

# Can a Manager of a DABS licensee be a minor?

(32B-5-308, 32B-1-104 and see operational requirements for each license type)

## The simple answer is NO!

DABS has, at times, had issues with certain restaurants hiring minors to be their “team leads” “supervisors” or “managers” etc. A few restaurants actually gave up their alcohol licenses when they found out they were not allowed to have their minor employees be managers. But all of these types of supervisory positions are subject to background checks and all must be at least 21 years old.



Here's why: There is nothing in statute or rule that allows a minor to be a manager. A licensee or permittee may only engage in an alcohol-related activity if the activity is expressly permitted by statute or rule. (32B-1-104).

## MINORS MAY NOT:

- Be issued a package agency, license, or permit.
- Be employed to sell, offer for sale, furnish, or dispense an alcoholic product.
- Be employed on the licensed premises of a bar licensee
  - Except, fraternal and equity clubs may have some family-friendly areas. But minor employees cannot be in their bar or lounge areas or handle an alcoholic beverage.

## IN RESTAURANTS, MINOR EMPLOYEES WHO ARE AT LEAST 16 YEARS OLD MAY:

- Enter the sale at a cash register or other sales recording device (only after a trained person 21 or older has taken the order).
- Be at a grandfathered bar structure or in the dispensing area only:
  - If they are working as an employee or
  - To perform maintenance and cleaning services when the restaurant licensee is not open for business.

**Bottom Line: No Minors may be assigned to supervise or manage any DABS licenses.**