

MANAGERS: WHAT CAN YOU DO?



1.

EDUCATE YOURSELF AND YOUR STAFF!

This packet contains information that will help you educate your staff about current alcohol laws.

2.

KEEP YOUR EMPLOYEES INFORMED!

Review alcohol policies during staff meetings. Reinforce to your employees that they may NOT sell alcohol to people under 21! REMIND THEM OF THE FINES!

3.

DISPLAY SIGNS AND DECALS!

Place warning labels and signs on store doors, at the cash register, and wherever alcohol products are displayed. If you need extra materials please contact the Substance Abuse Prevention Program.

4.

FIND OUT HOW WELL YOUR EMPLOYEES ARE DOING!

During staff meetings, conduct pop quizzes and question your staff about the law. Test your clerks' ability to accurately calculate the correct age on the customers I.D. to determine if he/she is over 21 years of age.

5.

PRAISE YOUR STAFF AND REWARD THEM!

Consider incentives for not selling to people under 21.

- longer lunch
- day off w/ pay
- gift certificate
- reward/recognition



NOTICE FOR INCLUSION WITH PAYCHECKS

It is against the law to sell alcohol products to individuals under age 21.

This includes ALL alcoholic beverages.
Violators will be subject to a fine of up to **\$750.00**.

REMEMBER: DON'T SELL ALCOHOL PRODUCTS TO PEOPLE UNDER THE AGE OF 21. IT'S AGAINST THE LAW.



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EMPLOYEE AGREEMENT



I understand that Wyoming State Law prohibits the sale of alcoholic beverages to persons under 21 years of age. I have reviewed the guidelines regarding the sale of alcoholic beverages to minors and understand that failure to adhere to store policy could result in disciplinary action, including loss of my job, as well as the imposition of a fine of up to \$750.

I agree to the following rules and company policy about the sale of alcoholic beverages:

- I will not sell alcoholic beverages to any person under the age of 21.
- If the person appears to be under age 30, I will ask for identification. If there is any doubt about the person's age, I will NOT make the sale.
- I will not knowingly sell alcohol to any adult for use by individuals under the legal age.

Employee's signature and date

Store Manager's signature and date

(This agreement will be maintained in your personnel file as part of your permanent employee record.)



Studies show that minors in our community easily buy alcoholic beverages, even though Wyoming State Law prohibits sales to anyone under the age of 21. To stop the sale of alcohol to people under 21, and to comply with Wyoming State Law, the following policy is effective immediately.

CHECK I.D. FOR ANYONE UNDER AGE 30!

THIS BUSINESS WILL NOT SELL ALCOHOLIC BEVERAGES TO PEOPLE UNDER 21.

**You can be fined up to \$750 for selling alcoholic beverages
to anyone under the age of 21.**

You must request a picture I.D. from anyone attempting to purchase alcohol who appears to be under the age of 30.

If a customer complains about this policy, please explain that Wyoming State Law prohibits, not only the sale of alcoholic beverages to those under the age of 21, but also the possession of alcoholic beverages by individuals in this age group.

Failure to adhere to store policy will result in disciplinary action and a fine of up to **\$750.**

Signature

Date

EMPLOYEES: PROTECT YOURSELF BY CHECKING I.D.s



HOW TO MAKE SURE YOU DON'T SELL ALCOHOL TO PEOPLE UNDER 21:

CHECK THEIR I.D.!

Ask anyone who looks under 30 to show you a picture I.D. Asking the customer if he or she is 21 or older is not enough – you must see an I.D.

CHECK THE BIRTH DATE! THEY MUST BE 21!

To figure out if the person is old enough, just subtract 21 years from the current date. For instance, if today is 01-01-23, the person's birth date must be 01-01-2002 or before to make him/her at least 21 years old. It is as simple as $2023 - 21 = 2002$.

WHEN HASSLED TRY:

“Selling alcohol to you without checking your I.D. isn't worth \$750 and my job.”

“On my shift, I don't sell alcohol to anyone without checking their I.D.”

“I'm not about to get fined for selling alcohol to you.”

QUESTION: What if a youth is hassling me to sell them alcohol?

ANSWER: Call local law enforcement!

BE POLITE! BE FIRM! YOU'RE DOING THE RIGHT THING BY NOT SELLING!

REMEMBER!

Selling alcoholic beverages to someone under 21 years of age could cost you:

- A fine up to \$750.00
- Up to six months in jail or both
- Your JOB!

ASK “GOT I.D.?” BEFORE IT'S TOO LATE!



How to Read a Wyoming I.D.

