TEXAS BAR PROMISE
COVID-19 HEALTH & SAFETY PLAN

(Updated June 17, 2020 with the Governor’s Protocols & Guidance for Bars in Bexar County and Other Regions Requiring Face Coverings)
Background to Support the Reopening of Texas Bar Establishments

• All Texas bars, taverns and nightclubs were closed for over 50 days due to government mandates, which began on March 20, 2020. More than 75,000 jobs were immediately lost with a revenue impact of $630 million in gross revenue (based on 2019 annual revenue of $2.1 billion) impact to the State of Texas. This equates to a loss of more than $42 million in liquor tax revenue to the State of Texas.

• The Texas Restaurant Association has agreed to support the opening of bars, and to provide guidance, support, resources and clarification related to The Bar Promise and Governor’s minimal standard health protocols, as outlined, to all bar owners across the state. The Texas Restaurant Association (TRA) has been the voice of the restaurant industry throughout the crisis and now during recovery, and has maintained consistent communication with the Governor’s office, local and state health authorities and industry. The TRA agrees to provide this same level of leadership to the 5,507 bar establishments in Texas that may begin to reopen.

• Bar owners agree with policymakers and public health authorities that a phased-in approach is best. At the same time, regulatory consistency and predictability will be critical for bars operating across the State and consumers with whom we need to rebuild trust.

• In partnership with leading bar owners and operators from across Texas, the TRA created the “Texas Bar Promise” to encourage bar employees and their customers to make critical health and safety commitments to each other.

• The Promise was drafted with input from large chains, independent bars, data partners, other state associations, and food and alcohol safety/sanitation experts. It’s the compilation of evidence-based best practices that should be adopted consistently throughout Texas to enable bars to safely reopen their establishments.

• Key elements, specific to the bar industry, are woven throughout the Promise document. These include assigning a health and safety manager at each bar to ensure social distancing protocols are met, keeping parties at least 6 feet apart from other parties at all times facilitated by marked, physically designated individual party areas within the bar, and while customers are waiting to enter the establishment. Finally, no parties will have more than 10 people and all garnishes, glassware, and other traditional bar-top items will be protected and not accessible to customers.

• It is important to note that for a bar to legally operate in the State of Texas today, operators must strictly adhere to the TABC Administrative Rules for alcohol seller/server safety. Clearly this will be maintained going forward with additional employee training on appropriate cleaning and disinfection, hand hygiene, and respiratory etiquette provided to all employees. Like health departments for restaurants, the TABC enforces the rules and guidelines of bar establishments’ operation, up to and including the authority to close an establishment in violation of those rules.

• Governor Abbott authorized bars to reopen beginning May 22, 2020, in keeping with the Minimum Standard Health Protocols reflected in the Texas Bar Promise.

• For more information about the Texas Bar Promise, please contact TRA and visit www.txrestaurant.org/WelcomeBack.
THE TEXAS BAR PROMISE
Supporting Guidance for Bar, Tavern, and Nightclub Reopening

Updated: 6/17/20

Section 1 – Introduction

What is the Texas Bar Promise?
The Texas Bar Promise is the product of collaboration between the Texas Restaurant Association (TRA), bar establishments of all sizes, and health officials across the nation to develop guidelines that would enable bars, taverns, and nightclubs to safely reopen their dining spaces during the COVID-19 recovery. When customers see the Texas Bar Promise endorsement, they can be certain that the establishment is taking a leadership role in protecting their community. The Texas Bar Promise also empowers customers to learn what they can do to help keep everyone safe. With bars and customers working together, we can make their sector of the restaurant industry as vibrant as it was prior to the impact of COVID-19. For more information, please visit txrestaurant.org/WelcomeBack.

Does the Texas Bar Promise align with the Minimum Standard Health Protocols announced by Governor Abbott and issued by the Texas Department of State Health Services?
Just like the Texas Restaurant Promise, the Texas Bar Promise submitted by the TRA has been updated to align to the Governor’s Minimal Standard Health Protocols for Bars, as updated on June 3, 2020.

