

6.4 THE SALE OF ALCOHOL

Employees must sign the Employment Agreement to serve alcohol stating they understand the law regarding alcohol sales to minors and our policy.

There will be no alcohol sold to anyone under 21 years of age. Any person who appears to be under 30 years of age must provide proper identification before being served alcohol.

Proper Identification includes valid (not expired):

- Driver's license
- State-issued ID Card
- Passport
- Military ID

Remember to look at the birthdate and picture on the ID. If something seems “off” or “wrong”, ask to see a back-up ID to ensure they match. If they do not, or you still do not feel comfortable, immediately notify the manager.

No alcohol shall be poured or served by anyone under the age of 18.

Do not allow customers or staff to drink after hours.

If you witness a patron purchasing alcohol for a minor, notify the manager immediately.

Do not serve anyone who does not have proper ID!!! It is the responsibility of the employee serving alcoholic beverages to ensure that the customer is of legal drinking age.

Do not be embarrassed to ask someone for their ID! This policy protects minors in the community, Best Taste of Pho Saigon, and you! If a customer makes a big deal about it, you can simply tell them that you are doing your job and would jeopardize your job if you do not comply with policies set in place.

If a pitcher, carafe, or bottle is ordered, every person receiving a glass must receiving a glass must provide proof of age.

Failure to check ID when appropriate is grounds for immediate termination.

In addition to the internal audits done by Best Taste of Pho Saigon, local police departments direct “sting” operations to prevent the sale of alcohol to minors. If you fail to ID an underage participant in this program and serve them alcohol, you will be taken to the police station by the officer and charged with serving a minor. As a result, Best Taste of Pho Saigon will receive a citation, which you may be held responsible for at the manager's discretion.

If a customer appears to be intoxicated and wants more alcohol, get the manager so he/she can explain to them why they can no longer be served.

All alcohol sales will end at closing. State law says that all alcohol must be off the table by 1 am. In operations without bars, alcohol must be off the table 30 minutes after closing.

Employer will provide regular training.

You will be required to participate in additional training that will help you responsibly serve alcohol. Your manager will provide you with the necessary materials.

Provide each employee with a summary of the laws regarding alcohol sales

Employer will train you on methods to determine if a person is 21 or older. Employer will post signs visible to staff stating, "Selling alcohol only to those born on this or before today's date, 19xx."

Employer will practice ways to check IDs of customers and how to refuse sales to those under the age of 21. In doubt, refuse to sell.

Employer must post signs visible to the public stating that it is illegal to sell alcohol to people under the age of 21.

You will not allow patrons or employees to leave with open containers of alcohol from our premises.

Do not accept excuses such as, "I forgot my license at home."

Employer will instruct you on the health and safety risks associated with alcohol use.

Employer will use staff meetings to discuss recent problem situations.

Employers will spot check your compliance and reward those who show exceptional performance as responsible alcohol beverage sellers.

All employees shall complete alcohol service training as part of their orientation (within 60 days of hire) and each year after. Topics will include:

- Laws about the sale of alcohol
- Rules for identification checks
- Recognizing intoxicated persons
- Responsibilities of businesses that serve intoxicating liquors

Be good neighbors.

We will not allow unlawful gambling on our premises.

Notify police of illegal activities.

Help your co-workers. Remind each other of protocol. Back each other up.

If you come across a difficult situation, ask your supervisor how to handle it.

Ask your supervisor to explain anything confusing.

Pick up litter each day.

Employer will keep insurance up-to-date.

We will not violate our occupancy limit which includes inside and outside.

Employer will provide an exit plan for closing time. Encourage patrons to leave without disturbing nearby neighbors.

Follow the approved business plan, including hours, security and entertainment.

Tips for discouraging patrons from drinking too much:

- Limit drink specials
- Create appetizer and drink offers
- Offer food specials during happy hour
- Add more virgin drinks to your menu
- Install kitchen equipment to diversify your menu
- Advertise food specials

Employer will inform the City of Blaine if there are any changes to the business. Failure to report may result in adverse license action. The City Council must approve changes in:

- Owners, officers, directors, shareholders or managers
- Physical space, such as enlarging your premises or adding a sidewalk café

Employer will pay taxes, fees, assessments and fines. A license cannot be approved if Employer owes money to the City or State of Minnesota.

Employer will issue a written policy that explains to all managers and employees that your establishment will not sell alcohol to anyone who is under 21 years of age. Explain that you are required to obey federal, state and local laws.

NAIL TECHNICIANS ARE NOT ALLOWED TO TAKE ALCOHOL ORDERS OR SERVE ALCOHOL

NAIL SALON ORDERS

Patrons may only possess and consume alcoholic beverages in the nail salon area under the following conditions:

1. Patrons order from the bar, take possession of the alcohol in the bar and bring it with them into the salon; or
2. If the patron wishes to order an alcoholic beverage from the nail salon area, it must be placed with a restaurant server, and the alcoholic beverage must be delivered to the patron by a restaurant server.