and Health to Encourage Improvements in the Safety and Health Protection of Workers at Work (German Occupational Safety and Health Act), the *Gesetz über Betriebsärzte, Sicherheitsingenieure und andere Fachkräfte für Arbeitssicherheit* (*Arbeitssicherheitsgesetz* (ASiG)) (Act on Occupational Physicians, Safety Engineers, and Other Occupational Safety Specialists (Work Safety Act)), and other laws and regulations for the safety and health of local national (LN) employees in Germany (app C). Safety and health protection helps—

a. Leaders recognize, assess, and minimize risks.

b. Employees avoid hazards, protect their health, and prevent damages.

c. Units and agencies maintain readiness and complete mission requirements.

2. REFERENCES

Appendix A lists references.

3. EXPLANATION OF ABBREVIATIONS AND TERMS

The glossary defines abbreviations and terms.

4. RESPONSIBILITIES

a. The Office of Safety, Office of the Chief of Staff, HQ USAREUR-AF (USAREUR-AF Safety Office), will—

(1) Transpose, implement, and interpret the requirements of German regulations into Army in Europe and Africa (AEA) regulations as mandated by the NATO Status of Forces Agreement (SOFA), the Supplementary Agreement (SA) to the NATO SOFA, and the Protocol of Signature.

(2) Advise and support the Commanding General, USAREUR-AF, in all safety and occupational health issues.

b. Commanders and heads of agencies will—

(1) Comply with and enforce laws and regulations for safety and occupational health and for accident prevention (apps B through D).

(2) Abate deficiencies.

(3) Appoint safety representatives and a safety and occupational health advisory council (SOHAC).

(4) Appoint and manage LN safety and occupational health professionals.

(5) Ensure that contractors comply with safety and occupational health rules on U.S. installations.

c. Employees will—

(1) Comply with this regulation and other U.S. Forces safety and health regulations and directives.

(2) Use personal protective clothing and equipment.

(3) Report safety deficiencies, hazards, injuries, and occupational illnesses to their supervisor.

5. REGULATIONS

a. NATO SOFA and SA. The application of German safety and occupational health and accident prevention measures is provided in the NATO SOFA, Article IX; and in the SA, Articles 53 and 56.

b. DOD and Army Regulations.

(1) All LN employees are subject to AR 385-10, Occupational Safety and Health Act (OSHA) directives, the Code of Federal Regulations, and the technical bulletins and manuals listed in appendix A.

(2) If guidance conflicts, the policy in AR 385-10, paragraph 1-11, will apply.

(3) The USAREUR-AF Safety Office will resolve conflicts between Army policy and German law (c below) according to the Protocol of Signature (SA, Art 56(3)).

NOTE: DOD elements not under the Department of the Army but represented by the Head Works Council, USAREUR-AF, may issue their own regulations in accordance with DODI 6055.01 but cannot replace this regulation because it implements HN legislation. Where reference is made to AR 385-10 or AEA Reg 385-10 in the following text, this also includes any equivalent regulations of the respective organization.

c. German Safety and Occupational Health Requirements.

(1) For the LN workforce in Germany, the SA affects the U.S. Forces Safety and Occupational Health Program and requires the U.S. Forces to obey the rules of the Receiving State and to enforce relevant regulations and supplements. Separate work safety guidance for different groups of employees must be avoided when implementing German regulatory requirements.

(2) In Germany, the requirements for safety and occupational health are promulgated as a dual system of legislation, governmental laws and ordinances as well as autonomous standards established by the statutory accident insurance carriers.

(3) Legal sources of the German Government are its laws and ordinances. Administrative ordinances and technical rules and guidelines also apply. These ordinances and technical rules prescribe internal administrative directives for agencies supervising the compliance with safety legislation and ordinances. They may generalize and restrict the freedom of interpretation for the authorities. German Government ordinances provide specific rules and instructions for their implementation.

(4) The German Government issues federal legislation on the general provisions for safety and occupational health, which normally lack detailed and specific stipulations. These provisions provide descriptions of protection goals or general legal terms that need to be defined in each case. The safety and occupational health legislation relies on detailed guidance on the protection goals as discussed in subparagraph d below.

(5) Commands and agencies will implement German regulations to ensure that—

(a) Occupational physicians, safety and occupational health professionals, and other specialists who are responsible for occupational safety in federal agencies (as defined in the ASiG) and who support LN personnel are trained and certified according to the requirements of the *Bundesministerium für Arbeit und Soziales* (BMAS) (Federal Ministry of Labor and Social Affairs) and meet the qualifications established by corresponding U.S. Forces regulations.

(b) The duties and responsibilities of safety and occupational health professionals and other safety specialists that are outlined in AR 385-10, chapter 2, are in agreement with German laws and regulations under the NATO SOFA.

(c) A SOHAC is established (AR 385-10, para 1-17; and this reg, para 7a(7)) to meet host nation legal requirements.

(6) Works councils are actively involved in safety and occupational health as well as in accident prevention (para 7a).

(7) German laws and ordinances that apply to the safety and occupational health of LN employees in Germany (app C) are followed.

d. German Accident Prevention Regulations.

(1) The autonomous standards issued by the *Deutsche Gesetzliche Unfallversicherung* (DGUV) (German Statutory Accident Insurance Carrier) are established as the German accident prevention regulations (app D). They are approved by the BMAS and are applicable to the German Armed Forces and LN employees of the U.S. Forces as well.

(2) Specific rules for accident prevention are especially necessary within the German Armed Forces and within the U.S. Forces when accident prevention regulations designed for the commercial sector in Germany do not cover the unique requirements and mission of the U.S. military.

(3) The accident prevention regulations in appendix D must be applied.

e. Publication of Regulations.

(1) Safety and occupational health regulations must be posted in appropriate areas and circulated throughout the workforce to ensure awareness of and compliance with Germany's *Sozialgesetzbuch VII* (SGB VII) (Social Security Code VII).

(2) Safety offices and servicing medical facilities must maintain complete and current sets of OSHA standards, Army regulations, and other safety and occupational health guidance. Employees will be given the necessary help and explanations, including the translation of relevant passages as required, when reviewing these standards, regulations, and guidance.

(3) Each major functional area must maintain a file or library of the appropriate standards and safety and occupational health guidance. Safety offices and servicing medical facilities may help in the selection.

(4) Job safety standards that apply to particular tasks must be posted or be available for review at the workplace. Standards must be provided in a language or in languages that LN employees can read and understand. If necessary, supervisors must ensure understanding by other means (for example, verbal explanation, on-site demonstration), which should be recorded in a log or memorandum for record.

(5) Employees must receive safety, fire protection, and health training at the workplace.

(6) All German laws, ordinances, and other directives referenced in this regulation must be available for employees as needed.

6. MONITORING BY GERMAN AUTHORITIES

a. German Statutory Accident Insurance Agency, Federal and Rail Services (*Unfallversicherung Bund und Bahn* (UVB)).

(1) The requirements for statutory accident insurance are provided in SGB VII, which establishes insurance tasks, organization, and benefits.

(2) For LN employees of the U.S. Armed Forces, the UVB is the statutory accident insurance carrier. The UVB—

(a) Encourages the prevention of work-related accidents, health hazards, and occupational diseases.

(b) Rehabilitates injured employees when accidents or occupational diseases occur and compensates family members and survivors.

(c) Receives, reviews, and processes accident reports (AEA Form 385-10A and AEA Form 385-10B).

(d) Conducts followup investigations when necessary to determine eligibility for compensation benefits.

(e) Adjudicates claims and determines benefits to be awarded.

(f) Trains safety representatives, safety and occupational health professionals, and heads of agencies.

(g) Ensures that agencies comply with accident prevention regulations.

NOTE: The *Bundesamt für Infrastruktur, Umweltschutz und Dienstleistungen der Bundeswehr, Referat K5* (BAIUDBw K5) (Federal Office for Infrastructure, Environmental Protection, and Services of the German Armed Forces, Section K5), *Öffentlich-rechtliche Aufsicht der Bundeswehr* (ÖrABw) (Supervisory Authority of the German Armed Forces for Safety and Health and Public Law), ensures that agencies comply with laws and ordinances and has the right to visit and inspect workplaces and notify heads of agencies of deficiencies.

(3) The German Government provides all LN employees of the U.S. Armed Forces in Germany with statutory accident insurance (SA, Art 56(3)).

NOTE: LN employees of U.S. and non-U.S. contractors are not U.S. Armed Forces employees according to Army regulations, nor are they members of a force or civilian component within the meaning of the NATO SOFA, Articles I(1)(a) and (b). Contractors subject to German jurisdiction will be monitored by local agencies of the German States (*Länder*) known as the Offices for Industrial Safety (*Ämter für Arbeitsschutz*) or Trade Supervisory Authority (*Gewerbeaufsichtsamt*).