Although the Texas Bar Promise is not legally enforceable, the Minimum Standard Health Protocols it reflects come directly from the State and therefore should be followed by all bar establishments and their customers. TABC may enforce the Minimum Standard Health Protocols by suspending licenses. The TRA will provide leadership to the bar industry and serve as the knowledge source and direct contact regarding any needed clarification or to serve as a link between the Governor’s Office, TABC and our local health authorities.

Does the Texas Bar Promise align with the order that Bexar County and others are adopting to require businesses to post a health and safety policy that requires people to wear a face covering when they’re on the business’ property?
Yes. The good news is that bars following the Texas Bar Promise have been posting a health and safety policy all along because that’s exactly what the Texas Bar Promise is!

If your restaurant is in Bexar County or one of the other regions that has adopted a face covering requirement, then please make sure you post the Texas Bar Promise we’ve created specifically for these regions.

Do the Minimum Standard Health Protocols limit how many customers I can serve at one time?
Yes. Effective June 3, 2020, bars and similar businesses may operate for in-person service at up to 50% of the total listed occupancy, not including employees and contractors. This limit only applies inside; outside, there is no occupancy limit, but the restaurant must comply with the social distancing requirements.
Are there other requirements in the Minimum Standard Health Protocols that we should be aware of?
Yes. Bars should familiarize themselves with the Minimum Standard Health Protocols for Bars and for bar Customers, which have several additional requirements including:
- Do not allow customers to loiter at the bar or in other common areas.
- If a buffet is offered, have employees serve food to customers.
- Use contactless payment or have both parties sanitize their hands after the payment process.
- Have employees and contractors maintain at least 6 feet of separation from other individuals and, when distancing is not feasible, rigorously practice other sanitation measures.
- Follow specific guidelines about when employees with signs or symptoms of COVID-19 may return to work (see below).
- Regularly and frequently clean restrooms, and document the cleanings.
- Ensure social distancing is maintained at the bar between parties, staff, and bar items such as clean glassware and ice.
- Clean and sanitize the bar daily.

Please be sure to review the Minimum Standard Health Protocols here: gov.texas.gov/opentexas.

What do the Minimum Standard Health Protocols require for bars with video game equipment or other interactive amusements?
- Assign at least one employee or contractor full time to disinfect the video games and other interactive amusements. Continuous disinfecting is needed to protect customers.
- Disinfect all gaming equipment before and after customer use.
- Provide equipment disinfecting products throughout facility for use on equipment.
- Ensure only one player can play a game at a time.
- Provide for at least 6 feet of separation between games.

Did the Governor’s new order change the regulatory waivers around alcohol and retail to-go sales?
No. Existing regulatory waivers allowing for food and alcohol sales continue to apply regardless of if a business can reopen under Governor Abbott’s executive order.

Who can participate in the Texas Bar Promise?
Any bar, tavern, or nightclub that is reopening is encouraged to participate.

How long will this program last?
Throughout the duration of the COVID-19 recovery efforts. Overtime, these efforts should help customers regain trust and comfort visiting bars, taverns, or nightclubs. Depending on any future modifications or changes to the Governor’s Executive Order pertaining to bars, taverns, or nightclubs, the Texas Bar Promise will be updated to reflect these changes.

The Texas Bar Reopening Task Force
Working together with the Texas Restaurant Association, the following members make up the Texas Bar Recovery Task Force:
- Chris Horne, KPG Hospitality
- Brett Vance, Bearbug Hospitality/Handlebar/Redheaded Stepchild
- Ben Cantu, KPG Hospitality
- Troy Cramer, KPG Hospitality
Gary Foster, Little Woodrow’s
Bob Wilson, Little Woodrow’s
Emil Bragden, Funky Lime/Hospitality Concepts
Mark Beardon, SBBC Hospitality
Sean O’Brien, Fry Street Public House
Jason Carrier, Carmac Concepts
Shawn Bermudez, Boondocks/Stone’s Throw/Present Company
Kyle Berg, Mcintyres Heights/Downtown
Willie Stark, Bearhug Hospitality
Justin Knoch, 1922
Jessica Sanders, Drink Well Austin
Ben Fordham, Chameleon Group
Jeff Hammett, Chameleon Group
Jonathan Horowitz, Convive Hospitality
Randy Stokes, Barn Door & RD Speakeasy
Jeffrey Yarborough, Concept Nouveau
Ellis Winstanley, El Arroyo/Cozumel Empresas
John Gessner, Fox Rothschild LLP

