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SYNOPSIS:

Under existing law, individuals 18 to 20 years of age employed by a restaurant licensee of the Alcoholic Beverage Control Board may serve alcoholic beverages under certain specified conditions.

This bill would also authorize individuals 18 to 20 years of age employed by a restaurant or hotel that is a restaurant or special retail licensee of the Alcoholic Beverage Control Board to serve alcoholic beverages under the same conditions.

This bill would also further provide for the forms of responsible vendor training for employees including training online.

A BILL
TO BE ENACTED
AN ACT

Relating to the Alcoholic Beverage Control Board; to amend Sections 28-1-5, as amended by Act 2022-383, 2022 Regular Session, and 28-10-6 of the Code of Alabama 1975, to authorize an employee of a restaurant or hotel that is a restaurant or special retail licensee of the board to serve alcoholic beverages under the same specified conditions as an



29 employee of a restaurant licensee; and to further provide for
30 the forms and records of responsible vendor training.

31 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

32 Section 1. Sections 28-1-5, as amended by Act
33 2022-383, 2022 Regular Session, and 28-10-6 of the Code of
34 Alabama 1975, are amended to read as follows:

35 "§28-1-5

36 (a) Notwithstanding Section 26-1-1, it shall be
37 unlawful for an individual less than 21 years of age to
38 attempt to purchase, purchase, consume, possess, or transport
39 any alcoholic beverage within the State of Alabama.

40 (b) Nothing in this section shall prevent an
41 individual who is less than 21 years of age from being
42 employed by a licensee of the board, provided the individual
43 may not handle, transport, serve, or dispense alcoholic
44 beverages, except as authorized under subsection (c), and a
45 representative of the licensee who is 21 years of age or older
46 must be in attendance at all times the individual is working.

47 (c) Notwithstanding subsection (a):

48 (1) An individual who is 18, 19, or 20 years of age
49 and is employed by a restaurant or a hotel that is a
50 restaurant or special retail licensee may serve alcoholic
51 beverages, provided all of the following conditions are met:

52 a. The employee is working within the scope of his or
53 her employment as a server or a busser.

54 b. The employee may not work as a bartender and may
55 not pour or dispense alcoholic beverages or deliver alcoholic
56 beverages to a guest room.



57 c. The restaurant or hotel that is a restaurant or
58 special retail licensee is annually certified as a responsible
59 vendor under the Alabama Responsible Vendor Act as provided in
60 Chapter 10. Responsible vendor training or testing for these
61 licensees may be conducted online by computer, in a classroom,
62 or by live trainers. Any online training must include employee
63 testing to pass. Nothing in this paragraph shall be construed
64 to require an in-person test administrator or proctor.

65 (2) An individual under 21 years of age who is
66 employed by a wholesale licensee or an off-premises retail
67 licensee may handle, transport, or sell alcoholic beverages,
68 provided the employee is working within the scope of his or
69 her employment.

70 (d) The board may levy a civil penalty, up to and
71 including suspension or revocation of the license, against any
72 licensee who requests or requires as a condition of employment
73 an employee under the age of 21 years to handle, transport,
74 serve, or dispense alcoholic beverages in a manner that
75 violates this section, as follows:

76 (1) Two hundred fifty dollars (\$250) for a first
77 offense.

78 (2) Five hundred dollars (\$500) for a second offense.

79 (3) One thousand dollars (\$1,000) for a third or
80 subsequent offense."

81 "§28-10-6

82 In order to qualify for certification, the vendor
83 shall comply with the following requirements:

84 (1) Provide a course of instruction for its employees



85 approved by the board which shall include subjects dealing
86 with alcoholic beverages as follows:

87 a. Laws regarding the sale of alcoholic beverages for
88 on-the-premises consumption and/or for off-the-premises
89 consumption~~;~~.

90 b. Methods of recognizing and dealing with underage
91 customers~~;~~and.

92 c. The development of specific procedures for refusing
93 to sell alcoholic beverages to underage customers; for
94 assisting employees in dealing with underage customers; and
95 for dealing with intoxicated customers.

96 (2) Require each employee who is authorized to sell
97 alcoholic beverages in the normal course of his or her
98 employment to complete the employee training course set out in
99 subdivision (1) ~~hereof~~ within 30 days of commencing
100 employment~~;~~. [Responsible vendor training or testing may be](#)
101 [conducted online by computer, in a classroom, or by live](#)
102 [trainers. Any online training must include employee testing to](#)
103 [pass. Nothing in this subdivision shall be construed to](#)
104 [require an in-person test administrator or proctor.](#)

105 (3) Require all ~~such~~ trained employees to attend
106 additional meetings at least semiannually or such other
107 schedule of meetings as may be approved by the board, which
108 meetings shall include the dissemination of existing and new
109 information covering the applicable subjects specified in this
110 section and explaining the vendor's policies and procedures
111 relating to those subjects~~;~~.

112 (4) Maintain employment records of the training of its



113 employees required by this section; ~~and~~. The records may be
114 maintained in a digital format provided the records may be
115 produced within 48 hours at the request of the board.

116 (5) Post signs on the vendor's premises informing
117 customers of the vendor's policy against selling alcoholic
118 beverages to underaged persons."

119 Section 2. This act shall become effective immediately
120 following its passage and approval by the Governor, or its
121 otherwise becoming law.