(a) For the U.S. Armed Forces in Germany, the UVB is responsible only for accident insurance and prevention. The ÖrABw is responsible for occupational safety.

(b) The UVB may request additional information about occupational accidents and illnesses reported by attending physicians but for which no AEA Form 385-10A or AEA Form 385-10B was submitted. Requests will usually ask for confirmation that the injured person is employed by the U.S. Armed Forces, whether the employee is paid from appropriated or nonappropriated funds, identification of the employing unit or agency (glossary), and circumstances surrounding the accident. Servicing safety offices that receive a request for additional information from the UVB will respond immediately with the appropriate AEA Form 385-10A or AEA Form 385-10B or refer the request to the appropriate agency for action, which may require completion of the respective forms.

(c) The UVB may conduct a followup investigation on a claim for compensation to determine whether conditions at the claimant's workplace (for example, noise) could have contributed to the disability for which compensation is being claimed (for example, hearing loss). The following assistance and procedures will be provided to the UVB inspector conducting the on-site evaluation:

1. The UVB will notify the safety office of the respective organization of the date of the visit and provide available information about the claimant.

2. The safety office will notify the responsible occupational health nurse (OHN) and works council and will arrange the visit with other interested agencies (for example, the head of the agency to be visited). If there are no objections, the safety office will confirm the visit with the UVB.

3. The safety office should verify the information provided by the UVB before the visit. If the claimant is no longer employed with the agency, the *Aufsichts- und Dienstleistungsdirektion, Lohnstelle ausländische Streitkräfte* (Foreign Forces Payroll Office) or the local human resources office may have records of the individual's employment. If conditions at the individual's workplace have changed since the accident, the UVB inspector must be informed. Representatives of the safety office, servicing medical facility (for occupational illnesses), and local works council will accompany the UVB inspector during the visit.

4. Installation safety offices will keep a record of UVB inspectors' visits and notify the USAREUR-AF Safety Office and the works council of deficiencies noted during the visit that cannot be corrected locally.

b. German Armed Forces ÖrABw.

(1) Guidance on cooperation with German authorities is as follows:

(a) The following German Federal authorities and their subordinate organizations are the competent authorities for safety and occupational health, accident prevention, and radiation protection; they are also the competent authorities for the U.S. Armed Forces as stated in the NATO SOFA and the SA:

1. UVB.

2. ÖrABw.

(b) Cooperation with other authorities, German States, or communities should be coordinated through the applicable federal authorities ((a) above), depending on the specific issue.

(2) Supervision of the worker safety provisions of the German safety and health legislation (*Arbeits- und Gesundheitsschutzrecht*) with respect to the LN workforce rests with the German Ministry of Defense. The Ministry of Defense has delegated this function to those organizations within the ÖrABw that also perform this task for the German Armed Forces.

(a) ÖrABw personnel will visit installations, request information, and conduct inspections and investigations. This requires that staffs fully cooperate with the ÖrABw.

(b) Commanders, heads of agencies, and supervisors of LN employees must ensure compliance with German safety and occupational health legislation and cooperate with the ÖrABw. For the LN workforce, the ÖrABw is the authority for safety and occupational health as well as radiation protection issues on U.S. installations in Germany.

1. The ÖrABw has the authority to—

a. Inspect and check safety and occupational health programs, operations, facilities, and equipment.

b. Request information on safety and occupational health issues.

c. Issue orders on safety and occupational health issues.

2. The ÖrABw takes the following safety and occupational health measures:

a. Provides advice to agencies.

b. Inspects facilities and operations.

c. Conducts accident investigations.

d. Reviews construction plans.

e. Implements administrative procedures (for example, notifications, permits).

(c) ÖrABw officials may issue notices of violation, orders, and subsequent orders. Although these orders are not subject to enforcement, U.S. Army organizations and non-U.S. Army organizations serviced by civilian human resources service centers in Germany must comply with these orders unless they conflict with the mission or more stringent U.S. requirements. In case of a conflict, the issue will be referred to the USAREUR-AF Safety Office for resolution. The NATO SOFA SA requires cooperation.

(d) The Offices for Industrial Safety (*Ämter für Arbeitsschutz*) of the German States are responsible for supervising compliance with German safety and occupational health provisions for organizations and enterprises of DOD contractors with assimilated SOFA status under Articles 71 and 72 of the SA (for example, military banking facilities, Federal credit unions).

7. WORKS COUNCILS AND SEVERELY HANDICAPPED EMPLOYEE REPRESENTATIVES, SAFETY REPRESENTATIVES, FIRST AID RESPONDERS, AND SAFETY OFFICES

a. Works Councils and Severely Handicapped Employee (SHE) Representatives.

(1) Works councils will be involved in the development of the following work safety and accident prevention measures, according to the *Bundespersonalvertretungsgesetz* (BPersVG) (Federal Personnel Representation Law), as modified by the Protocol of Signature to Article 56(9), SA:

(a) "To the extent that legal or tariff provisions do not exist, the works council shall have the right to codetermination, where appropriate by the conclusion of shop agreements, with respect to . . . measures for the prevention of accidents or other effects harmful to health at the place of work, . . ." (from Secs 75(3) and 75(3)11).

(b) According to the BPersVG, section 81(1), the following also applies:

1. The works council will help the authorities responsible for safety measures, the UVB, and other related authorities in the prevention of hazards that may cause accidents or damage to health by making suggestions, giving advice and information, and promoting the implementation of the provisions for safety measures and accident prevention within the agency.

2. The head of the agency and the authorities (1 above) will consult with the works council or members designated by the works council who are employed within the agency on all inspections and questions about safety, accident prevention, and investigations unless regulations on military security or discipline prevent the presence of works council members. The head of the agency will inform the works council immediately of safety, accident prevention, and investigation requirements and instructions by the appropriate authorities (1 above).

(2) Works council members, designated by the works council, will take part in meetings between the head of the agency, safety representatives, and the SOHAC.

(3) The works council will receive the minutes of the investigations, inspections, and discussions in which it is to be consulted ((1)(b)1 and 2 above).

(4) The head of the agency will submit a copy of the accident report to the works council for signature (SGB VII). A works council may be granted access to secure areas to perform its duties as needed. Access will be granted under the same conditions under which civilian labor is allowed access.

(5) Similar provisions in German safety and health legislation and OSHA support employee representation actions and cooperation with works councils in U.S. Forces occupational safety, fire protection, and health programs.

(6) To promote and maintain cooperation, a continuing dialog is necessary (for example, installation SOHAC meetings).

(7) Where works councils have been elected, a SOHAC will be established, meet at least once every 3 months, and include the following members:

(a) The head of the agency or a designated representative.

(b) Two works council members designated by the works council.

(c) The occupational health physician (contracted occupational health physician, industrial hygienist, or OHN).

(d) HN safety and occupational health professionals and other safety advisors (for example, safety manager, safety specialist).

(e) Safety representatives.

(8) SHE representatives (AEA Reg 690-61, para 23c) will be—

(a) Invited to take part in SOHAC meetings as advisors (SGB IX, Art 178(4)). They may ask to add issues that concern an individual SHE or SHEs as a group to the agenda of the next meeting.

(b) Informed immediately about issues or decisions that may affect an individual SHE or SHEs as a group (SGB IX, Art 178(2), first sentence).

(c) Heard before a decision is finalized and informed of the decision made.

b. Safety Representatives.

(1) Agencies with more than 20 LN employees must appoint one or more safety representatives in writing. The appointment is subject to the codetermination process. Employees will be informed about their appointment. Use of the form in figure E-1 is optional.

(a) A safety representative appointment is a voluntary additional duty and does not entitle the appointee to extra pay.

(b) Functional managers, supervisors, and shop foremen should not be appointed as safety representatives because they are responsible for safety and accident prevention in their work sections by virtue of their positions.

(c) Safety representatives must be able to perform their duties during their regular working time.

(d) Safety representatives will be appointed for all agencies on an installation where LN employees are working (for example, assigned and tenant units, appropriated and nonappropriated fund agencies, Defense Commissary Agency, Army and Air Force Exchange Service, Defense Logistics Agency, European Stars and Stripes).

(e) Table 1 shows the minimum number of safety representatives required according to the number of employees. The number of safety representatives may be increased when special circumstances exist in an agency (for example, high-risk operations, geographically separated locations, shift work). In such cases, a safety representative will always be appointed even if the number of LN employees is less than 20.

NOTE: Agencies are defined as the major functional areas of an organization (for example, engineering, supply, transportation). Under special circumstances, agencies with less than 20 LN employees may be represented by one safety representative (table 1). This also applies to headquarters staffs, which have predominantly administrative functions with very few LN employees.