The Texas Bar Promise also incorporates content developed by the National Restaurant Association Reopening Guidance Task Force, which includes the following members:

Frank Yiannas, Food Policy & Response, FDA
Dr. Mark Moorman, Office of Food Safety, FDA
Patrick Guzzle, Idaho Department of Health
Larry Lynch, National Restaurant Association

Dr. David McSwane, Conference for Food Protection
Dr. Donald Schaffner, Rutgers University
Dr. Benjamin Chapman, North Carolina State University
Greg Cocchiarella, Industry Relations, Ecolab

Section 2 – Preparing to Reopen

What steps should bars take to prepare to safely reopen their dining spaces?

− Bars should rehire and retrain staff to ensure:
  - Any employees certified in TABC alcohol server/seller safety have valid certifications.
  - All employees are trained on appropriate cleaning and disinfection, hand hygiene, and respiratory etiquette.
  - Health & Safety managers will be trained and available for every shift.
− All food and beverage items that are out of date should be discarded.
− Bar should procure enough cleaning supplies, hand sanitizer/soap, and any other supplies needed to reopen safely.
− Bars should thoroughly clean and disinfect the facility, especially the public facing areas and other spaces that have been closed.
− Bars should remove all bar and tabletop items and ensure any garnishes or condiments are protected and out of customer reach.
− Any self-service water stations currently located throughout the bar should be removed.
− Bars should modify their layout (inside and outside) or use signage and other equipment to comply with social distancing requirements.
What resources are available to bars trying to rehire employees?
Please consider this Q&A, which summarizes a webinar with the Texas Workforce Commission: https://txrestaurant.org/news/faqs-restaurants-rehiring-employees.

Please also visit the Texas Workforce Commission’s COVID-19 website: https://www.twc.texas.gov/news/covid-19-resources-employers.

Section 3 – Bar, Tavern, Nightclub Responsibilities & Options Once Reopened

How do bars participate in the Texas Bar Promise?
Bars must agree to the commitments in the Texas Bar Promise to protect their employees and customers. One of the commitments is that the bar will post the promise at their entrance so everyone knows what is needed to keep our communities safe.

What are some best practices bars can, but are not specifically required to follow, in order to comply with the commitments in the Texas Bar Promise?
Importantly, bars are already experts in safe alcohol and food handling and sanitation, as required by current Texas law, so many of their routine practices will go a long way towards fulfilling the commitments in the Texas Bar Promise. For example, continuing to follow the TABC Administrative Rules will help to combat the risks related to the spread of COVID-19.

Additional strategies will be appropriate for different bars at different times, but the following are ideas that can be implemented or adapted to fit an establishment’s needs:
− Designate a single employee per shift—ideally with a clearly identifiable uniform or badge for customers to recognize—to oversee safety and sanitation measures.
− Have an employee manage and control access to the restaurant, including opening doors to prevent customers from touching door handles.
− Allow or require employees to wear gloves and/or masks and other protective equipment in keeping with public health guidelines related to preventing cross-contamination.
− When able, use physical barriers to separate tables, booths, and bar stools.
− For tables that are unable to be moved, physically block off and/or remove seats so they are clearly not in use.
− Use signage and/or floor markings to help customers comply with social distancing guidelines in common areas.
− Encourage contactless payment options.
− Leverage technology solutions like mobile ordering and text on arrival for seating.

What kinds of questions should a bar ask its employees to perform the health screening?
Yes or no questions/statements like these can help strike the balance between obtaining the necessary health information and respecting privacy concerns. Employees and contractors should complete a simple pre-shift screening that includes answering questions like:
Do you have any of these new or worsening symptoms: cough, shortness of breath or difficulty breathing, chills, repeated shaking with chills, muscle pain, headache, sore throat, loss of taste or smell, diarrhea, feeling feverish, or a measured temperature greater than or equal to 100.0 degrees Fahrenheit?

Have you had close contact with a person who is lab confirmed to have COVID-19?

Are you currently waiting for the results of a COVID-19 test?