Wyoming clerks should always check for a valid I.D. of any persons who appear under the age of 30 before selling them alcohol products. The following forms of I.D. are acceptable as proof of age:

- Any state driver's license to include, District of Columbia, Puerto Rico, Canada and Mexico.
- A permanent resident card issued by the U.S. Citizenship and Immigration Services (Green Card).
- A Military identification card.
- An internationally accepted passport with photo, name, and date of birth.
- A Wyoming identification card issued by the Department of Transportation.
- Tribal identification cards of the East Shoshone and Northern Arapahoe (W.S. 8-7-101)

Employees should not feel pressured when checking a customer's I.D. Careful checking is essential in order to comply with the law. An efficient check of Wyoming Driver's License can often be completed by looking at the following two areas:

- **Orientation of Picture**

MINORS PICTURE IS LOCATED ON THE LEFT OF THE I.D. on Wyoming Driver's Licenses issued before April 2006.

MINORS DRIVER'S LICENSES ARE IN VERTICAL FORMAT on Wyoming Driver's Licenses issued after April 2006.

- **Age 21 on**

Every "Under 21" drivers license shows the year they turn 21 below the picture.

WY Driver's License



WY CDL Driver's License



WY Minor License



Confirm Authentic I.D.

Confirming that the Identity of the person showing you the I.D. matches the photo on the I.D. is an essential step in checking I.D. If you suspect an I.D. is not valid, and the individual is under 21, **do not** sell alcohol to that customer.

WYOMING STATUTE TITLE 12, CHAPTER 6. SALE OF ALCOHOL



§12-6-101. Sale or possession prohibited; when possession unlawful; public drunkenness; falsification of identification; penalty; prima facie identification as defense.

- (a) Any person who sells, furnishes, gives or causes to be sold, furnished or given away any alcoholic liquor or malt beverage to any person under the age of twenty-one (21) years, who is not his legal ward, medical patient or member of his own immediate family, is guilty of a misdemeanor. This subsection does not apply to sales by the division or a wholesaler to a licensee under this title.
- (b) Repealed By Laws 2010, Ch. 6, § 2.
- (c) Except as otherwise provided in this title, no person under the age of twenty-one (21) years shall:
 - (i) Purchase or attempt to purchase any alcoholic liquor or malt beverage;
 - (ii) Solicit another person to purchase alcoholic liquor or malt beverage;
 - (iii) Possess any alcoholic liquor or malt beverage;
 - (iv) Consume any ethyl alcohol; or
 - (v) Have measurable blood, breath or urine alcohol concentration in his body.
- (d) This section shall not apply to possession of alcoholic liquor or malt beverages or consumption of ethyl alcohol by a person under the age of twenty-one (21) years in accordance with this title:
 - (i) Who is in the physical presence of his parent, spouse or legal guardian who is twenty-one (21) years of age or older;
 - (ii) As part of a church's or religious organization's religious services; or
 - (iii) For medicinal purposes if the alcoholic liquor, malt beverage or ethyl alcohol is furnished:
 - (A) By the person's parent, spouse or legal guardian who is twenty-one (21) years of age or older; or
 - (B) Pursuant to a lawful prescription.
- (e) The prohibitions against possession of alcoholic liquor or malt beverages by a person under the age of twenty-one (21) years specified in this section shall not apply:
 - (i) When the person is making a delivery of alcoholic liquor or malt beverages pursuant to his employment;
 - (ii) When the person is serving alcoholic liquor or malt beverages pursuant to his employment in a restaurant which holds a license to serve alcoholic liquor or malt beverages, if the person is at least eighteen (18) years of age. The term "serving" in this paragraph does not include the mixing or dispensing of alcoholic beverages; or
 - (iii) To a person who is a licensee under this title.
- (f) Any person under the age of twenty-one (21) years who attempts in any manner to purchase alcoholic or malt beverages or who falsifies any identification or uses any false identification in order to obtain alcoholic or malt beverages is guilty of a misdemeanor.
- (g) Any person who violates this section, or aids, abets or incites any violation hereof, is guilty of a misdemeanor;
- (h) A motor vehicle driver's license or valid picture identification card issued by any state, territory or possession of the United States, the District of Columbia or the Commonwealth of Puerto Rico, a permanent resident card issued by the United States citizenship and immigration services, a valid picture identification card issued to a member of the armed forces or an internationally accepted passport document with a discernible date of birth and photograph is prima facie evidence of the age and identity of a person. Proof that a licensee or his employee or agent demanded, was shown and acted in reasonable reliance upon the information contained in any one (1) of the above documents as identification is a defense to any criminal prosecution or action for the suspension or revocation of a license.