(2) Safety representatives will—

(a) Serve only as advisors and are not authorized to impose directives.

(b) Help heads of agencies implement accident prevention measures, promptly report safety hazards, and recommend corrective action.

(c) Promote safety awareness among workers.

(d) Ensure that employees conduct themselves in a safe manner and comply with safety regulations.

(3) The UVB will provide initial training for safety representatives; servicing HN safety professionals will provide supplemental training.

(4) Heads of agencies will maintain a roster with the following information about each appointed and trained safety representative:

(a) Name.

(b) Work section and duty phone.

(c) Date of initial training, and date and type of any other training.

(5) HN safety professionals should visit safety representatives at their worksites and conduct regular walk-through inspections to promote training and foster discussion opportunities.

Table 1 Number of Safety Representatives per Number of Employees	
Number of Employees	**Number of Safety Representatives**
Administrative Agencies (where mostly office work is conducted)	
20 – 150	1
151 – 500	2
501 – 1,000	3
For each additional 500 employees	1
Technical Agencies (where mostly technical work is conducted)	
20 – 50	1
51 – 150	2
151 – 300	3
For each additional 150 employees	2

c. First Aid Responders.

(1) Employers (glossary) must appoint in writing (fig E-2) one or more designated first aid responders (volunteer employees who are trained and qualified to provide first aid), according to paragraph 10 of the *Arbeitsschutzgesetz* (German Occupational Safety and Health Act) and the *Deutsche Gesetzliche Unfallversicherung Vorschrift 1* (DGUV-V1) (German Statutory Accident Insurance Regulation 1). Safety representatives qualified in first aid are ideal candidates.

(2) A designated first aid responder appointment will be—

(a) An additional duty without additional pay.

(b) Coordinated with the local works council according to the rules for codetermination.

(3) The number of appointed designated first aid responders will be based on the size and type of the agency. There should be at least one designated first aid responder for agencies with up to 20 LN employees. Agencies with more than 20 LN employees should have 5 percent of the workforce in administrative agencies designated as first aid responders. In all other agencies, 10 percent of the workforce will be appointed as designated first aid responders.

(4) Designated first aid responders must—

(a) Be trained according to DGUV-V1. As a minimum, 9 sessions of instruction, 45 minutes each, are required every 24 months. The instruction must be conducted by a qualified institution (for example, *Arbeiter-Samariter-Bund Deutschland*, *Deutsches Rotes Kreuz*, *Johanniter Unfallhilfe*, *Malteser-Hilfsdienst*) or by qualified in-house personnel. The UVB may grant an exemption to this requirement, if necessary.

(b) Know the location of first aid facilities, kits, blankets, and stretchers, which should be conspicuously marked. Specialized medical knowledge is not required.

(c) Provide first aid to employees in their area of responsibility when an accidental injury or sudden illness occurs.

(d) Be informed of their appointment. The sample format in figure E-2 may be used for that purpose.

(5) Agencies will maintain a roster with the following information concerning each appointed and trained first aid responder:

(a) Name.

(b) Work section and duty telephone number.

(c) Date trained (DGUV-V1).

(6) First aid kits must have a 5-year log with a format similar to the one shown in figure 1.

NOTE: An electronic log or accident reporting system is permissible if it captures at least the same information.

d. Servicing Safety Office. The servicing safety office will determine and advise if a standard operating procedure (SOP) or safety directive is required to supplement this regulation. SOPs and other safety directives must be coordinated with the servicing works council. A copy of the SOP or safety directive that has been approved to supplement this regulation must be submitted to the USAREUR-AF Safety Office for final approval.

INCIDENT					
	First and Last Names (Injured/Ill Employee)	**Date/Time**	**Type of Injury/Illness**	**Location of Injury/Illness**	**Cause (if known)**
1					
2					
3					
4					
5					

HELP PROVIDED					
	Date	**Time**	**Type of Help**	**First and Last Names (First Aid Responder)**	**First and Last Names (Witnesses)**
1					
2					
3					
4					
5					

NOTES:

Figure 1. Sample Format for a First Aid Log

APPENDIX A
REFERENCES

Army in Europe and Africa (AEA), Department of the Army (DA), and DOD publications and forms are available through the Army in Europe and Africa Publications (AEAPUBS) website at *https://armyeitaas.sharepoint-mil.us/sites/aeapubs/* or *https://www.aepubs.eur.army.mil/*.
The glossary defines abbreviations used in this appendix.

SECTION I
PUBLICATIONS

NATO Status of Forces Agreement (SOFA)

Supplementary Agreement (SA) to the NATO SOFA

Protocol of Signature to the NATO SOFA and the SA

NATO Standardization Agreement 2561
Preventive Measures for an Occupational Health Program

29 CFR 1910

29 CFR 1926

***Tarifvertrag vom 16. Dezember 1966 für die Arbeitnehmer bei den Stationierungsstreitkräften im Gebiet der Bundesrepublik Deutschland* (TV AL II) (Collective Tariff Agreement of December 16, 1966, for the Employees of the Stationing Forces in the Federal Republic of Germany)**

AR 25-400-2
Army Records Management Program

AR 385-10
The Army Safety and Occupational Health Program

AR 385-63
Range Safety

AR 600-55
The Army Driver and Operator Standardization Program (Selection, Training, Testing, and Licensing)

DA Pam 385-40
Army Accident Investigation and Reporting DA Pamphlet 385-61, Chemical Agent Safety Standards

DA Pam 385-61
Chemical Agent Safety Standards

DA Pam 385-63
Range Safety

DA Pam 385-64
Ammunition and Explosives Safety Standards

DA Pam 385-69
Safety Standards for Microbiological and Biomedical Laboratories

AEA Reg 385-4
Tactical Overwater Operations

AEA Reg 385-8
Participation in German Traffic Safety Activities

AEA Reg 385-10
Army in Europe and Africa Safety Program Management

AEA Reg 385-12
USAREUR-AF Radiation Safety Program Management

AEA Reg 385-55
Prevention of Motor-Vehicle Accidents

AEA Reg 385-64
Explosives Safety

AEA Reg 690-61
Cooperation Between the Employer and Local-National Employee Representative Groups in Germany

SECTION II
FORMS

AEA Form 385-10A (TEMP)
*Unfallanzeige/*LN Accident Report

AEA Form 385-10B (TEMP)
*Anzeige des Unternehmers bei Anhaltspunkten für eine Berufskrankheit/*Report of Employer Based on Symptoms Indicating an Occupational Illness

APPENDIX B
ARTICLES OF THE NATO STATUS OF FORCES AGREEMENT (SOFA), THE SUPPLEMENTARY AGREEMENT TO THE NATO SOFA, AND THE PROTOCOL OF SIGNATURE

The following are excerpts from the NATO Status of Forces Agreement (SOFA), Article IX; the Supplementary Agreement (SA) to the NATO SOFA, Articles 53, 53A, and 56; and the Protocol of Signature.

NATO SOFA, Article IX(4)

[. . .] The conditions of employment and work, in particular wages, supplementary payments and conditions for the protection of workers, shall be those laid down by the legislation of the receiving State. [. . .]

SA to the NATO SOFA, Article 53

1. Within accommodation made available for its exclusive use, a force or a civilian component may take all the measures necessary for the satisfactory fulfillment of its defense responsibilities. German law shall apply to the use of such accommodation except as provided in the present Agreement and other international agreements, and as regards the organization, internal functioning and management of the force and its civilian component, the members thereof and their dependents, and other internal matters which have no foreseeable effect on the rights of third parties or on adjoining communities or the general public. The competent German authorities and the authorities of a force shall consult and cooperate to reconcile any differences that may arise.

2. The first sentence of paragraph 1 of this Article shall apply *mutatis mutandis* to measures taken in the air space above accommodation, provided that measures which might interfere with air traffic are taken only in coordination with the German authorities. The provisions paragraph 7 of Article 57 of the present Agreement shall remain unaffected.

2*bis.* The use of major training areas, local training areas, and local firing ranges by units brought to the Federal Republic for exercise and training purposes shall be subject to prior notification to the competent German authorities for approval. Such use shall be deemed approved unless the German authorities object within 45 days of receiving notification. However, notification alone shall suffice for units of the forces of a notifying State of up to 200 personnel which belong organically to a unit stationed in the Federal Republic, or which are intended for reinforcement of units stationed in the Federal Republic. For purposes of this Article, notice given to German authorities during scheduling conferences shall suffice. Additional agreements may be concluded.

2*ter.* Details of the use of major training areas, air-to-ground weapons ranges, local training areas and local firing ranges, as well as the notification and approval set out in paragraph 2*bis*, shall be covered by administrative agreements to be reached at the national level.