Have you traveled outside Texas over the last 14 days?

I understand my responsibility to not come to work if I have symptoms of COVID-19 or have recently come into close contact with someone who has COVID-19.

I understand my responsibility to comply with [the bar’s] health and sanitation standards.

What if an employee or contractor fails the health screening?

Here are the requirements from the Minimum Standard Health Protocols:

- Do not allow employees or contractors with the new or worsening signs or symptoms listed above to return to work until:
  - In the case of an employee or contractor who was diagnosed with COVID-19, the individual meets all three of the following criteria: at least three days (72 hours) have passed since recovery (resolution of fever without the use of fever-reducing medications); and the individual has improvement in symptoms (e.g., cough, shortness of breath); and at least ten days have passed since symptoms first appeared; or
  - In the case of an employee or contractor who has symptoms that could be COVID-19 and does not get evaluated by a medical professional or tested for COVID-19, the individual should be assumed to have COVID-19, and the individual may not return to work until the individual has completed the same three-step criteria listed above; or
  - If the employee or contractor has symptoms that could be COVID-19 and wants to return to work before completing the above self-isolation period, the individual must obtain a medical professional’s note clearing the individual for return based on an alternative diagnosis.

- Do not allow an employee or contractor with known close contact to a person who is lab-confirmed to have COVID-19 to return to work until the end of the 14-day self-quarantine period from the last date of exposure.

What if I learn an employee or contractor has COVID-19?

TRA compiled state and CDC guidance on this topic, as well as cleaning/disinfection instructions, here: https://txrestaurant.org/sites/default/files/What%20to%20do%20if%20someone%20is%20diagnosed%20with%20COVID%20after%20being%20in%20your%20restaurant.pdf.

How should participating establishments communicate the commitments of the Texas Bar Promise?

It’s vital that bars communicate the commitments directly to their employees and monitor compliance. Bars should also take steps to communicate their enrollment in the Texas Bar Promise by posting the required notice at entrances, and if the establishment uses a website or social media, through those channels as well.
Section 4 – Customer Responsibilities & Options

Why are customers included within the Texas Bar Promise?
Customers are included because we all have a responsibility to follow public health authority guidance to prevent the spread of COVID-19. By partnering together, we can keep everyone safe.

Additional Minimum Standard Health Protocols for Bar Patrons:
− Wash or disinfect hands upon entering a reception and after any interaction with employees, contractors, other attendees, or items in the bar or similar establishment.
− Individuals aged 65 or older are at a higher risk of COVID-19. To the extent possible, avoid being within 6 feet with individuals aged 65 and older. Individuals aged 65 and older should stay at home as much as possible.
− Consistent with the actions taken by many individuals across the state, consider wearing cloth face coverings over the nose and mouth when not at the table, or when within 6 feet of another person who is not a member of the individual’s household. If available, individuals should consider wearing non-medical grade face masks.
− Because of the social interaction that occurs at bars or similar establishments, strict adherence to these protocols is important. A person infected with COVID-19 may not know it, and may pass it to someone else unwittingly.
− Carry hand sanitizer, and use it regularly while at the bar or similar establishment, especially after contact with individuals outside the household.

What can bars do to help customers meet their obligations?
Establishments are encouraged to maximize the use of contactless delivery options and advertise those options to potential customers. Publicizing information about the Texas Bar Promise should also increase customer compliance. Bars owners should continue to leverage the expertise of the Texas Restaurant Association, and if needed the local authorities for customer talking points and support when it comes to enforcement of customer commitments.

Section 5 – Additional Resources & Next Steps

What resources and support are available related to the Texas Bar Promise?
TRA will share information about the Texas Bar Promise with elected officials, the public, allied groups, and the media to assure the public and policymakers that Texas bars stand ready to reopen safely in keeping with these commitments. TRA will also be available to help answer questions and provide support to bars, taverns, and nightclubs as they reopen their dining spaces.