WYOMING STATUTE TITLE 12, CHAPTER 6. SALE OF ALCOHOL



- (j) For purposes of this section, "ethyl alcohol" means any substance which is or contains ethyl alcohol.

§12-6-102. Transporting or possessing in motor vehicle with intent to furnish to person under 21; penalties.

- (a) No person who is at least twenty-one (21) years of age shall transport, or have in his possession or control, any alcoholic liquor or malt beverage, with the intent of furnishing the same to any person under the age of twenty-one (21) years, while operating or occupying a motor vehicle.
- (b) Any person who violates subsection (a) of this section is guilty of a misdemeanor and upon conviction shall be punished by a fine of not less than one hundred dollars (\$100.00) nor more than one thousand dollars (\$1,000.00), imprisonment in the county jail for not more than one (1) year, or both. Upon a second or any subsequent conviction under this subsection the person is guilty of a felony and shall be punished by imprisonment in the state penitentiary for a term not exceeding five (5) years.
- (c) In addition to the penalty provided in subsection (b) of this section the division of motor vehicles shall suspend, for a period of one (1) year, the driver's license and automobile registration of any person convicted of operating a motor vehicle in violation of this section. The license suspension shall not run concurrent with any term of imprisonment, if imposed, but shall commence on the last day of incarceration.

§12-6-103. Compliance.

- (a) The department of health, working with local law enforcement agencies and other local individuals and organizations shall be the lead agency in the administration of this article. Nothing contained in this section shall be construed to limit or otherwise alter the authority granted to the department of revenue under any other provision of title 12.
- (b) The department of health shall develop strategies to coordinate and support local law enforcement efforts in the enforcement of all state statutes relating to the prohibition of the sale of alcohol products to minors.
- (c) The department of health shall have discretion to work with local agencies and individuals in the coordination of local education, prevention and enforcement efforts that appropriately reflect the needs of the community.
- (d) For purposes of this section, the term "compliance check" shall mean an inspection conducted pursuant to the provisions of this section for purposes of education or enforcement of laws prohibiting the sale of alcohol to minors. The use of persons age eighteen (18) to twenty-one (21) during compliance checks is authorized subject to the following:
- (i) A person participating in a compliance check shall, if questioned, state his true age and that he is less than twenty-one (21) years of age;
 - (ii) The person's appearance shall not be altered to make him appear to be twenty-one (21) years of age or older;
 - (iii) Neither a person age eighteen (18) to twenty-one (21) nor his parents or guardians shall be coerced into participating in such inspections;
 - (iv) In the event that a citation may result the person conducting the compliance check shall photograph the participant immediately before the compliance check and any photographs taken of the participant shall be retained by the person conducting the compliance check;
 - (v) Any participant or adult aiding a participant in a compliance check under this section shall be granted immunity from prosecution under W.S. 12-6-101 and 12-5-203.
- (e) The person conducting a compliance check under this section shall:
- (i) Remain within sight or sound of the participant attempting to make the purchase;
 - (ii) Immediately inform in writing a representative or agent of the business establishment that a compliance check has been performed and the results of the compliance check;

WYOMING STATUTE TITLE 12, CHAPTER 2. SALE OF ALCOHOL



- (iii) If the compliance check may result in a citation, within two (2) days, prepare a report of the compliance check containing:
 - (A) The name of the person who supervised the compliance check;
 - (B) The age and date of birth of the participant who assisted in the compliance check;
 - (C) The name and position of the person from whom the participant attempted to purchase alcoholic beverages;
 - (D) The name and address of the establishment checked;
 - (E) The date and time of the compliance check; and
 - (F) The results of the compliance check, including whether the compliance check resulted in the sale or distribution of, or offering for sale, alcoholic beverages to the minor.
- (iv) Immediately upon completion of the report required under this subsection, provide a copy of the report to a representative or agent of the business establishment that was checked;
- (v) Request a law enforcement officer to issue a citation for any illegal acts relating to providing alcoholic beverages minors during the compliance check.

§ 12-2-501. Definition. [Effective January 1, 2007.]

As used in this article “beer keg” means any brewery sealed, single container that contains not less than seven (7) gallons of malt beverage.

§ 12-2-502. Sale of beer kegs. [Effective January 1, 2007.]