3. In carrying out the measures referred to in paragraph 1 of this Article, the force or the civilian component shall ensure that the German authorities are enabled to take, within the accommodation, such measures as are necessary to safeguard German interests.

4. The German authorities and the authorities of the force or of the civilian component shall cooperate to ensure the smooth implementation of the measures referred to in paragraphs 1, 2, and 3 of this Article. The details of such cooperation are set forth in paragraphs 5 to 7 of the Section of the Protocol of Signature referring to this Article.

5. Where accommodation is used jointly by a force or a civilian component and the German Armed Forces or German civilian agencies, the regulations required for such use shall be laid down in administrative agreements or in special agreements in which appropriate consideration shall be given to the position of the Federal Republic as receiving State as well as to the defense responsibilities of the force.

6. In order to enable a force or a civilian component satisfactorily to fulfil its defense responsibilities, the German authorities shall take appropriate measures, at the request of the force to—

(a) Establish restricted areas (*Schutzbereiche*).

(b) Supervise or restrict construction, cultivation and movement in the vicinity of accommodation made available to the force for its use.

Protocol of Signature: Re Article 53

1. Unless otherwise provided, a force shall not be entitled to exploit for economic benefit accommodation made available for its use.

1*bis.* Measures necessary to meet national training standards of a force shall be among the measures referred to in the first sentence of paragraph 1 of Article 53.

2. Exploitation by the person entitled thereto shall be restricted only to the extent necessary to achieve the purpose stated in the first sentence of paragraph 1 of Article 53.

3. The term “restricted area” (*Schutzbereich*) shall be interpreted in accordance with its meaning in German law. The term “appropriate measures” within the meaning of paragraph 6 of Article 53 shall be construed to mean only such measures as can be taken by the German authorities within their legal powers.

4. Should German legislation implementing Article 53 prove insufficient to ensure that the defense responsibilities of a force can be satisfactorily fulfilled, the German authorities and the authorities of the force shall discuss the desirability or necessity of seeking amendment to such legislation.

4*bis.*

(a) The authorities of a force shall give the competent German authorities at federal, Land and local level all reasonable assistance necessary to safeguard German interests, including access to accommodation after prior notification, so that they can fulfil their official duties. The German Federal authorities responsible for the accommodation shall assist the authorities of the force on request. In emergencies and where there is danger in delay, the authorities of the force shall make immediate access possible without prior notification. The authorities of the force shall decide in each case whether they will accompany the German authorities.

(b) In all cases access shall be subject to considerations of military security, in particular of the inviolability of classified areas, equipment and documents.

(c) The authorities of the force and the German authorities shall arrange access in such a way that neither the safeguarding of German interests nor military exercises which are in progress or about to start are unreasonably prejudiced.

(d) Should there be no agreement in the cases of subparagraphs (a) to (c) of this paragraph, the competent higher authorities on both sides shall be seized of the matter.

5. Cooperation between the authorities of a force and the German authorities in accordance with Article 53, and, if appropriate, in conjunction with Article 53A, shall extend in particular to the following fields:

(a) Determination of land boundaries, production of site plans and survey documents of plots of land.

(b) Drawing up of property lists and inventories, valuation of such property.

(c) Public safety and order, including fire precautions (fire protection and assistance), disaster control, industrial safety (*Arbeitsschutz*), prevention of accidents, and safety measures, such as those pertaining to rifle ranges, ammunition depots, fuel depots, and dangerous plants.

(d) Health and sanitation (as provided for in Article 54).

(e) Industrial inspection.

(f) Water, gas, and electricity supply; drainage; and sewage disposal.

(g) Property restrictions, protection of neighboring property, town and country planning, protection of monuments and sanctuaries, and environmental protection, including any identification and evaluation of sites rendered hazardous by soil contamination.

(h) Basic preservation of land and buildings.

(i) Water, power, and heating plants, where these serve not only the force, but also German agencies or the civilian population.

(k) Use of land and buildings by the civilian population or German authorities for business, agricultural, or residential purposes.

(l) Forestry operations, hunting, shooting, and fishing.

(m) Exploitation of mineral deposits.

(n) Traffic precautions, as well as maintenance and cleaning of roads open to the public traffic.

(o) Operation and maintenance of railway connections.

(p) Telecommunications.

6. Cooperation between the authorities of a force and the Federal authorities responsible for the administration of accommodation shall be carried out in accordance with the following procedures:

(a) The authorities of the force and the German authorities shall each designate representatives for a unit or units of accommodation. These representatives shall cooperate concerning the administration of accommodation to ensure that due consideration is given to the interests of the force and to German interests. The competencies of German technical authorities, particularly under paragraph 4*bis* of this Section, shall remain unaffected.

(b) The military commander responsible for the accommodation or other appropriate authority of the force shall give, in accordance with paragraph 4*bis* of this Section, the German representatives all reasonable assistance.

(c) Notwithstanding the provisions of subparagraphs (a) and (b) of this paragraph, the following procedures shall apply:

(i) The property lists and inventories of property referred to in subparagraph (b) of paragraph 5 of this Section shall normally be set up or checked at the beginning and the end of the period for which a unit of accommodation is made available to the force for its use.

(ii) For cooperation in the field of safety measures in respect of rifle ranges, ammunition depots, and fuel depots, joint commissions may be established. Details shall be laid down in administrative agreements.

(7) Where provisions of the Supplementary Agreement or special NATO regulations prescribe for certain accommodation a different procedure for cooperation in the fields referred to in paragraph 5 of this Section, such provisions or regulations shall prevail.

SA to the NATO SOFA, Article 53A

1. Where German law applies in connection with the use of accommodation covered by Article 53 of the present Agreement, and requires that a special permit, license, or other form of official permission be obtained, the German authorities shall, in cooperation with the authorities of a force and following consultation with them, submit the necessary applications and undertake the relevant administrative and legal procedures for the force.

2. The provisions of paragraph 1 of this Article shall also apply when the decision is contested by a third party, when measures or facilities are noticeable, and in cases where the proceedings are instituted *ex officio*, in particular to safeguard public safety and order, or at the instigation of a third party. In these instances German Federal authorities acting for the force shall defend the interests of the force. If a permission applied for under paragraph 1 of this Article is denied or is subsequently modified or rendered invalid in conformity with German law, the authorities of the force and the German authorities shall consult to develop alternative means of meeting the needs of the force consistent with the requirements of German law.

3. The authorities of the force shall act in strict conformity with the terms and requirements of a legally effective decision taken in accordance with paragraphs 1 and 2 of this Article. They shall cooperate closely with German authorities to ensure that this obligation is fulfilled. Such a decision shall not be subject to enforcement.

SA to the NATO SOFA, Article 56

1.(a) German labor law, including industrial safety law (*Arbeitsschutzrecht*), as applicable to civilian employees working with the German Armed Forces, with the exception of decrees regulating working conditions (*Dienstordnungen*), shop agreements (*Dienstvereinbarungen*), and tariff regulations, shall apply to employment of civilian labor with a force or a civilian component except as otherwise provided in this Article and the Section of the Protocol of Signature referring to this Article.

(b) When seeking employment with an authority of a force or of a civilian component, the applicant shall be exclusively responsible, if so required, for furnishing proof that he or she has not been convicted of any offence. If the applicant cannot obtain a police certificate (*Führungszeugnis*), the German authorities shall, in accordance with the provisions of German law, provide him or her with an extract from the penal register if he or she presents a certificate from the force or the civilian component showing that he or she has applied for employment and if the issue of such extract does not endanger any essential German interests.

(c) Deleted.

(d) Transfers for duty reasons within the Federal Republic shall require the written consent of the civilian employee; such consent may be given at any time.

(e) Deleted.

(f) Employment of civilian labor with a force or a civilian component shall not be deemed employment with the German public service.

2.(a) The second sentence of paragraph 1 of Section 9 of the Dismissal Protection Law (*Kündigungsschutzgesetz*) shall apply provided that the employer's application may also be based on the ground that the continuation of employment is precluded by military interests particularly worthy of special protection. The highest service authority (glossary) may establish credibility (*Glaubhaftmachung*) for military interests which are particularly worthy of protection; in this case the proceedings before the court shall be held in camera. Where the disclosure of reasons might cause a danger of serious detriment to the security of the sending State or of its force, the highest service authority of the force, in concert with the Chief of the Federal Chancellery (*Chef des Bundeskanzleramts*), may establish credibility by means of a formal declaration.

(b) The highest service authority within the meaning of this paragraph shall be the highest agency located in the Federal Republic of Germany that is administratively responsible for the employing agency of the person under notice.

(c) This paragraph shall not apply to members of works councils (*Betriebsvertretungen*).