Many bars, taverns, and nightclubs opt to require their employees to have completed the TABC approved Alcohol Seller/Server Safety Certification, a safe harbor protecting their licenses should an employee inadvertently violate TABC Administrative Rules. Operators will ensure any employees who are TABC Certified have a valid certification. Expansion of the number of TABC Certified employees is at the discretion of the operator. Also, the National Restaurant Association has made its ServSafe Food
Handler Program available to all restaurants and bars free of charge through May 31. These trainings can be found at:

- ServSafe Takeout: COVID-19 Precautions
- ServSafe Delivery: COVID-19 Precautions
- ServSafe Food Handler

Other Links: More information about the Minimum Standard Health Protocols
Post COVID-19 Reopening Resources for Bars
Section 6 – Supporting Information

Texas
BAR INDUSTRY AT A GLANCE

Bars, Taverns, and Nightclubs are a driving force in Texas's economy. They provide jobs and build careers for thousands of people throughout the state.

5,507
Bar, Tavern, and Nightlife locations in Texas in 2019

75,500
Bar Tavern and Nightclub jobs in Texas in 2019

$2.06 billion
Estimated sales in Texas's bar sector in 2019

| HOW BIG IS AMERICA'S BAR INDUSTRY? | LOCATIONS | 63,615 serving millions every day |
| | SALES | $24 BILLION | 42% Beer Sales, 30% Spirits Sales |
| | EMPLOYMENT | 425 THOUSAND PEOPLE |
Employee Name: __________________________ Date: __________________________

Shift: ______________ Manager: ______________ Approved to work: ______ Yes ______ No

DAILY COVID-19 EMPLOYEE HEALTH SCREENING

Do you, the above named employee, currently suffer from any of the following signs/symptoms:

[ ] Cough     [ ] Headache     [ ] Sore throat
[ ] Shortness of breath or difficulty breathing    [ ] Loss of taste or smell
[ ] Chills     [ ] Diarrhea
[ ] Repeated shaking with chills    [ ] Muscle Pain
[ ] Known close contact with a person who is lab confirmed to have COVID-19
[ ] Feeling feverish or a measured temperature greater than or equal to 100.0 degrees Fahrenheit

Have you had close contact with a person who is lab confirmed to have COVID-19? [Yes / No]

Are you currently waiting for the results of a COVID-19 test? [Yes / No]

Have you traveled outside Texas over the last 14 days? [Yes / No]

I understand my responsibility to not come to work if I have symptoms of COVID-19 or have recently come into close contact with someone who has COVID-19. [Yes / No]

I understand my responsibility to comply with [the restaurant’s] health and sanitation standards. [Yes / No]

Thank you for completing this health screening. Your honest answers are very important to ensure the health and safety of our customers and employees.
RETURNING EMPLOYEE GUIDELINES

Employees or contractors with new or worsening signs or symptoms as listed above are not allowed to return to work until:

- In the case of an employee or contractor who was diagnosed with COVID-19, the individual may return to work when all three of the following criteria are met: at least 3 days (72 hours) have passed since recovery (resolution of fever without the use of fever-reducing medications); and the individual has improvement in symptoms (e.g., cough, shortness of breath); and at least 10 days have passed since symptoms first appeared; or

- In the case of an employee or contractor who has symptoms that could be COVID-19 and does not get evaluated by a medical professional or tested for COVID-19, the individual is assumed to have COVID-19, and the individual may not return to work until the individual has completed the same three-step criteria listed above; or

- If the employee or contractor has symptoms that could be COVID-19 and wants to return to work before completing the above self-isolation period, the individual must obtain a medical professional's note clearing the individual for return based on an alternative diagnosis.

Employees or contractors with known close contact to a person who is lab-confirmed to have COVID-19 may not return to work until the end of the 14 day self-quarantine period from the last date of exposure.
TABC To Go

TABC To Go is the official Texas Restaurant Association (TRA) online alcohol seller-server certification course. Only $9.95 with coupon code. Do you want a TRA member discount? Contact us to verify your membership for 33% off TABC To Go training certifications.

TABC To Go ensures that everyone who completes the course knows how to sell and serve alcohol responsibly, and knows the laws relating to the sale and service of alcohol in Texas.

Having 100% of your employees certified through TABC To Go protects your business under the Dram Shop law, and also protects your employees and customers.

- Online certification
- Valid for two years
- Print certification at the end of the course
- Employees can take at their own pace, designed to work on smartphones, tablets and desktops.

