

**POLICY NAME** EMPLOYEES MUST COMPLY WITH ALABAMA LAWS

**POLICYNUMBER** 1.3.7

**CATEGORIES**

**DATE PROPOSED:** 11/19/2018

**DATEOFVOTE** 1/16/2019

**ACCEPT (Y/N):**

Municipal Ice Complex (MIC) policy is for all employees to follow and obey all Alabama Beverage Control (ABC) Board rules and regulations and state laws. Employees who violate MIC policy or State of Alabama law can be subject to disciplinary action up to and including termination.

**COMMENTS:** Based on VBC policy

**POLICY NAME** ALCOHOL SALES TO MINORS PROHIBITED

**POLICY NUMBER** 1.3.8

**CATEGORIES**

**DATE PROPOSED:** 11/19/2018

**DATE OF VOTE:** 1/16/19

**ACCEPT (Y/N):**

Municipal Ice Complex (MIC) policy is for any employee who observes a minor attempting to purchase alcohol or have a third party purchase alcohol on their behalf, refuse the sale or service of alcohol and notify the supervisor on duty immediately. The supervisor will back any MIC employee's decision to refuse the sale or service of alcohol. Employees that violate MIC policy or State of Alabama law can be subject to disciplinary action up to and including termination.

**COMMENTS:** Based on VBC policy

**POLICY NAME** ALCOHOL SALES TO INTOXICATED CUSTOMERS PROHIBITED

**POLICYNUMBER** 1.3.9

**CATEGORIES**

**DATE PROPOSED:** 11/19/2018

**DATEOFVOTE:** 1/16/19

**ACCEPT (Y/N):**

Municipal Ice Complex (MIC) policy is for any employee who observes a potentially intoxicated customer attempting to purchase alcohol or have a third party purchase alcohol on their behalf, refuse the sale or service of alcohol and notify the supervisor on duty immediately. The supervisor will back any MIC employee's decision to refuse the sale or service of alcohol. Employees that violate MIC policy or State of Alabama law can be subject to disciplinary action up to and including termination.

**COMMENTS:** Based on VBC policy

**POLICY NAME** IDENTIFICATION FOR ALCOHOL SALES

**POLICY NUMBER** 1.3.10

**CATEGORIES**

**DATE PROPOSED:** 11/19/2018

**DATE OF VOTE:** 1/16/19

**ACCEPT (Y/N):** Y

Municipal Ice Complex (MIC) policy is to check the ID of any customer attempting to purchase alcohol who appears to be under the age of 30. Always request that the customer remove the ID from wallet and place ID in your hand. Never handle customer's personal property (wallet). If the ID is determined to be expired or not acceptable (invalid) immediately return the ID to the customer and refuse the sale. If customer has a problem with the refusal, notify the supervisor on duty immediately. The supervisor will back any MIC employee's decision to refuse the sale or service of alcohol. Employees that violate MIC policy or State of Alabama law can be subject to disciplinary action up to and including termination.

**COMMENTS:** Based on VBC policy

**POLICY NAME** ALCOHOL RESTRICTIONS

**POLICYNUMBER** 1.3.11

**CATEGORIES**

**DATE PROPOSED:** 1/14/19

**DATE OF VOTE:** 1/16/19

**ACCEPT (Y/N):**

Alabama law prohibits bringing any outside alcoholic beverages into the Municipal Ice Complex (MIC). All alcohol consumed on MIC premises must be purchased from MIC concession operations.

Any and all alcohol purchased inside the MIC must be consumed inside the facility. No alcoholic beverages purchased within the MIC facility may be taken outside of the building regardless of whether the container is open or not. This also applies in the case of a facility sponsored event being held outside on the grounds or parking lot. Alcoholic beverages to be consumed outdoors on facility premises must be purchased outdoors.

In the case of a special event where alcoholic beverages are sold outside on the facility grounds or parking lot, patrons may not bring any alcohol purchased outdoors into the building.

Employees may not consume alcoholic beverages while on the clock or on a break period even if they have clocked out for the break. Alcoholic beverages are exempted from the employee discount program.

**COMMENTS:**