

# MBAA Safety Toolbox Talk



## Alcohol Consumption Employees and Guests

### Overview

As brewers we produce quality beers that are responsibly enjoyed by consumers. Drinking beer in moderation can be a pleasurable part of a balanced lifestyle. To that end, we want to ensure the safety of our employees and guests who consume alcohol on company premises and/or at company functions. Below are guidelines for consideration.

### Alcohol Consumption Policy (ACP)

The ACP should be documented and designed to establish uniform standards for alcohol consumption by employees and guests. The ACP should support responsible consumption and cover the following points:

- When consumption is allowed.
- Where consumption is allowed.
- ACP applies to all employees, contract employees, contractors and visitors.
- Adherence to applicable state and local laws.
- Responsible consumption when allowed.
- Aid for employees who may need help (Employee Assistance Programs).
- Reporting of DUI's or other alcohol related offences.
- Disciplinary process.

The ACP cannot cover every situation and is not a substitute for good judgment and common sense. If you have questions, consult with your manager. Remember, all employees are ambassadors for your Brewery.

### Beer Taste Panels

A Beer Taste Panel policy should be documented and include the following points:

- Description of the duties of the members of the Taste Panel.
- Breathalyzer requirements:
  - Typically, 0.06 as all state requirements are 0.08.
  - Safe ride home option (pre-paid taxi).
- Periodic auditing of the breathalyzer results vs the taste schedule.

### On-Premise Consumption — Employees & Guests

Should only occur as defined in the ACP. Here are items to consider:

- Designated areas only.
- Designated times only (typically limited to no more than 3 hours on premise).
- Verify your states legal drinking age.
- Verify your states legal server age.
- Verify your states legal form of identification concerning age verification.
- Consider training for servers (such as TIPS).
- Provide snacks or food with the alcohol.
- Make non-alcohol beverages available also.
- Typically limited to three 12 ounce servings over three hours (Note: The human body can eliminate 0.2 BAC every hour – approximate equivalent of a 12 oz beer at 5% alcohol).
- Stop serving alcohol 15 minutes prior to event end time on premise (off-premise 1 hour).
- A specific employee is assigned responsibility for the event.

- If someone does over consume, or appears impaired or intoxicated:
  - Alcohol beverages shall be prohibited.
  - Non-alcohol beverages and food offered.
  - Alternate means of transportation shall be offered or supplied.
- If an employee or guest becomes belligerent and uncooperative, they should be informed that the authorities shall be called.

### Training

All employees are expected to read, be familiar with, and acknowledge their understanding of the ACP on a yearly basis.

All employees participating on Beer Taste Panels are expected to read, be familiar with and acknowledge their understanding of the Beer Taste Panel policy on a yearly basis.

Employees functioning as Servers at company events should consider training – such as TIPS (alcohol training and certification).

### LINKS

- [Server Training - TIPS](#)
- [Breathalyzers](#)
- [Governors Highway Safety Association](#)
- [Server Minimum Age by State](#)

FOR MORE INFORMATION ON BREWERY SAFETY, PLEASE VISIT THE MBAA BREWERY SAFETY WEBSITE AT:  
<http://www.mbaa.com/brewresources/brewsafety>