3. The provisions of German law concerning social insurance, including accident insurance, unemployment insurance, and children's allowance shall apply to labor working with a force or a civilian component. The Federal Republic shall be the accident insurance carrier.

4. German civilian labor working with a force or a civilian component shall only be engaged in services of a non-combatant nature including civilian guard duties.

5. The German authorities, in agreement with the authorities of a force or of a civilian component, shall—

(a) Establish the terms and conditions of employment, including wages, salaries, and job groupings, which shall serve as the basis for individual employment contracts, and shall conclude tariff agreements.

(b) Regulate payment procedure.

6. The authorities of a force or of a civilian component shall, in respect of the employment of labor, including members of civilian service organizations, have the right of engagement, placement, training, transfer, dismissal and acceptance of resignations.

7.(a) The authorities of a force or of a civilian component shall determine the number of jobs required and classify such jobs in accordance with the job groupings established under subparagraph (a) of paragraph 5 of this Article. The individuals to fill such jobs shall be classified by the authorities of the force or of the civilian component into the appropriate wage or salary groups.

(b) Deleted.

8. Disputes arising out of employment or social insurance shall be subject to German jurisdiction. Lawsuits against the employer shall be filed against the Federal Republic. Lawsuits on behalf of the employer shall be instituted by the Federal Republic.

9. The provisions of German law concerning personnel representation as applicable to the civilian employees of the German Armed Forces shall apply to the employees' representation of civilian labor of a force or of a civilian component unless otherwise provided in the Section of the Protocol of Signature referring to this Article.

10. Where the German authorities carry out administrative work in respect of the employment of labor by a force or a civilian component and of its remuneration, the actual costs of such administrative work shall be reimbursed by the force. The procedures therefore shall be regulated by separate agreements between the German authorities and the authorities of each force. In consultation with the appropriate authorities of the force, the German authorities shall adhere to the principles of economic efficiency in carrying out the administrative work.

Protocol of Signature: Re Article 56, paragraph 1

1. The application of industrial safety provisions by the force and the civilian component shall be governed by—

(a) Paragraphs 3 and 4 of Article 53 as well as paragraphs 5 and 6 of the Section of the Protocol of Signature referring to Article 53, in particular in matters of cooperation.

(b) Paragraph 4*bis* of the Section of the Protocol of Signature referring to Article 53, in particular in matters of support, including access to accommodation.

(c) Article 53A, in particular in respect of administrative decisions.

2. To the extent that agencies designated by the Federal Minister of Defense perform the functions of industrial inspection agencies (*Gewerbeaufsichtsämter*) with regard to the German Armed Forces, those agencies, in cooperation with the authorities of the force and of the civilian component in accordance with paragraph 1 of this Section, shall also be competent for civilian labor with a force or a civilian component.

3. Exemptions applicable for facilities of the German Armed Forces shall also be applicable for facilities of a force or of a civilian component.

4. Facilities built or installed prior to the entry into of the Agreement of 18 March 1993 to amend the present Agreement shall remain subject to the provisions applicable hitherto as regards technical requirements. This shall not apply where facilities undergo substantial modification, or where their use is changed significantly, or where, because of the nature of their operation, avoidable risks to the life or health of third parties, especially civilian labor, are to be anticipated.

Protocol of Signature: Re Article 56, paragraph 3

Accident prevention regulations under German law shall be taken into account only to the extent that a force or civilian component has not issued corresponding accident prevention directives. When promulgating accident prevention directives, and with respect to other questions regarding accident prevention, the force or civilian component shall seek the advice of the competent German authorities. Where these authorities find that accident prevention directives appear to be inadequate, consultations in accordance with the third sentence of paragraph 1 of Article 53 shall take place.

Protocol of Signature: Re Article 56, paragraph 5

The competence of German authorities to regulate payment procedures shall not preclude the conclusion of agreements between these authorities and the authorities of a force or of a civilian component, whereby the calculation and payment of the remuneration of civilian labor is performed by agencies other than German authorities.

Protocol of Signature: Re Article 56, paragraph 9

1. The individual administrative units and establishments (*Betriebe*) of a force or of a civilian component as set up in the territory of the Federal Republic of Germany and defined by the force concerned shall be agencies within the meaning of the Federal Personnel Representation Law (*Bundespersonalvertretungsgesetz*) of 15 March 1974 (*Bundesgesetzblatt Teil I,* page 693), with subsequent amendments, up to and including the amendment of 16 January 1991 (*Gesetz über die Beteiligung der Soldaten und der Zivildienstleistenden – BG – vom 16. Januar 1991, Bundesgesetzblatt 1991, Teil I,* page 47), referred to in this Section as "the Law." Those headquartes which are administratively immediately subordinate to the highest service authority of a force and to which other agencies are administratively subordinate shall be the intermediate authorities. The highest service authority shall be the headquarters of a force, designated by the sending State concerned, exercising final authority over matters that are subject to works council participation. Where decisions are taken at levels above the highest service authority, the force shall ensure that timely information is provided to the works council.

2. In the case of duty travel performed by the members of a works council (*Betriebsvertretung*), travelling expenses shall be paid pursuant to the tariff provisions governing travelling expenses for salaried civilian employees of the force but at not less than the second highest rate.

3. In discussions with the works council, the head of the agency may be represented by a person holding a responsible position in the management of the agency and authorized to negotiate with the works council to the same extent as the head of the agency.

4. Application of those provisions of the Law which govern eligibility for works council office, and relate to length of employment with an agency, may be waived if so agreed by the majority of employees of a given agency and the head of such agency.

5. The head of the agency shall not be required to submit to the members of the works council, to the committee referred to in Section 93 of the Law, and to the conciliatory committee any material which is classified for security reasons; the same shall apply to information therefrom. In order to perform its duties, the works council may be granted access to secure areas to the extent necessary. Insofar as the regulations of the highest service authority of the force relating to military security preclude or restrict such access, access shall be granted under the same conditions under which the civilian labor is allowed access.

6.(a) (i) Insofar as in individual cases the right of co-determination provided for in the Law is incompatible with military interests particularly worthy of protection, the extent of the right of co-determination may be restricted. The highest service authority shall communicate in writing the reasons for the restriction on the right of co-determination and shall specify the extent of such restriction. Where the disclosure of reasons would cause a danger of serious detriment to the security of the sending State or its force, the highest service authority may establish this by means of a formal declaration to be confirmed by the President of the Federal Labor Court.

(ii) In cases where accommodation is returned to the Federal Government, the application of the right of co-determination shall not prevent the return of such accommodation on the projected date notified by the force to the appropriate German authorities. In such cases, the appropriate authorities conclude special arrangements to take over accommodation, even if it has not been completely vacated.

(iii) (aa) The right of co-determination provided for in the Law with respect to the establishment, management, and dissolution of social facilities, regardless of their legal form, shall apply only to social facilities maintained exclusively for civilian labor.

(bb) The right of co-determination provided for in the Law with respect to the layout of the workplace shall not apply where members of both the force or the civilian component and civilian labor are employed in the same facility or involved in the same program, and the number of civilian labor involved does not predominate.

(iv) Insofar as the contents of personnel questionnaires for salaried employees and workers concern questions of military security, the cooperation procedures shall apply instead of co-determination provided for in the Law.

(v) The right of co-determination provided for in the Law with respect to assignments in accordance with Section 123a of the Civil Service Framework Law (*Beamtenrechtsrahmengesetz*) shall not apply.

(vi) To the extent that matters are regulated by law or tariff agreement, or are usually regulated by agreement in accordance with subparagraph (a) of paragraph 5 of Article 56, they are not subject to co-determination.

(vii) Co-determination shall not apply in respect of items 1 and 2 of paragraph 1 as well as item 13 of paragraph 3 of Section 75, and items 5 and 7 of paragraph 2 of Section 76 of the Law. This exclusion shall be reviewed immediately after 31 December 1994.

(b) In those cases where the rights of co-determination are not applicable by virtue of subparagraph (a) above, the cooperation procedure shall apply.

(c) The conciliatory committee envisaged in the co-determination procedure shall consist of two members, one to be appointed by the highest service authority and one by the appropriate works council of that authority, as well as an impartial chairman to be agreed upon by both sides. If no agreement can be reached on the chairman, the appointment shall be made by the Secretary General of the North Atlantic Treaty Organization, unless the parties jointly request the President of the Federal Administrative Court or the Secretary General of the Western European Union to make the appointment. The highest service authority may insist upon the members of the conciliatory committee being cleared to handle classified material. At the request of the force or works council concerned, in appropriate circumstances, standing or ad hoc conciliatory committees may be established.

(d) The conciliatory committee shall decide by resolution (*Beschluss*). It may meet the requests of the parties concerned only in part. Resolutions shall be passed by majority vote. Conciliatory committee decisions shall be within the framework of legal provisions, including the budgetary laws and highest service regulations of the sending State, binding upon the authority of the force.