Corporate Accounts

TABC To Go makes it easy for you to keep your staff certified. We offer volume discounts, preferred customer support and technical support.

TABC To Go Corporate Partner Benefits:

- **Preferred pricing.** Don’t shop around, you will always receive our best pricing with TABC To Go.
- **Preferred customer support.** You and your employees are our priority when you have questions or need customer service support.
- **Monthly and automatic billing.**
- **Pre-paid TABC To Go course codes for your growing staff.** We can track employee certifications and provide customized reports for your human resource records.
- **Bundled certifications.** Meet all of your employee certification needs with TRA certified courses including food handler and food manager.
From Texas Restaurant Association Website:
https://txrestaurant.org/training/texas-food-handler-training-certification

Texas Food Handler Training and Certification

ServSafe Texas Food Handler training online has a special introductory price for Texas. Save over 30% off the retail price of $15 - $9.95 for all TTRA Members.

It meets all state requirements, is approved by the Texas Department of State Health Services and is ANSI accredited so you don’t have to pay an extra fee to the local health department.

Take the Texas Food Handler Training Course

About the statewide Food Handler Certification mandate:

In October 2015, the Texas Department of State Health Services approved a regulation requiring statewide food handler certification as part of the new Texas Food Establishment Rules (TFER).

The statewide food handler mandate was effective September 1, 2016, which means all current restaurant employees required to be certified must have their food handler permit by that date. All employees that work with unpackaged food, food equipment or utensils, or food-contact surfaces such as kitchen staff, bussers, hostesses, servers, bartenders, barmen/barmen etc., need to be food handler certified. Individuals hired after September 1, 2016, have 60 days from the date of hire to get their certificate.

Texas food handler training and certification is valid for two years, and food facility operators are required to maintain a record of a current certification for each employee. Local health departments will enforce the mandate during the inspection process.
MINIMUM STANDARD HEALTH PROTOCOLS

CHECKLIST FOR BARS OR SIMILAR ESTABLISHMENTS

Bars or similar establishments may operate for in-person service up to 50% of the total listed occupancy inside the bar or similar establishment if only those customers who are seated are served. There is no occupancy limit outdoors at a bar or similar establishment. Bar or similar establishment employees are not counted towards the occupancy limitation. For these purposes, bars or similar establishments are establishments with a permit from TABC that are not otherwise considered restaurants.

The following are the minimum recommended health protocols for all bars or similar establishments choosing to operate in Texas. Bars or similar establishments may adopt additional protocols consistent with their specific needs and circumstances to help protect the health and safety of all employees, contractors, and customers.

The virus that causes COVID-19 can be spread to others by infected persons who have few or no symptoms. Even if an infected person is only mildly ill, the people they could spread it to may become seriously ill or even die, especially if they are 65 or older with pre-existing health conditions that place them at higher risk. Because of the concealed nature of this threat, everyone should rigorously follow the practices specified in these protocols, all of which facilitate a safe and measured reopening of Texas. The virus that causes COVID-19 is still circulating in our communities. We should continue to observe practices that protect everyone, including the most vulnerable.

Please note, public health guidance cannot anticipate or address every unique situation. Bars or similar establishments should stay informed and take actions based on common sense and wise judgment that will protect health and support economic revitalization. Bars or similar establishments should also be mindful of federal and state employment and disability laws, workplace safety standards, and accessibility standards to address the needs of both workers and customers.

Health protocols for serving your customers:

- Customers should not be permitted to loiter at the bar or in commonly trafficked areas, and should remain seated at tables inside the bar.
- Only provide service to seated individuals.
- Groups should maintain at least 6 feet of distance from other groups at all times, including while waiting to be seated in the establishment or for admission to the establishment.
- Activities that enable close human contact, including but not limited to dancing, are discouraged.
- Pathways for patrons’ ingress and egress should be clear and unobstructed.
- Designate staff to ensure customers maintain a 6-foot distance between groups if customers are waiting to enter the bar or similar establishment.
- A hand sanitizing station should be available upon entry to the establishment.
- No tables of more than 10 people.
- Dining:
  - Do not leave condiments, silverware, flatware, glassware, or other traditional table top items on an unoccupied table.
  - Provide condiments only upon request, and in single use (non-reusable) portions.
  - Use disposable menus (i.e., a new menu for each patron).
  - If a buffet is offered, bar employees should serve the food to customers.
- Ensure spacing of individuals within the establishment to keep a 6-foot distance between individuals in different groups.
MINIMUM STANDARD HEALTH PROTOCOLS

BARS OR SIMILAR ESTABLISHMENTS: Page 2 of 4

☐ Tables or chairs must be installed to seat all customers to maintain social distancing, and may not be moved.