No licensee shall sell beer kegs unless that licensee affixes an identification label or tag to each beer keg. An identification label or tag provided by the commission shall consist of paper, plastic, metal or another durable material that is not easily damaged or destroyed. Identification labels may contain a non-permanent adhesive material in order to apply the label directly to an outside surface of a beer keg at the time of sale. Identification tags shall be attached to beer kegs at the time of sale with nylon ties or cording, wire ties or other metal attachment devices, or another durable means of tying or attaching the tag to the beer keg. The identification information contained on the label or tag shall include the licensee’s name, address and telephone number, and a unique beer keg number assigned by the licensee. A prominently visible warning that intentional removal or alteration of the label or tag is a criminal offense shall be placed on the tag. Upon return of a beer keg to the licensee that sold the beer keg and attached the identification label or tag, the licensee shall be responsible for the complete and thorough removal of the entire identification label or tag, and any adhesive or attachment devices on the label or tag. The identification label or tag shall be kept on file with the licensee for not less than ninety (90) days after the date of return.

§ 12-2-503. Licensee to keep records. [Effective January 1, 2007.]

- (a) A licensee at the time of selling any beer keg shall record:
 - (i) The number on the purchaser’s:
 - (A) Motor vehicle driver’s license issued by any state, territory or possession of the United States, the District of Columbia, the Commonwealth of Puerto Rico or by an official governmental agency of Canada or Mexico;
 - (B) Permanent resident card issued by the United States citizenship and immigration services;
 - (C) An identification card issued to a member of the armed forces;
 - (D) An internationally accepted passport document with a discernible date of birth and photograph; or
 - (E) An identification card issued by the department of transportation.

WYOMING STATUTE TITLE 6, CHAPTER 4. SALE OF ALCOHOL



- (ii) The date and time of the purchase;
 - (iii) The beer keg identification number; and
 - (iv) The purchaser's signature.
- (b) The record shall be retained for not less than ninety (90) days after the date of the sale.

§12-2-504. Access to records. [Effective January 1, 2007.]

A licensee required to retain records under W.S. 12-2-502 or 12-2-503(b) shall make the records available during regular business hours for inspection by a peace officer or the commission.

§12-2-505. Violation. [Effective January 1, 2007.]

- (a) A person who is required to record information shall not knowingly make a materially false entry in the book or register required under W.S. 12-2-503. Any person who violates this subsection is guilty of a misdemeanor punishable by a fine of not more than five hundred dollars (\$500.00).
- (b) Any person who removes or alters an identification tag or label affixed to a beer keg as required by W.S. 12-2-502, other than the licensee acting in accordance with W.S. 12-2-502, is guilty of a misdemeanor punishable by a fine of not more than five hundred dollars (\$500.00).

§6-4-406. Permitting house parties where minors are present; exceptions; penalties.

- (a) No person who owns, rents, leases, subleases or has control of any residence or premises shall allow a house party to take place at the residence or premises if any alcoholic liquor, malt beverage or drug prohibited by law to be possessed by a minor is possessed or consumed at the residence or premises by any minor and the person knowingly permitted the residence or premises to be used for that purpose.
- (b) The provision of this section shall not apply to:
 - (i) The furnishing or giving of any alcoholic liquor or malt beverage by an adult to any person under the age of twenty-one (21) years, if the recipient is the legal ward, medical patient or member of the immediate family of the adult furnishing or giving the alcoholic liquor or malt beverage;
 - (ii) The consumption, use or possession of a drug pursuant to a lawful prescription issued for the drug;
 - (iii) Religious observance or prescribed medical treatment;
 - (iv) The possession of alcoholic liquor, malt beverage or lawfully prescribed drugs incidental to lawful employment.
- (c) Any person violating any provision of this section is guilty of a misdemeanor and, upon conviction, shall be punished by imprisonment for not more than six (6) months, a fine of not more than seven hundred fifty dollars (\$750.00), or both.
- (d) For purposes of this section:
 - (i) "Minor" means as defined in W.S. 8-1-102(a)(iii)(B);
 - (ii) "Premises" includes, but is not limited to, a rented, leased or donated hotel or motel room, a manufactured home or any other public or private facility that is not licensed under chapter 4, title 12 of the Wyoming statutes.

**You Must Have Been
Born On Or Before
Today's Date In**

2002

**To Buy
Alcohol**

GOT I.D.?

In Wyoming We Don't Sell Alcohol to People Under 21.

Wyoming Statute 12-6-101

*Provided by the Wyoming Association of Sheriffs and
Chiefs of Police and funded by the Wyoming Department of Health*

It is **ILLEGAL to sell, offer for sale, give away, or deliver alcoholic beverages to anyone under 21 years of age.**

GOT I.D.?

In Wyoming We Don't Sell Alcohol to People Under 21!

Wyoming Statute 12-6-101

Provided by the Wyoming Association of Sheriffs and Chiefs of Police and funded by the Wyoming Department of Health

GOT I.D.?

In Wyoming We Don't Sell Alcohol to People Under 21.

Wyoming Statute |2-6-10|

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