7. The head of the agency shall submit administrative instructions to the works council for its cooperation in accordance with Section 78 of the Law prior to their being issued, except in circumstances in which paragraph 6 of Section 72 applies in conjunction with the fifth sentence of Section 69 of the Law.

8. Deleted.

9. Where the Law provides for court decisions, the German Labor Courts shall decide cases in accordance with the procedure provided for in German law (*Beschlussverfahren*), and the Federal Republic shall act in the proceedings in the name of a force or a civilian component at their request.

10. At the request of a force or a civilian component, the agency designated by the Federal Republic shall apply for the institution of a criminal prosecution in respect of a breach of secrecy (*Verletzung der Schweigepflicht*) in accordance with Article 203, paragraph 2, subparagraph 3, and Article 353b, paragraph 1, subparagraph 3, of the Penal Code.

APPENDIX C
GERMAN LAWS, ORDINANCES, AND TECHNICAL RULES REGARDING THE SAFETY AND OCCUPATIONAL HEALTH OF LOCAL NATIONAL EMPLOYEES

This appendix provides a list of German laws, ordinances, administrative regulations, and technical rules that apply to the safety and occupational health of local national employees (glossary) in Germany. These laws, ordinances, regulations, and rules apply as amended and must be implemented in their most current version.

C-1. LAWS

Gesetz über die Durchführung von Maßnahmen des Arbeitsschutzes zur Verbesserung der Sicherheit und des Gesundheitsschutzes der Beschäftigten bei der Arbeit (*Arbeitsschutzgesetz* (ArbSchG))
Act on the Implementation of Measures of Occupational Safety and Health to Encourage Improvements in the Safety and Health Protection of Workers at Work (German Occupational Safety and Health Act), dated 7 August 1996 (Federal Law Gazette I, 1986, page 1,246; with subsequent changes in its most current version). This law regulates the employer's responsibilities on accident prevention and on the safety and occupational health of employees.

Sozialgesetzbuch VII (SGB VII)—*Gesetzliche Unfallversicherung*
Social Security Code VII, Statutory Accident Insurance, dated 7 August 1996 (Federal Law Gazette I, pages 1,254 and 1,859; with subsequent changes in its most current version). This law regulates the statutory accident insurance and workmen's compensation.

Gesetz über Betriebsärzte, Sicherheitsingenieure und andere Fachkräfte für Arbeitssicherheit (*Arbeitssicherheitsgesetz* (ASiG))
Act on Occupational Physicians, Safety Engineers, and Other Occupational Safety Specialists, dated 12 December 1973 (Federal Law Gazette I, page 1,885; with subsequent changes in its most current version). This law is not directly applicable, but stipulations are replaced by a directive on company doctors and industrial advisor services in the administration of federal organizations; Federal Ministry of the Interior directive on company doctors and industrial advisor services in the administration of federal organizations, 28 January 1978 (GMBl I, page 114), as revised on 10 November 1981 (GMBl, page 516).

Gesetz zum Schutz von Müttern bei der Arbeit, in der Ausbildung und im Studium (*Mutterschutzgesetz* (MuSchG))
Act on the Protection of Mothers at Work, in Training, and at University (Maternity Protection Act), dated 23 May 2017 (Federal Law Gazette No. 30, 29 May 2017, page 1,228; with subsequent changes in its most current version).

Gesetz zum Schutze der arbeitenden Jugend (*Jugendarbeitsschutzgesetz* (JArbSchG))
Act on the Protection of the Working Youth (Youth Work Protection Act), dated 12 April 1976 (Federal Law Gazette I, page 965; with subsequent changes in its most current version).

Gesetz zum Schutz vor gefährlichen Stoffen (*Chemikaliengesetz* (ChemG))
Act on the Protection from Hazardous Substances (Chemical Law), dated 28 August 2013 (Federal Law Gazette I No. 55 dated 6 September 2013, page 3,498; with subsequent changes in its most current version).

Gesetz über die friedliche Verwendung der Kernenergie und den Schutz gegen ihre Gefahren (*Atomgesetz* (AtG))
Act on the Peaceful Use of Nuclear Power and the Protection Against its Hazards (Atom Law), dated 15 July 1985 (Federal Law Gazette I, page 1,565; with subsequent changes in its most current version).

Gesetz zum Schutz vor der schädlichen Wirkung ionisierender Strahlung (Strahlenschutzgesetz (StrlSchG),
Act on the Protection from Harmful Effects of Ionizing Radiation (Radiation Protection Act). dated 27 June 2017 (Federal Law Gazette I, page 1,966; with subsequent changes in its most current version).

Gesetz über die Bereitstellung von Produkten auf dem Markt (*Produktsicherheitsgesetz* (ProdSG))
Act on Making Products Available on the Market (Product Safety Act), dated 27 July 2021 (Federal Law Gazette I, No. 49, dated 30 July 2021, page 3,146; with subsequent changes in its most current version). This act regulates the minimum safety requirements for products introduced to the market of the European Union, the application of the CE sign and the GS mark, and the duties of the importer or person making the products available.

Sozialgesetzbuch IX (SGB IX)—*Rehabilitation und Teilhabe von Menschen mit Behinderungen*
Social Security Code IX; Act on the Rehabilitation and Integration of Disabled Persons, dated 23 December 2016 (Federal Law Gazette I, Nr. 66, page 3,234; with subsequent changes in its most current version).

Gesetz über das Fahrpersonal von Kraftfahrzeugen und Straßenbahnen (Fahrpersonalgesetz (FPersG)*)*
Act on the Operators of Motorized Vehicles and Streetcars*,* dated 19 February 1987 (Federal Law Gazette I, 1987, page 640, with subsequent changes in its most current version).

Gewerbeordnung (GewO)
Trade Regulation Act, dated 22 February 1999 (Federal Law Gazette I, 1999 pages with subsequent changes in its most current version). This act applies to contractors of the U.S. Forces and indirect/concession operations of the U.S. Forces even if they operate on an installation.

Gesetz über überwachungsbedürftige Anlagen (ÜAnlG)
Act on Facilities and Systems Requiring Special Supervision, dated 27 July 2021 (Federal Law Gazette No. 49 published on 30 July 2021, page 3,146; with subsequent changes in its most current version).

C-2. ORDINANCES, GENERAL ADMINISTRATIVE REGULATIONS, AND TECHNICAL RULES

Verordnung zur arbeitsmedinischischen Vorsorge (ArbMedVV)
Ordinance on Preventive Occupational Health Care

Arbeitsmedizinische Regeln (AMR)
Rules on Occupational Health Care, General Rules for the Specification of Requirements made in ArbMedVV

Baustellenverordnung (BaustellV)
Ordinance on Safety and Health Requirements at Construction Sites

Regeln zum Arbeitsschutz auf Baustellen (RAB)
Rules for Occupational Safety at Construction Sites, General Rules for the Specification of Occupational Safety and Health Requirements at Construction Sites

Arbeitsstättenverordnung (ArbStättV)
Workplaces Ordinance

Arbeitsstättenrichtlinien (ASR)
Workplace Directives, General Rules for the Specification of Requirements made in ArbStättV

Lärm- und Vibrations-Arbeitsschutzverordnung (LärmVibArbSchV)
Ordinance on the Protection from Occupational Noise and Vibration

Technische Regeln zur Lärm- und Vibrations-Arbeitsschutzverordnung (TRLV)
Technical Rules on the LärmVibArbSchV

Betriebssicherheitsverordnung (BetrSichV)
Ordinance on Industrial Safety and Health, while using means of production

Technische Regeln für Betriebssicherheit (TRBS)
Technical Rules for Safe Operation, General Rules for the Specification of Requirements made in BetrSichV

Technische Regeln für Anlagensicherheit (TRAS)
Technical Rules for System Safety, as published by the commission on system safety

Kommission für Anlagensicherheit beim Bundesministerium für Umwelt, Naturschutz und Reaktorsicherheit (KAS)
Commission on Process Safety at the [German] Federal Minstry for Environment, Nature Conservation and Nuclear Safety

Arbeitsschutzverordnung zu elektromagnetischen Feldern (EMFV)
Ordinance on the Protection from Occupational Exposure to Electromagnetic Fields

Technische Regeln zur Arbeitsschutzverordnung zu elektromagnetischen Feldern (TREMF)
Technical Rules on the EMFV

Verordnung über Sicherheit und Gesundheit bei Tätigkeiten mit Biologischen Arbeitsstoffen (*Biostoffverordnung* (BioStoffV))
Ordinance of the Occupational Safety and Health when Working with Biological Substances

Technische Regeln für Biologische Arbeitsstoffe (TRBA)
General Rules for the Specification of the Requirements Made in BioStoffV

Fahrpersonalverordnung (FPersV)
Ordinance on the Implementation of the FPersG

Erste Allgemeine Verwaltungsvorschrift zur Regelung der Unfallverhütung im Bundesdienst (1. AVU Bund)
First General Administrative Ordinance to Regulate Accident Pprevention within Federal Organizations. This ordinance makes the regulations of the trades associations applicable to the federal sector.