☐ Consider positioning an unoccupied table or other object adjacent to each occupied table, creating space to permanently maintain a 6-foot distance between groups.

☐ Take orders from customers seated at a table or by web/phone application.

☐ Contactless payment is encouraged. Where not available, contact should be minimized. Both parties should wash or sanitize hands after the payment process.

Health protocols for your employees and contractors:

☐ Train all employees and contractors on appropriate cleaning and disinfection, hand hygiene, and respiratory etiquette.

☐ Screen employees and contractors before coming into the bar or similar establishment:

☐ Send home any employee or contractor who has any of the following new or worsening signs or symptoms of possible COVID-19:
  - Cough
  - Shortness of breath or difficulty breathing
  - Chills
  - Repeated shaking with chills
  - Muscle pain
  - Headache
  - Sore throat
  - Loss of taste or smell
  - Diarrhea
  - Feeling feverish or a measured temperature greater than or equal to 100.0 degrees Fahrenheit
  - Known close contact with a person who is lab confirmed to have COVID-19

☐ Do not allow employees or contractors with the new or worsening signs or symptoms listed above to return to work until:
  - In the case of an employee or contractor who was diagnosed with COVID-19, the individual meets all three of the following criteria: at least three days (72 hours) have passed since recovery (resolution of fever without the use of fever-reducing medications); and the individual has improvement in symptoms (e.g., cough, shortness of breath); and at least ten days have passed since symptoms first appeared; or
  - In the case of an employee or contractor who has symptoms that could be COVID-19 and does not get evaluated by a medical professional or tested for COVID-19, the individual should be assumed to have COVID-19, and the individual may not return to work until the individual has completed the same three-step criteria listed above; or
  - If the employee or contractor has symptoms that could be COVID-19 and wants to return to work before completing the above self-isolation period, the individual must obtain a medical professional’s note clearing the individual for return based on an alternative diagnosis.

☐ Do not allow an employee or contractor with known close contact to a person who is lab-confirmed to have COVID-19 to return to work until the end of the 14-day self-quarantine period from the last date of exposure (with an exception granted for healthcare workers and critical infrastructure workers).
MINIMUM STANDARD HEALTH PROTOCOLS

BARS OR SIMILAR ESTABLISHMENTS: Page 3 of 4

☐ Have employees and contractors wash or sanitize their hands upon entering the bar or similar establishment, and between interactions with customers.

☐ Have employees and contractors maintain at least 6 feet of separation from other individuals. If this distancing is not feasible, measures such as face covering, hand hygiene, cough etiquette, cleanliness, and sanitation should be rigorously practiced.

☐ Consistent with the actions taken by many businesses across the state, consider having all employees and contractors wear cloth face coverings over the nose and mouth. Employees and contractors should consider wearing non-medical grade face masks if available.

Health protocols for your facilities:

☐ Consider having an employee or contractor manage and control access to the bar or similar establishment, including opening doors to prevent attendees from touching door handles.

☐ **Take steps to ensure 6 feet social distancing is maintained at the bar between individual patrons, between patrons and waitstaff, and between patrons and bar items such as clean glassware and ice. Such separation may be obtained by ensuring bartenders remain at least 6 feet from customers at the bar, such as by taping off or otherwise blocking bartenders from being within 6 feet of a seated customer, or the use of engineering controls, such as dividers, to keep individuals and/or the bar separate from other individuals.**

☐ Regularly and frequently clean and disinfect any regularly touched surfaces, such as doorknobs, tables, and chairs.

☐ Regularly and frequently clean restrooms, and document the cleanings.

☐ Disinfect any items that customers contact.

☐ Make hand sanitizer, disinfecting wipes, soap and water, or similar disinfectant readily available to employees and customers.

☐ Consider placing readily visible signs at the bar or similar establishment to remind everyone of best hygiene practices.

☐ Clean and disinfect the area used by customers (e.g., tables, chairs, etc.) after each group of customers depart, including the disinfecting of tables, chairs, stalls, and countertops.

☐ Clean and sanitize the bar daily.

☐ For bars or similar establishments with more than 10 employees and/or contractors present at one time, consider having an individual wholly or partially dedicated to ensuring the health protocols adopted by the establishment are being successfully implemented and followed.

☐ TABC staff should monitor bars throughout the state of Texas to ensure compliance with these protocols. TABC has the authority to suspend any license that poses an immediate threat or danger to public safety. Failure to follow these protocols may result in a 30-day license suspension for the first infraction, and a 60-day suspension for a second infraction.
If you have video game equipment or other interactive amusements:

- Assign at least one employee or contractor full time to disinfect the video games and other interactive amusements. **Continuous disinfecting is needed to protect customers.**
- Disinfect all gaming equipment before and after customer use.
- Provide equipment disinfecting products throughout facility for use on equipment.
- Ensure only one player can play a video game at a time.
- Provide for at least 6 feet of separation between games.
The following are the minimum recommended health protocols for all bar or similar establishment patrons in Texas. These minimum health protocols are not a limit on the health protocols that individuals may adopt. Individuals are encouraged to adopt additional protocols consistent with their specific needs and circumstances to help protect the health and safety of all Texans.

The virus that causes COVID-19 can be spread to others by infected persons who have few or no symptoms. Even if an infected person is only mildly ill, the people they could spread it to may become seriously ill or even die, especially if they are 65 or older with pre-existing health conditions that place them at higher risk. Because of the concealed nature of this threat, everyone should rigorously follow the practices specified in these protocols, all of which facilitate a safe and measured reopening of Texas. The virus that causes COVID-19 is still circulating in our communities. We should continue to observe practices that protect everyone, including the most vulnerable.

Please note, public health guidance cannot anticipate or address every unique situation. Individuals should stay informed and take actions based on common sense and wise judgment that will protect health and support economic revitalization.

**Health protocols for bar or similar establishment patrons:**

☐ In a bar or similar establishment, minimizing in-person contact is difficult, and wearing face coverings or masks is not feasible while at a table. For this reason, tables at bars or similar establishments should not exceed 10 individuals.

☐ When individuals go to a bar or similar establishment, individuals should, to the extent possible, minimize in-person contact with others not in the individual’s household. Minimizing in-person contact includes maintaining 6 feet of separation from individuals. When maintaining 6 feet of separation is not feasible, other methods should be utilized to slow the spread of COVID-19, such as wearing a face covering or mask, washing or sanitizing hand frequently, and avoiding sharing utensils or other common objects.

☐ Self-screen before going into the establishment for any of the following new or worsening signs or symptoms of possible COVID-19:

- Cough
- Shortness of breath or difficulty breathing
- Chills
- Repeated shaking with chills
- Muscle pain
- Headache
- Sore throat
- Loss of taste or smell
- Diarrhea
- Feeling feverish or a measured temperature greater than or equal to 100.0 degrees Fahrenheit
- Known close contact with a person who is lab confirmed to have COVID-19

☐ Wash or disinfect hands upon entering a reception and after any interaction with employees, contractors, other attendees, or items in the bar or similar establishment.

☐ No tables of more than 10 people.

☐ Individuals aged 65 or older are at a higher risk of COVID-19. To the extent possible, avoid being within 6 feet with individuals aged 65 and older. Individuals aged 65 and older should stay at home as much as possible.
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☐ Consistent with the actions taken by many individuals across the state, consider wearing cloth face coverings over the nose and mouth when not at the table, or when within 6 feet of another person who is not a member of the individual’s household. If available, individuals should consider wearing non-medical grade face masks.

☐ Because of the social interaction that occurs at bars or similar establishments, strict adherence to these protocols is important. A person infected with COVID-19 may not know it, and may pass it to someone else unwittingly.

☐ Carry hand sanitizer, and use it regularly while at the bar or similar establishment, especially after contact with individuals outside the household.