Berufskrankheitenverordnung (BKV)
Occupational Illness Ordinance

Verordnung über Arbeiten in Druckluft (*Druckluftverordnung* (DruckLV))
Ordinance on Work in a Compressed Air Environment

Verordnung über Rohrfernleitungsanlagen (*Rohrfernleitungsverordnung* (RohrfernleitungsVO))
Ordinance on Long-Distance Pipeline Systems

Technische Regel für Rohrfernleitungsanlagen nach § 9 Absatz 5 der Rohrfernleitungsverordnung (TRLV)
Technical Rule on Section 9, paragraph 5, of the Ordinance on Long-Distance Pipeline Systems

Störfall-Verordnung (12. BImSchV)
Hazardous Incident Reporting Ordinance (Twelfth Ordinance on the Implementation of the Federal Imission Control Act)

Verordnung zum Schutz vor Gefahrstoffen (*Gefahrstoffverordnung* (GefStoffV))
Ordinance on the Protection from Hazardous Substances (Hazardous Substance Ordinance)

Technische Regeln für Gefahrstoffe, Allgemeine Regeln zur Konkretisierung der Anforderungen der Gefahrstoffverordnung (TRGS)
Technical Rules on Hazardous materials, General Rules for the Specification of the Requirements made in the GefStoffV

Produktsicherheitsverordnungen (ProdSV)
Ordinances on the Implementation of the Product Safety Act:

Erste Verordnung zum Produktsicherheitsgesetz (*Verordnung über elektrische Betriebsmittel*) (1. ProdSV)
First Ordinance on the Product Safety Act (Ordinance on Electrical Equipment)

Zweite Verordnung zum Produktsicherheitsgesetz (*Verordnung über die Sicherheit von Spielzeug*) (2. ProdSV)
Second Ordinance on the Product Safety Act (Ordinance on the Safety of Toys)

Sechste Verordnung zum Produktsicherheitsgesetz (*Verordnung über einfache Druckbehälter*) (6. ProdSV)
Sixth Ordinance on the Product Safety Act (Ordinance on Incomplex Pressure Vessels)

Neunte Verordnung zum Produktsicherheitsgesetz (*Maschinenverordnung*) (9. ProdSV)
Ninth Ordinance on the Product Safety Act (Ordinance on Machine Safety)

Zehnte Verordnung zum Produktsicherheitsgesetz (*Verordnung über die Bereitstellung von Sportbooten und den Verkehr mit Sportbooten*) (10. ProdSV)
Tenth Ordinance on the Product Safety Act (Ordinance on Making Available on the Market and the Trade with Pleasure Crafts)

Elfte Verordnung zum Produktsicherheitsgesetz (*Explosionsschutzprodukteverordnung*) (11. ProdSV)
Eleventh Ordinance on the Product Safety Act (Ordinance on Equipment and Protection Systems for Areas with Explosion Hazards)

Zwölfte Verordnung zum Produktsicherheitsgesetz (*Aufzugsverordnung*) (12. ProdSV)
Twelfth Ordinance on the Product Safety Act (Ordinance on Elevators)

Dreizehnte Verordnung zum Produktsicherheitsgesetz (*Aerosolverpackungsverordnung*) (13. ProdSV)
Thirteenth Ordinance on the Product Safety Act (Ordinance on Aerosol Containers)

Vierzehnte Verordnung zum Produktsicherheitsgesetz (*Druckgeräteverordnung*) (14. ProdSV)
Fourteenth Ordinance on the Product Safety Act (Ordinance on Pressure Equipment)

Verordnung über den Kinderarbeitsschutz (*Kinderarbeitsschutzverordnung*) (KindArbSchV))
Ordinance on the Protection of Working Children

Verordnung über die ärztlichen Untersuchungen nach dem Jugendarbeitsschutzgesetz (*Jugendarbeitsschutzuntersuchungsverordnung* (JarbSchUV))
Ordinance on Medical Examinations in Accordance with the Act on the Protection of the Working Youth

Verordnung über Sicherheit und Gesundheitsschutz bei der manuellen Handhabung von Lasten bei der Arbeit (*Lastenhandhabungsverordnung* (LasthandhabV))
Ordinance on the Safety and Health Protection at Work while Moving Loads Manually (Load Handling Ordinance))

Verordnung über Sicherheit und Gesundheitsschutz bei der Benutzung persönlicher Schutzausrüstungen bei der Arbeit (*PSA-Benutzungsverordnung* (PSA-BV))
Ordinance on the Safety and Health at Work While Using Personal Protective Equipment (PPE-Use Ordinance)

Verordnung zum Schutz der Beschäftigten vor Gefährdungen durch künstliche optische Strahlung (*Arbeitsschutzverordnung zu künstlicher optischer Strahlung* (OStrV))
Ordinance on the Protection of Employees from Artificial Optical Radiation Hazards

Technische Regeln zur Arbeitsschutzverordnung zu künstlicher optischer Strahlung
Technical Rules on the OStrV

Verordnung zum Schutz vor der schädlichen Wirkung ionisierender Strahlung (*Stahlenschutzverordnung* (StrlSchV))
Ordinance on the Protection from Harmful Effects of Ionizing Radiation (Radiation Protection Ordinance)

NOTE: Technical rules established by the *Deutsches Institut für Normung e. V.* (German Institute for Standardization) (DIN standards), the European Union (European norms (ENs)), and the *Verband der Elektrotechnik Elektronik Informationstechnik e. V.* (VDE) (German Commission for Electrical, Electronic, and Information Technologies) (VDE standards) are to be considered in the application of laws and ordinances.

APPENDIX D
GERMAN ACCIDENT PREVENTION REGULATIONS

D-1. Table D-1 lists German accident prevention regulations that apply to local national employees working in Germany. The table displays these regulations by their current publication numbers established by the *Deutsche Gesetzliche Unfallversicherung* (DGUV) (German Statutory Accident Insurance), replacing the former numbers established by the *Berufsgenossenschaftliche Vorschrift* (BGV) (Trades Association Accident Prevention Regulation) as indicated.

Table D-1
German Accident Prevention Regulations

NEW DGUV NO.	OLD BGV NO.	TITLE *German Title*
V1	A1	Principles of Prevention *Grundsätze der Prävention*
V3	A3	Electrical Facilities and Plants *Elektrische Anlagen und Betriebsmittel*
V9	A8	Safety and Health Labeling and Marking at the Workplace *Sicherheits- und Gesundheitsschutzkennzeichnung am Arbeitsplatz*
V11	B2	Laser Radiation *Laserstrahlung*
V13	B4	Organic Peroxides *Organische Peroxide*
V16	B11	Electromagnetic Radiation *Elektromagnetische Felder*
V17	C1	Event and Production Facilities for Shows *Veranstaltungs- und Produktionsstätten für szenische Darstellung*
V19	C2	Circuses, Rides, etc. *Schausteller- und Zirkusunternehmen*
V20	C3	Gambling and Slot Machine Establishments, Casinos *Spielhallen, Spielkasinos und Automatensäle von Spielbanken*
V21	C5	Sewage Technology Facilities *Abwassertechnische Anlagen*
V23	C7	Security Services *Wach- und Sicherungsdienste*
V25	C9	Robbery Prevention *Überfallprävention*
V27	C10	Aeronautics *Luftfahrt*
V29	C11	Quarries, Trenching *Steinbrüche, Gräbereien und Halden*
V30	C14	Heating Plants *Wärmekraftwerke und Heizwerke*
V36	C21	Work at Seaports *Hafenarbeit*
V38	C33	Construction Work *Bauarbeiten*
V40	C23	Commercial Diving Work *Taucherarbeiten*

Table D-1
German Accident Prevention Regulations—Continued

NEW DGUV NO.	OLD BGV NO.	TITLE *Title*
V42	C25	Tents and Air Domes *Zelte und Tragluftbauten*
V43	C27	Waste Removal *Müllbeseitigung*
V45	C28	Shipbuilding *Schiffbau*
V48	C52	Street Cleaning *Straßenreinigung*
V49	C53	Fire Brigades *Feuerwehren*
V50	D5	Water Chlorination *Chlorung von Wasser*
V52	D6	Cranes *Krane*
V54	D8	Winches, Pulleys, and Drives *Winden, Hub- und Zuggeräte*
V56	D9	Work with Bolt Guns *Arbeiten mit Schußapparaten*
V58	D13	Manufacturing and Processing of Aluminum Powder *Herstellen und Bearbeiten von Aluminiumpulver*
V59	D14	Heat Treatment of Aluminum and Aluminum Wrought Alloys with Molten Nitrate Salt *Wärmebehandlung von Aluminium oder Aluminiumknetlegierungen in Salpeterbädern*
V60	D19	Watercrafts with Permits for Navigable Inland Waterways *Wasserfahrzeuge mit Betriebserlaubnis auf Binnengewässern*
V62	D20	Machinery on Vessels and Floating Platforms *Maschinenanlagen auf Wasserfahrzeugen und schwimmenden Geräten*
V64	D21	Floating Equipment *Schwimmende Geräte*
V65	D22	Compressed Air Reservoirs on Vessels *Druckluftbehälter auf Wasserfahrzeugen*
V66	D23	Explosives and Hollow Parts in Metal Scrap *Sprengkörper und Hohlkörper im Schrott*
V68	D27	Powered Industrial Trucks *Flurförderzeuge*
V70	D29	Vehicles *Fahrzeuge*
V73	D30	Railroads *Schienenbahnen*
V74	D31	Aerial Cableways and Ski Tows *Seilschwebebahnen und Schlepplifte*
V75	D32	Work an Transmission Towers, Aerial Transmission, and Overhead Lines *Arbeiten an Masten, Freileitungen und Oberleitungsanlagen*
V77	D33	Work in the Area of Train Tracks *Arbeiten im Bereich von Gleisen*

Table D-1 German Accident Prevention Regulations—Continued		
NEW DGUV NO.	**OLD BGV NO.**	**TITLE** ***Title***
V79	D34	Use of Liquified Gases *Verwendung von Flüssiggas*
V81	S1	Schools *Schulen*
V82	S2	Daycare Centers *Kinderstageseinrichtungen*
V84		Accident Prevention Regulations for Shipping Enterprises *Unfallverhütungsvorschriften für Unternehmen der Seefahrt*

D-2. In addition to the regulations in table D-1, the following types of publications are available:

a. DGUV-R Publications. These publications supplement DGUV-V publications and provide rules for the implementation of the provisions in those publications.

b. DGUV-G Publications. These publications are technical manuals on the execution of compliance inspections, on the inspection of equipment requiring supervision, and on measuring workplace contamination.

c. DGUV-I Publications. These publications provide information and guidance on compliance for specific tasks, trades, and audiences.

APPENDIX E
APPOINTMENT ORDERS

Figure E-1 shows a sample format for safety representative appointment orders, figure E-2 a sample format for first aid responder appointment orders. Each agency (glossary) that employs local national employees must have safety representative (para 7b) and first aid responder (para 7c) appointment orders on file that have been signed by the head of the agency and codetermined by the local works council.

Safety Representative Appointment
(*Bestellung zum Sicherheitsbeauftragten*)

Organization:_____ (*Dienststelle*)

Date:_____
(*Datum*)

Mr./Ms. (*Herr/Frau*)

_____
(Printed Name)
(*Name in Druckbuchstaben*)

Is appointed as safety representative for the following operational area:
(*wird für den folgenden Arbeitsbereich zum Sicherheitsbeauftragten bestellt*:)

_____

_____
Signature of the Head of the Agency
(*Unterschrift Dienststellenleiter*)

_____
Signature of Safety Representative
(*Unterschrift Sicherheitsbeauftragter*)

NOTE: Works council concurrence is required.
(***Anmerkung:*** *Zustimmung der BV erforderlich*.)

Figure E-1. Sample Format for Safety Representative Appointment Orders

Appointment as Designated First Aid Responder
(*Bestellung zum Ersthelfer*)

Organization:_____ (*Dienststelle*)

Date:_____
(*Datum*)

Mr./Ms. (*Herr/Frau*)

_____
(Printed Name)
(*Name in Druckbuchstaben*)

Is appointed as a designated first aid responder for the following operational area:
(*wird für den folgenden Arbeitsbereich zum Ersthelfer bestellt*:)

_____

_____
Signature of the Head of the Agency
(*Unterschrift Dienststellenleiter*)

_____
Signature of Designated First Aid Responder
(*Unterschrift Ersthelfer*)

NOTE: Works council concurrence is required.
(***Anmerkung:*** *Zustimmung der BV erforderlich*.)

Figure E-2. Sample Format for Designated First Aid Responder Appointment Orders

GLOSSARY

SECTION I
ABBREVIATIONS

AE	Army in Europe
AEA	Army in Europe and Africa
app	appendix
AR	Army regulation
ArbSchG	*Arbeitsschutzgesetz* (German Occupational Safety and Health Act)
Art	Article
ASiG	*Arbeitssicherheitsgesetz* (Act on Occupational Physicians, Safety Engineers, and Other Occupational Safety Specialists)
BAIUDBw K5	*Bundesamt für Infrastruktur, Umweltschutz und Dienstleistungen der Bundeswehr, Referat K5* (Federal Office for Infrastructure, Environmental Protection and Services of the German Armed Forces, Section K5)
BGV	*Berufsgenossenschaftliche Vorschrift* (Trades Association Accident Prevention Regulation)
BMAS	*Bundesministerium für Arbeit und Soziales* (Federal Ministry of Labor and Social Affairs)
BPersVG	*Bundespersonalvertretungsgesetz* (Federal Personnel Representation Law)
CFR	Code of Federal Regulations
DA	Department of the Army
DGUV	*Deutsche Gesetzliche Unfallversicherung* (German Statutory Accident Insurance)
DGUV-G	*Grundsatz der Deutschen Gesetzlichen Unfallversicherung* (German Statutory Accident Insurance Principle)
DGUV-I	*Information der Deutschen Gesetzlichen Unfallversicherung* (German Statutory Accident Insurance Information)
DGUV-R	*Regel der Deutschen Gesetzlichen Unfallversicherung* (German Statutory Accident Insurance Rule)
DGUV-V	*Vorschrift der Deutschen Gesetzlichen Unfallversicherung* (German Statutory Accident Insurance Regulation)
DGUV-V1	*Vorschrift 1 der Deutschen Gesetzlichen Unfallversicherung* (German Statutory Accident Insurance Regulation 1)
DIN	*Deutsches Institut für Normung e. V.* (German Institute for Standardization)
DOD	Department of Defense
fig	figure
GMBl	*Gemeinsames Ministerialblatt* (Joint Ministerial Gazette)
HQDA	Headquarters, Department of the Army
HQ USAREUR-AF	Headquarters, United States Army Europe and Africa
IMCOM-E	United States Army Installation Management Command Europe
LN	local national
mil	military
NATO	North Atlantic Treaty Organization
ÖrABw	*Öffentlich-rechtliche Aufsicht der Bundeswehr* (Supervisory Authority for Safety and Health and Supervision Under Public Law of the German Armed Forces
OHN	occupational health nurse

OSHA	Occupational Safety and Health Act
Pam	pamphlet
para	paragraph
Reg	regulation
SA	Supplementary Agreement [to the North Atlantic Treaty Organization Status of Forces Agreement]
Sec	Section
SGB	*Sozialgesetzbuch* (Social Security Code)
SHE	severely handicapped employee
SOFA	Status of Forces Agreement
SOHAC	safety and occupational health advisory council
SOP	standard operating procedure
U.S.	United States
USAREUR-AF	United States Army Europe and Africa
UVB	*Unfallversicherung Bund und Bahn* (German Statutory Accident Insurance Agency, Federal and Rail Services)
VDE	*Verband der Elektrotechnik, Elektronik und Informationstechnik e. V.* (German Association for Electrical, Electronic, and Information Technologies)

SECTION II
TERM

agency
An organization composed of local national employees or positions designated for employment of local national employees, that has been defined as "works council agency" by the highest service authority and in which the employees are authorized to elect a works council.

employer
The local U.S. Forces agency (for example, garrison, division, brigade, similar DOD organization) where the actual workplace exists, is maintained, and is subordinate to the agency's professional command and control.

head of the agency
The person in charge of an agency who has formal, unrestricted authority and jurisdiction in all personnel administration and management matters (*Personalhoheit*) that concern the local national workforce of the agency.

highest service authority
The authority at the level of which a head works council must be established. HQ USAREUR-AF is the highest service authority for all local national employees who are employed by organizations of the U.S. Forces serviced by the United States Army Civilian Human Resources Agency, Europe Directorate, or the Army and Air Force Exchange Service, Europe (AAFES-Eur), in Germany.

local national employee
An individual employed according to the labor law of Germany as modified by the provisions of the Supplementary Agreement to the NATO Status of Forces Agreement, Article 56.